

Succession risk management

Prepping for success

Having the right leaders in place has a significant impact on a business and its ability to achieve commercial targets. So what happens if one of your leaders decides to leave? Is your business prepped for success, or will you find yourself exposed?

We help you protect critical roles across your Executive Leadership Team (ELT) by:



establishing pools of high-potential external successors aligned to your organisation



assessing the bench strength and succession readiness of internal talent



providing detailed internal succession plans for each critical or pivotal role

This gives you confidence that you are in the best position to ensure business continuity, helping you respond quickly and decisively in times of leadership or structural change.

Key benefits

- Deliver a clear succession plan that incorporates internal successors and external talent
- Mitigate the risks associated with leadership changes
- Develop local, national, regional and global talent pools aligned to your organisational priorities and values
- Gather market intelligence and competitor insights in a discreet manner



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Delivering results

When an ASX-listed company's CEO announced his plans to retire, they engaged Mercer | Evolve to help them minimise the knock-on effect his departure could have on their Executive Leadership Team (ELT).

We worked closely with the company to formulate succession plans across the ELT. This involved identifying the best talent in their industry across the globe, and discussing if the suitable candidates would consider a move in the medium to long term.

Conducting this extensive research provided the company with a risk mitigation strategy that would leave them in a strong position for business continuity should ELT departures occur.

“Leaders aren't born they are made.
And they are made just like anything else,
through hard work. And that's the price
we'll have to pay to achieve that goal,
or any goal.”

Vince Lombardi on Leadership
- Vince Lombardi



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