



Succession

You've thought about the "how" (legal and financial considerations) but what about "who"? STM helps you navigate the all-important people part of the equation to identify and develop the right successors for your business.

The key long-term challenge for any succession plan is identifying the right people to assume leadership of your company at every level and to build on your legacy. In the meantime, the practical short-term objective is to grow your leadership team, so you don't have to do it all!

It's not just about numbers

✓ It's About People

STM solves your people challenges. Our process begins with an **assessment** of your current and next generation management teams to establish a culture benchmark and evaluate leadership strengths, weaknesses, and capacities. This sets the general tone and direction of your succession strategy, and leaves two possibilities:

You have current employees who can step up

STM helps identify employees who have the capacity, but perhaps not yet the *skill*, to be great leaders.

"When it comes to the question of who will take the reins, we have turned to Art Boulay and his team at Strategic Talent Management many times over the past 20 years to focus attention on the people component of an exit strategy. STM's focus on people provides the important "third leg" in developing a comprehensive exit strategy, and I highly recommend them."

-David Jean, CPA, CCIFP, CExP
Altus Exit Strategies

Assessments may **reveal hidden natural leadership talent on your team** you did not even know you had and conversely reveal those who are not suited to lead your company into the future. If we identify internal talent, we can help prepare them to step up.

You need to recruit people from outside your organization

In the absence of suitable internal candidates, STM has a well-tested process to identify exactly who you need in leadership and the experience **recruiting candidates** who fill your needs and fit your culture. We stand by your side in preparing your successors and facilitating a smooth transition.

✔ It's About Your Peace of Mind

Whether developing internal successors or going outside to recruit people you can groom to take over, STM is the right choice to answer your people questions. Once you or key people exit the business you want to feel confident it will continue to operate smoothly and be able to withstand the storms that inevitably blow through our economy. STM will be there for the new leadership team, and you can rest assured your legacy is in the right hands.

What's in it for you?

- ✔ Know that you have the right leadership team in place today and a team ready to step up tomorrow.
- ✔ Know that you are investing time, money, and resources in the right people.
- ✔ Know that you have a trusted strategic partner in STM who knows your leadership team, understands your culture, and is with you for the long haul.

If succession challenges are weighing on your mind, we can help.

Contact us today at solutions@strategictalentmgmt.com.

Read more about Succession Planning on our [website](#) and [blog](#).



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