



OLIVER WIGHT

...leading business improvement specialists who educate, coach and mentor people to lead and sustain change on the journey to business excellence and outstanding business performance.

## Succession Planning

Oliver Wight has provided succession planning processes, tools and consulting support to organizations for more than 30 years. The succession planning options we provide include Executive Development Review (EDR), Management Development Review (MDR) and General Employee Development Review (GEDR). These options can be implemented independently or integrated into a tiered system that ascends through the organization.

### *executive development review (EDR) –*

Focusing on the executive and management levels, it identifies those individuals who are best suited for certain positions, disciplines, and pathways within the executive level. The reviewer also assesses and evaluates those individuals at the management level who might be considered for migration to the executive level. The process includes a combination of facilitated focus-group assessments of individuals by selected executives (180 degree), state-of-the-art behavioral assessment, 360-degree evaluations, performance appraisal reviews, and interviews.

### *management development review (MDR) -*

During this process, reviews are conducted of those individuals at the supervisory level who might be considered for migration to the management level. The MDR process includes facilitated focus-group assessments by selected managers (180 degree), state-of-the-art behavioral assessments, 360-degree evaluations, performance appraisal reviews, and interviews.

### *general employee development review (GEDR) –*

During the GEDR process, optimal discipline and career pathways are identified as well as supervisory potential. The process includes state-of-the-art behavioral assessments, performance appraisal reviews, and interviews.

**contact Shirley Chambliss at Oliver Wight to begin your journey**

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**together we make a difference**