

A clear glass hourglass is shown on a wooden surface. It is filled with fine, golden-brown sand. The sand is in the process of falling from the top bulb to the bottom bulb, creating a thin stream in the center. The background is a soft, out-of-focus grey and white.

SUCCESSION PLANNING

WITH PSYCHOLOGICAL ASSOCIATES

Q4Solutions.com



98% of organizations consider succession planning essential. But nearly $\frac{2}{3}$ report not having a succession plan in place.

Identifying a successor to a C-suite position can be challenging. Pinpointing the right candidate — with the right knowledge, experience, competencies, and motivation — is imperative for your organization's future.

By partnering with Psychological Associates, your organization can confidently fill your most critical roles and develop your most promising talent. We've created a comprehensive system that gathers extensive performance data to create a robust portrait of your candidates.

The result? A more empirical, equitable, and straightforward process.

And once you've found the right candidate, we'll help you create a development plan that ultimately results in increased bench strength for your organization.

We've honed our succession planning process for six decades, developing a solution you can trust.

Succession Planning With Psychological Associates

When preparing your succession planning strategy, you want to identify the best people for the required roles. You want to be both objective and fair.

Our Consultants capture and leverage comprehensive data to dramatically increase the odds of doing just that. As seasoned business advisors, we know how to build a solution that works for your organization. And our wealth of experience means we have the polish to work with your most senior leaders.

We immerse ourselves in your organization by becoming familiar with your culture, your competencies, corporate structure, the expectations of the Board, and the desired strengths and skillset for each executive position.

As a truly consultative organization, we develop a solution that's right for your organization — not one that's right off the shelf.





Our Holistic Approach

Succession planning can feel overwhelming. It's easy to put too much emphasis on a single assessment, or rely too heavily on a single supervisor's opinion. But how do you leverage all the available data into a workable solution?

Our holistic approach to succession planning paints an effective picture of the whole candidate.

PA Consultants are experts at capturing and leveraging comprehensive data. We know how to design, deliver, and monitor solutions that reflect your organization's unique strengths, demographics, culture, and goals. We tailor development plans that increase leadership awareness, improve executive skills, and boost team dynamics.

Our techniques create fairness for your candidates, while increasing objectivity and maximizing effectiveness for your organization.

We Focus on Executive Performance *and* Potential

An executive's current track record doesn't necessarily equate to success in a promoted position. Our ability to analyze a candidate's current performance *and* future potential removes the guesswork from your succession plan, helping you get down to business faster, and resulting in decreased downtime and increased productivity.

PERFORMANCE. We synthesize performance ratings, supervisor feedback, client satisfaction, and execution against annual goals to measure an executive's ability to perform the job effectively.

POTENTIAL. We analyze executive skills and abilities as they relate to your organization's executive competencies, combining cognitive, personality, and leadership measures; 360° survey data; and informational interviews.



About Psychological Associates

Psychological Associates partners with organizations to achieve targeted growth and collaboration through customized solutions designed to fit your strategy goals.

We provide a comprehensive suite of Talent Assessment, Leadership Development, Succession Planning, and Family Business solutions to positively impact every facet of your organization. Our integrated approach gives clear and objective insight for your organization to achieve optimal success through proven solutions.

We've spent the past 60 years helping business leaders in countless industries grow successful companies focused on both people and profit. From frontline nurses to engineers, from warehouse foremen to financial advisors, sales managers and more, we have the solutions and expertise for your business and industry.

At the core of every PA solution is our

Q4 DIMENSIONAL MODEL OF BEHAVIOR. The MODEL

divides behavior into four "types." Become more aware of your own behaviors and the behavior of those around you, and you'll be a more effective leader. When combined with the right interpersonal skills, the MODEL can radically change how you and your organization **get things done** — for the better.

Q4 Dimensional® Model of Behavior™



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Visit www.Q4Solutions.com/partner-with-us/ to schedule a conversation.
Or call Clay Hildebrand, President, at 314-678-5604.

Q4 PSYCHOLOGICAL ASSOCIATES®
LEAD SOONER. SUCCEED FASTER.®

Leveraging
Your People
to maximize *Your Performance*