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# 5 Benefits of Early Succession Planning

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Your company will thank you for it.

## **#1 Avoid Talent Gaps**

**Anticipate and fill voids before they happen.**

Early planning lets you imagine your company without key players.

## **#2 Sustainable Growth**

**Prevent disruptions in leadership so great work continues.**

Allow focus on seamless workflow and innovation vs. a messy transition with no one in charge.

## **#3 Retain Top People**

**Identify high management potential.**

Seek out top fliers now and help them actively plan their careers.

## **#4 See Beyond The “C”**

**More time to plan for critical roles outside the C-Suite.**

Sometimes planning is limited to the “C-Suite.” But many other roles are a must for smooth operations.

## **#5 More Success**

**Deal with legal and diversity issues for long term gains.**

Talk to a talent expert, engage the leadership team and resolve issues to create stability and confidence.

# FACT

**Companies with more diverse workforces perform better financially.**

Source: McKinsey, 2015

*Ed is the Talent Transformation Expert for businesses looking to achieve 8 figure growth. He delivers captivating, high-energy keynote presentations that challenge the traditional model of HR and prepare decision makers for motivating their people with a win-win strategy.*

*In his career, Ed has helped over 250 clients, including Fortune 500 companies, achieve talent and culture transformations. As a result, audiences value Ed's deep understanding of the employee/employer dynamic and his ability create a connection with them right away. On stage, he provides practical approaches, tools, and relevant stories to inspire action.*

*A speaker, trainer and coach certified by The John Maxwell Team; Ed's topics bring a refreshing perspective on how to leverage what is commonly viewed as "people problems" and turn negative growth into business success.*

*Ed is a member of the National Speakers Association, the Forbes Coaches Council, and a regular contributor to Forbes.com. He is the author of "Strategic HR: Driving Bottom Line Results Through Your People".*

*When he's not on stage or helping clients, Ed teaches at Millersville University. His first love is family, with golf vying for a tight second. If you do catch him at home, he's likely cheering for the Notre Dame or Baltimore Ravens football teams.*



Ed Krow

TALENT TRANSFORMATION EXPERT

