



# SUCCESS WITH SUCCESSION PLANNING: CHARTING YOUR TALENT FUTURE.

## Identify Future Leaders and Support Knowledge Transfer

Organizations thrive when continuity is intentional and institutional knowledge is passed to the next generation of leaders and specialists. Yet, many organizations struggle with building bench strength for critical leadership and technical positions. Because demand for experienced, specialized employees is high and the talent pool is often limited, internal resources are the surest bet to meet this demand. Succession management services from HR Solutions can make a tremendous positive impact.

Achieving mission continuity requires more than simply backfilling vacant positions. HR Solutions' succession management services facilitate identifying, assessing, and developing talent to support continuity throughout your organization. Our services focus on long-term strategies to identify growth potential, align developing skill sets with mission needs, and provide employees with timely, relevant opportunities to develop managerial skills and gain technical proficiency.

## Future-Focused Assessments and Development

HR Solutions combines strategic alignment, workforce analysis, competency modeling, and gap analysis with leadership assessments to create a diverse pipeline focused on your specific needs. Benefits include:

- **Research-based Assessments:** Accurately capture both the organization's needs and employee qualifications. Designed by industrial-organizational psychologists and HR consultants, and informed by federal agency managers, our assessments forecast emerging needs.
- **Aligned Workforce Requirements:** Match requirements with strategic and operational plans. Identify strategies to transition your current workforce to the one you'll need in the future. Build capabilities to respond to emerging trends, shifting priorities, and technological change.
- **Organizational Assessments and Tools:** Identify bench strength for short- and long-term leadership, management, and critical technical needs.
- **Strategic Skills Assessments:** Provide definitive insights into internal candidate strengths while enabling more informed selection and promotion decisions.
- **Resources and Expertise:** Rely on our extensive experience in federal succession planning to solve your specific challenges.

### Tools to Strategize

Determine your agency's human capital master plan.

Organization Design

Position Classification

Succession Planning





### Succession Management Tailored to Your Talent Profile

Succession management is a continuous process of evaluating your workforce and needs to:

- Make the best use of the talent you have
- Forecast future competencies and skill sets
- Develop a pipeline of qualified employees capable of filling leadership positions
- Nurture technical proficiency and specialized knowledge
- Preserve institutional knowledge
- Develop agility to respond to evolving demands
- Make evidence-based workforce decisions

Only OPM's HR Solutions offers a "fed-centric" approach to your succession management, featuring a tailored suite of assessment instruments, strategy, and succession management expertise — all provided by a single government source and compliant with federal policies and best practices.

#### **Secure mission continuity with succession planning from OPM.**

Get started by visiting the Workforce & Succession Planning section at [opm.gov/HRS](https://opm.gov/HRS), or contact us at [HRStrategy@opm.gov](mailto:HRStrategy@opm.gov) for a consultative discussion about your needs.

#### **Why Choose OPM HR Solutions?**

We are the single largest provider of human capital management and training solutions across the human capital lifecycle, and the only federal organization entirely focused on making people and organizations better. Because of our mission focus, "by government, for government," we offer a unique combination of human capital management and training and procurement expertise. Coupled with ease of acquisition, subject matter expertise, federal compliance, and speed of access, we are the right choice for your succession planning and more.



HR Strategy and  
Evaluation Solutions

1900 E Street NW,  
Washington, DC 20415  
[opm.gov/HRS](https://opm.gov/HRS)  
[HRStrategy@opm.gov](mailto:HRStrategy@opm.gov)  
816-426-7010