

HR Syensqo's Approach to Succession & Development Planning

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INTRODUCTION

Traditional Succession Planning relies on identifying one successor for one position, whereas a Talent Discussion provides a dedicated forum to take a wider view of Talent: what are the current and future critical skills and how do we take deliberate, proactive measures to develop a pool of qualified, motivated candidates to take on future roles?

What to do as HR

Regular talent discussions (*at least twice a year*), present an opportunity to anticipate and highlight critical needs and skills for the future, recognize early talent, and identify opportunities and risks that can be addressed locally or raised to the GBU/Function.

Start by reviewing and understanding the Key Talent Concepts. It is your role as HR to introduce Key Talent Concepts to your Leadership Teams, share templates and tools, and engage as an active participant in Talent Discussions.

While this toolkit was developed with the needs of Industrial and R&I sites in mind, Campus and Administrative sites can use the concepts and best practices, and adapt the toolkit for use within an intact team.

NEXT STEPS

Learn more about Succession & Development Planning Best Practices

[click HERE](#)

Learn more about Key Talent Concepts

[click here](#)

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- [Key Talent Concepts](#)
- [Succession & Development Planning Best Practices](#)

Support Material

- [Site Talent Discussion Toolkit](#)
- [Site Talent Discussion Templates](#)
- [Succession User Guide](#)