

# Best Practice

**Service:** Consulting  
**Solution Suite:** Professional Development  
**Best Practice:** Succession Planning



## Overview

AMS deploys solutions based on customized industry and experiential best practice. Our team of executive level consultants will work with your organization to craft the best implementation of any service, solution suite and correlating best practice. This holistic approach to creating business solutions will render high value ROI, continuity and embedded value.

As the competitive intensity of the global business environment continues to escalate, so does the need for highly competent business leaders. This turbulent environment demands that leaders possess exceptional skills to make decisions that will position the organization advantageously amid complexity and rapid change.

Leadership is required not only of those in positions of formal authority but in every manager. Today, success depends upon a “company of leaders”, managers at all levels of responsibility who embody the skills needed to lead the corporation to success.

AMS and our team of executive level consultants design a plan to enhance the leadership skills of all managers, regardless of their level, through an on-going process that includes assessment, feedback and career planning. The plan should include guidelines and resources to strengthen critical competencies: knowledge, skills and abilities required for current and future business success. Competencies can best be described as goals to impel the kinds of achievements that signify leadership.

The succession planning process should provide:

- A model that recommends development experiences in which critical competencies are strengthened and demonstrated through measurable achievements
- A tool that measures critical leadership and job-related competencies used for self assessments, and/or to solicit feedback from others
- Guidelines that facilitate the selection of those who have the record of achievement required for middle and executive level positions

The concept of succession planning has become an important part of many companies’ strategic planning but not in all companies. Too many think of succession planning as replacement planning having application only in family owned companies or in large conglomerates. In fact, succession planning should be a part of every company’s Strategic Plan.

AMS can help your organization prepare for the future.

AMS can customize any best practice to fit your organizational needs.