

Individual Development Center for Executive-Level Succession Planning



An article by



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Objective

The identification and development of internal talent is a key priority for many organizations, particularly at the executive level. papilio supports companies in targeted succession planning through individual, tailor-made Executive Development Centers. These are designed to identify potential gaps between existing competencies and the requirements at the highest leadership level. The objective of these Executive Development Centers is to derive personalized development measures that enable talents to prepare optimally for a future position at the next career level. In addition, executive management receives the necessary information to create an optimal and seamless succession plan.

Challenge

At the executive level, credibility, many years of experience, and a deep understanding of the business context on the part of the consultants are crucial. Many organizations face the challenge of identifying the right talent and preparing them specifically for future leadership responsibilities. An objective external perspective and a well-developed assessment of potential succession candidates contribute to a solid basis for decision-making.

Solution

papilio offers organizations a solution tailored to the individual needs of each organization. Through close collaboration with the client organization, we ensure that the Executive Development Centers meet specific requirements and align with the corporate culture. This includes a detailed project briefing with representatives of executive management and/or Human Resources. Participants are observed according to the four-eyes principle, either by two papilio consultants or in tandem with a representative of the client organization. In the latter case, the papilio representative provides professional observer training. The close collaboration between papilio and representatives of the client organization promotes mutual knowledge transfer and a deeper understanding of the corporate culture. In addition, the client organization benefits from gaining new perspectives on its talents and engaging more deeply with their strengths and development areas.

Implementation

The Executive Development Centers are professionally organized and are usually conducted in an individual setting, sometimes also as a group event. Frequently, the client organization's own business cases are used to increase participant acceptance. Professionalism and quality are top priorities at papilio. At the same time, the personal factor plays an important role. At papilio, our clients find a competent partner with the necessary seniority and business expertise to ensure successful collaboration at the executive level. Following the process, participants receive individual feedback that fosters self-reflection and supports the planning of future career steps. If required, papilio consultants also accompany participants as coaches on their further development journey.

Results

Executive Development Assessments offer numerous advantages:

- Identification of strengths and development potential
- Promotion of self-reflection through professional feedback
- Development of individual competencies and career planning
- Data point for executive management on succession planning at the executive level
- Long-term safeguarding of performance delivery

Conclusion

Through tailor-made Executive Development Centers, papilio supports organizations in systematically developing their leaders at the executive level and ensuring seamless succession planning. Close collaboration with the client organization and individualized support for participants are decisive factors for successful implementation.

About the Author



Nicole Jeney has many years of experience in Human Resources, assessment, and consulting across all industries. As a Partner at papilio, she leads client projects and supports organizations in the selection and development of their leaders. She regularly conducts executive assessments at executive board level for various clients and provides coaching at all levels.

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