

The CEO Edge

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Accelerate top talent and avoid a crisis with succession planning

Getting results quickly requires retention of the best and brightest in your company.

The only way to hang on to good people is to implement a well-thought out succession plan with the same timeframe as your business strategy. Here are some tips:

- Work with the executive group as a team. Identify top talent and construct a succession plan for key positions, sharing insights on how to develop each person.
- Identify gaps in skills, behaviours and experience for those in the succession plan and create programs to eliminate those gaps (challenging assignments, working stints in other functional areas of the business and strategic promotions).
- Hold the executives accountable for the action plans in their areas. They should be devoting as much as 20% of their time to building the leaders of the future.
- Make sure those individuals identified as top talent in the succession plan are told they are being groomed for greater things.

[Read more...](#)

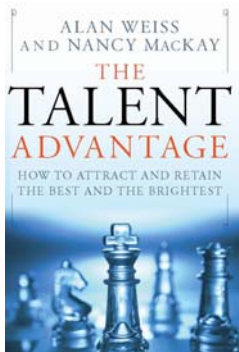
Related book: [Succession, Are You Ready?](#) by Marshall Goldsmith. In this concise book, leading executive coach and bestselling author Marshall Goldsmith offers candid advice on succession from the outgoing executive's perspective. From choosing and grooming a successor while sidestepping political minefields, to finally handing over responsibility, Goldsmith walks you through each step in the succession process.

CEO Forum News

Nancy's CEO and Executive Forums are a unique way to get ahead. Meet leaders from other industries and share strategies to accelerate results.

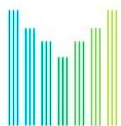
If you are a CEO, president or general manager and are interested in realizing the tremendous benefits of our CEO Forums, [contact Nancy](#) or [click here for more information](#).

How to attract and retain top talent



Nancy's book, [The Talent Advantage: How to Attract and Retain the Best and the Brightest](#), offers practical advice and wisdom on how to bring out the best in your people.

CEO Coaching - CEO Forums - Leadership Development - Succession Planning - Strategy Development - Team and Board Effectiveness - Keynote Speaking

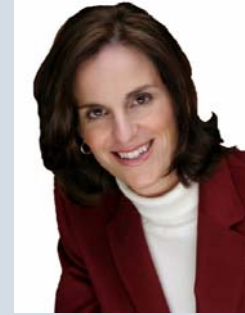


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Helping CEOs improve individual and organizational performance

What's new with Nancy



CEO Retreat Update

Nancy just got back from the Napa Valley where she facilitated a CEO retreat. Strategy reviews, a wine tour and a cooking school made for a great retreat!

Next month she heads off to Stuart Island for another CEO retreat. Life strategies and fishing will add up to a great experience.

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