



LEADS in Action:

# Succession Management Toolkit

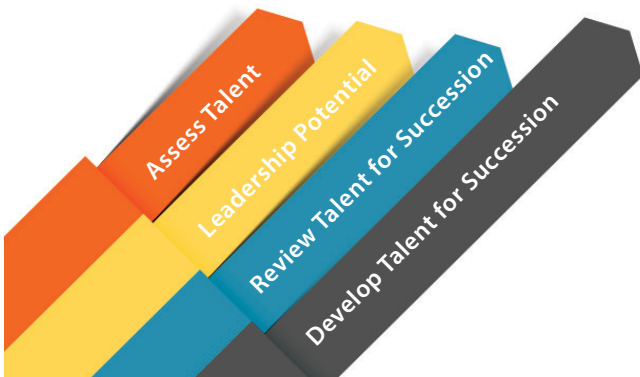
**Succession Management is a proactive strategy to managing talent that is aligned with an organization’s vision and strategic direction. It involves identifying high potential employees for anticipated organizational needs and developing them for a leadership pipeline.**

LEADS Canada is pleased to partner with Hamilton Health Sciences in offering and delivering the **LEADS in Action: Succession Management Toolkit** to support your succession planning needs.

The **Succession Management Toolkit** developed by Hamilton Health Sciences (HHS) is based on best practice evidence, HHS experience and application. It provides leaders with approaches, tools, and templates that guide organizations to assess, evaluate, and develop their top talent; those who wish to grow their leadership potential and career within the organization. Building internal top talent retains top performers, builds leadership capacity, and preserves experiential knowledge only obtained by existing talent.

## The Program

The four key program steps are designed to identify and develop talent:



This foundation rests on **LEADS in a Caring Environment** framework which should already underpin your organizational talent strategies and programming.

*Note: Organizations must hold a 3 year LEADS licensing agreement in order to proceed with the implementation of the LEADS in Action: Succession Management Toolkit.*

To complete the needs assesment, visit us at:  
[www.leadscanada.net](http://www.leadscanada.net)

## Is this right for you?

The first step is to complete a needs assessment survey to guide reflection and enable organizations to confirm their readiness to proceed with the **LEADS in Action: Succession Management Toolkit**.

If the needs assessment does not confirm readiness to proceed with the toolkit, we offer consultation to help you explore readiness considerations in greater depth, including a gap analysis.

If the needs assessment confirms readiness, we offer packages with increasing levels of support.

### Package Levels *(prices do not include taxes)*

**Level One: \$2,500**

Includes the Toolkit, and an orientation webinar

**Level Two: \$3,250**

Includes the Toolkit, orientation webinar, and virtual consultation support (1.5 hours)

**Level Three: \$5,350**

Includes the Toolkit, orientation webinar, and virtual consultation support (8.5 hours)

