

SuccessionNAV[®]

A Force Multiplier

Seamlessly Leveraging
Succession Planning & Selection



What is SuccessionNAV®?

SuccessionNAV® is an **unmatched data-driven instrument** that provides an in-depth overall report on how your leaders are performing.

It power-amplifies your existing systems, providing intel about your leadership pool and predicting the organization's response to each leader's style.

What does SuccessionNAV® MEASURE?

It measures and predicts your leaders' effectiveness and the impact they have on the organization.

Global
Personality
Factors

Emotional
Intelligence
for Leaders

Leadership
Engagement
Styles

Perception
Factors

Transformational
Leadership
Styles

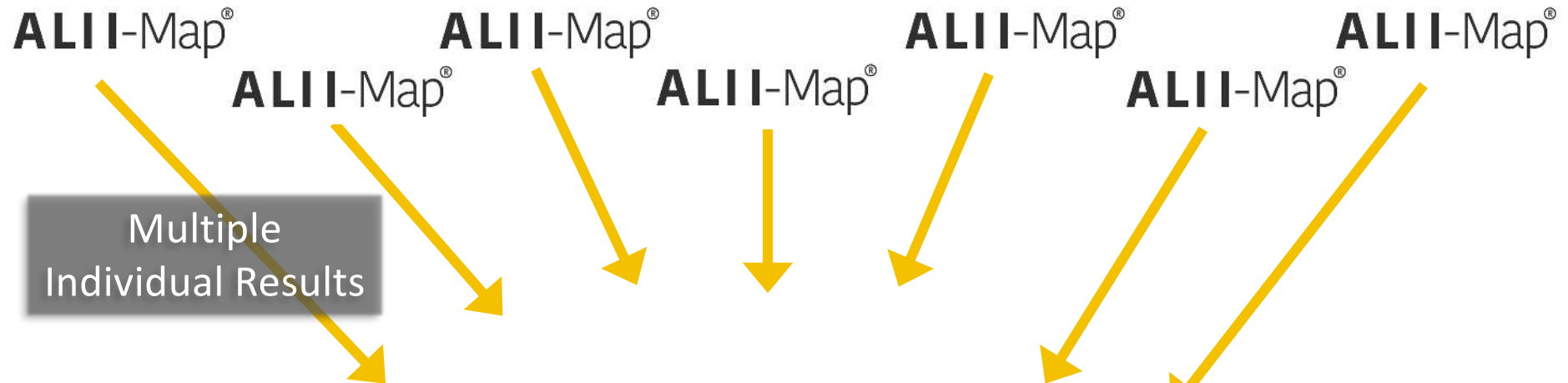
Leadership
Derailers

Organization
Engagement

Traits for
Effective
Leaders

How Does it Work?

Using our ALII-Map® assessments to detail the current behavioral footprint of **each leader** we map their influence and reach.

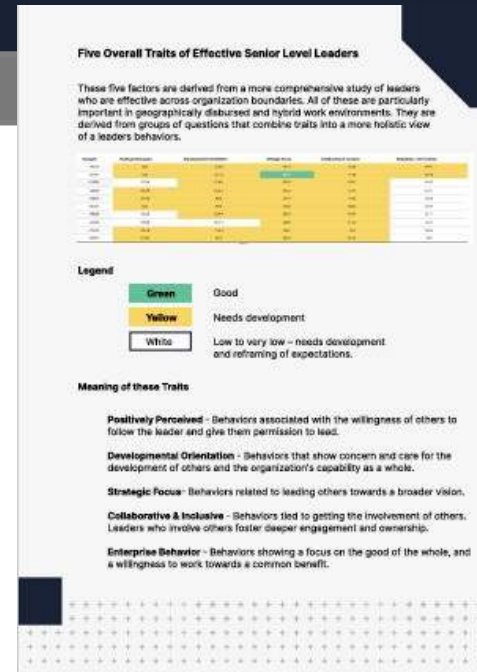
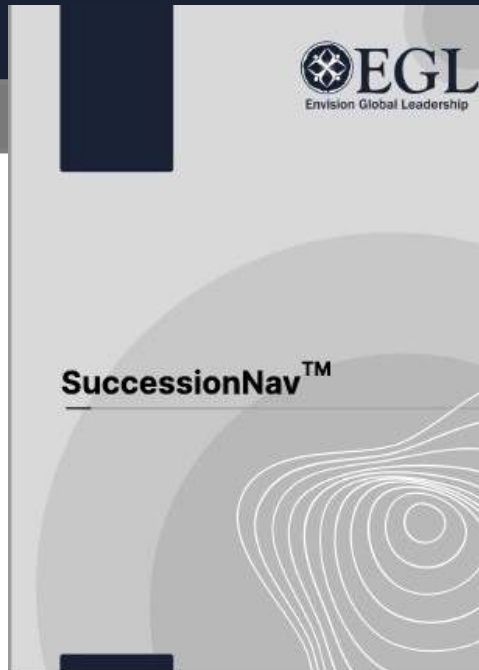


- ✔ Predicts leader viability for promotion **through a behavioral footprint** that shows influence and reach of leaders.

- ✔ Based less on intuition and more on data and logic.

Robust
Organization
Predictions

...Leading to Deep Organization Insights



How is SuccessionNAV® PREDICTIVE?

SuccessionNAV predicts six different organization responses to a leader's profile, not only as a leader in general, but also in five additional special cases:

- ✓ Leading Organizations
- ✓ Leading Vision
- ✓ Leading Change
- ✓ Leading Stabilization
- ✓ Leading Engagement
- ✓ Market Disruption

This provides opportunities to predict success for special cases, **greatly increasing business impact and lowering costs.**

SuccessionNAV[®] Enables



Seamless Transitions

Creates a successful talent pipeline to prepare for the unexpected.



Internal Promotions

Uses high-tech machine learning to predict the organization's response to leaders.



Mapping Existing Leaders

Provides unbiased insights that can be turned into meaningful action plans.



Personalized Leadership Development

Identifies high-potential employees and provides personalized development plans to help them reach their full potential.

The Basic Steps

STEP
01

Starting with the **performance needs** of an organization, we identify a pool of leaders – current and/or potential.

STEP
02

This group of leaders are each **assigned an ALII-Map® along with support resources**. This details the leadership needs of each person.

STEP
03

Upon completion of the ALII-Maps, **we create a robust SuccessionNAV® report**.

This gives an **eagle-eye view of your leadership**; where they stand, development gaps, potentials, and strengths, highlighting the leadership needs for the organization.

Some of our Clients



From government
to energy to
nonprofit – the
SuccessionNAV®
delivers.

Cost

A one-time payment of \$35,000 includes:

- ✓ Ten ALII-Map® assessments with detailed reports
- ✓ Ten 1-hr debrief sessions with ALII® Certified coaches.
- ✓ Ten 1-hr action-planning sessions with certified coaches.
- ✓ A detailed custom SuccessionNAV® report
- ✓ A robust debrief session with summary of findings and recommendations



SuccessionNAV®

IDENTIFY AND PROMOTE YOUR MOST EFFECTIVE TALENT