



The Talent Wave: Why Succession Planning Fails and What to Do About It

David Clutterbuck

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If succession planning works, how do the wrong people so often get to the top?

Succession planning was once the key to identifying potential leaders to fill important positions. However, in the rapidly evolving and changing business world traditional succession planning is not longer a viable strategy with research showing that 70% of succession plans fail within two years, simply from lack of management support. In a climate of growing skills shortages and lack of confidence in leadership potential, David Clutterbuck offers a new a process of dialogue between an organisation and its employees.

The Talent Wave presents a dynamic, flexible approach to succession planning. By attacking many of the foundations on which it grew, Clutterbuck encourages solutions which align employee ambitions and business priorities to ensure your organization has the right leadership in place for ongoing success.

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