

GROW LEADERS TO GROW THE COMPANY

Is your business, like many small- to medium-sized manufacturers in Washington State, a privately held company? If so, succession planning should be an integral part of your long-term business strategy.

Determining the right people to fill critical leadership positions, and emphasizing the ongoing growth and development of candidates for key enterprise jobs, will give your organization peace of mind and a long-term competitive advantage. The key is investing the proper amount of time and attention to ensure that pivotal talent is identified and nurtured.

INTEGRATED APPROACH TO LEADERSHIP DEVELOPMENT AND BUSINESS SUSTAINABILITY

At Impact Washington, we focus on developing succession options that maximize valuable employees' skill sets, facilitate their transitions into new roles, minimize change-related internal disruption and turnover, increase your business's value and sustainability, and address both ownership stakeholder needs and the company's workforce continuity.

SUCCESSION PLANNING ASSISTANCE AND GUIDANCE

Not only do we want to make sure your organization has the most experienced leaders in place now, we want to ensure that equally talented individuals are positioned for future succession. By identifying and implementing career development planning for the next generation of leadership, we'll help your company reach its strategic objectives while keeping the owner's goals top of mind.

To help your company implement a succession planning strategy, we'll first determine your key challenges, using a combination of assessment tools and interactive sessions with your senior

leadership team to understand and evaluate current organizational skills and gaps.

These insights will then form the framework of a dynamic and collaborative transformation plan that clarifies roles, establishes a sustainable organizational structure, creates development plans for future leaders, and aligns business objectives with existing strategies.

By implementing succession planning for your company, you and your senior management team will have a clear, customized and well-prepared execution strategy and development path.

There are several reasons why investing in talent identification and succession planning should be part of your business strategy:

- ✓ Supports Strategic Business Plan
- ✓ Promotes Business Stability and Sustainable Growth
- ✓ Preserves Institutional Knowledge
- ✓ Encourages Key Employee Retention
- ✓ Develops Employees Sooner and More Effectively`
- ✓ Facilitates Career Planning
- ✓ Improves Operational Efficiencies
- ✓ Reduces risk and Ensures Business Continuity

When it comes to the future, there's no time like the present. Let Impact Washington help you create your succession plan today!

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