

realise the potential of your business



attract, develop, retain

**DST** people4business

## Succession & career planning



“ **Effective succession planning is a form of future proofing** ”

*Professor Victor Callan, TAFE NSW ICVET*

“ **Good is not enough if better is possible** ”  
*Anon*

### Does your succession plan

- Support your business strategy and the realisation of your vision?
- Link with your performance management AND people development processes?
- Give your people motivating learning and career paths?
- Aim to get the right person in place for every job at the right time?

**DST** people4business provides a simple process that

- Maps out the fit between your people talent and your business needs for continuity and success
- Sets up attraction, development and retention plans for the right people in all key roles
- Saves cost, time and stress
- Focuses talent management on business strategy

**DST** people4business

Professional Human Resource Management Solutions to support business success

Australia - Melbourne (HO), Adelaide, Brisbane, Sydney, Ballarat, Bendigo, Geelong – [www.dstpeople4business.com](http://www.dstpeople4business.com)

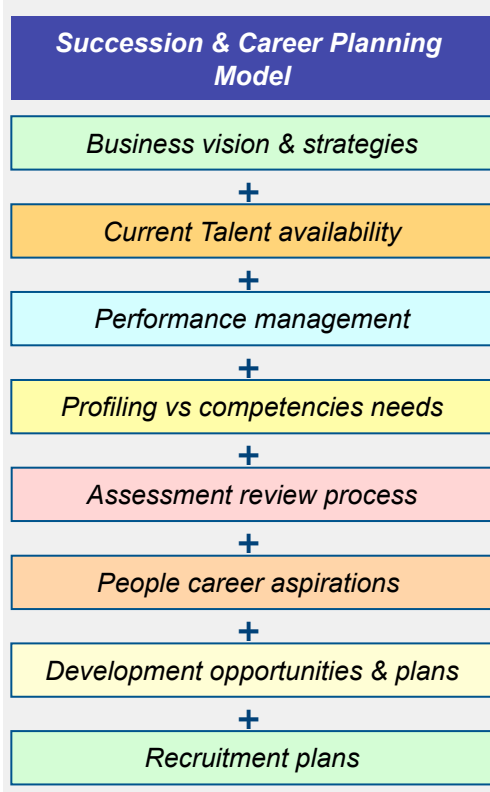


## Succession and career planning

- **DSTpeople4business** provides affordable packaged HR tools. The succession and career planning packs assist business owners and organisation leaders **achieve successful organisational outcomes through having the right people in the right place at the right time.**
- DST Associates are mature business people who have experienced first hand the pressures and joys of running a business. They are committed to making HR management easier, cost effective and more likely to produce the right outcome.
- The **DSTp4b HR Management** integrated solutions allow you to build a solid base to manage your people using integrated HR information and processes.



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### How it works

1. Review current practices, business strategy and needs
2. Confidential on-line behavioural assessment
3. Define competencies requirements key role
4. Assess current talent, profiling\*
5. Map out gaps & priorities
6. Agree plans and success measures
7. Set-up processes, tools, templates documentation, milestones\*
8. Implementation launch & support / coaching & training\*

\* You choose how much help you want, from light support DIY to full turn-key solution, depending on your business context/ resources.