

Business Continuity

You have worked hard to build a legacy, but how do you ensure that it will live on once you leave? Do you have a plan in place to develop the strong leadership and knowledge transfer necessary to maintain corporate culture and operational success?

Let Corporate Performance Strategies assist you in developing a dynamic continuity strategy that will cultivate strong leadership and protect your organization's future success.

What is business continuity?

A business continuity strategy is about protecting your business, its assets and the successful functioning of your business during a change of executive leadership. Whether overseeing a closely-held firm or a public corporation, all executives need a solid plan to ensure that the hard work they have invested into a company's success will not fall by the wayside after their departure.

Successful executives want to ensure that their leadership, achievements and business successes remain intact. They also have a fiduciary responsibility to shareholders and a board of directors to ensure that business performance and growth stay strong under new leadership. CPS experts have extensive experience in developing effective business continuity programs for global corporations, privately held firms and all types of businesses in between. Our customized strategies work to:

- Ensure effective knowledge transfer to avoid a loss of expertise during a change of executive leadership
- Identify qualified executive replacements within a corporation
- Develop plans for recognizing and cultivating talent within a company
- Provide opportunities for incumbents to gain knowledge, exposure and experience
- Create systems of checks and balances between the board of directors and rising leadership
- Identify core competencies and ensure that they remain a priority under incumbent oversight
- Prepare emergency management strategies to prevent disruption in the case of sudden leadership change or executive departure
- Establish strong management structures to support the business as generations retire

Succession Planning

One of the primary aspects of an effective strategy for business continuity is comprehensive succession planning. In today's corporate environment, boards increasingly expect the CEO to implement an effective talent management process that takes into account future retirements, resignations, and unexpected loss of leadership. CPS has developed a dynamic four-part strategy to ensure sustained management strength in your organization upon their departures.



- We begin with an assessment of your organization's leadership requirements - both as they exist today and as they are anticipated for the future .
- We then assess and set benchmarks for current leadership competencies.
- We work with leaders to create development action plans based on the results and offer executive coaching and other proven techniques to ensure their success.
- Because the most effective succession plans do not rely on a single snapshot of talent at a specific point in time, we highly recommend on-going executive assessments and evaluations throughout the lifespan of your organization.

Contact us for more information!

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