

## THE CHALLENGE

A major multinational bank, with operations in several countries across Africa, was looking to prepare succession plans for all the C-Suite level roles in each of their largest businesses. They had completed an internal succession planning exercise based on their Talent Management programme and concluded that there were not sufficient individuals to cover all the roles at the Country Board level.

Global Career Company recommended succession planning mapping.

## OUR SOLUTION

### TALENT MAPPING

The Client commissioned Global Career Company to compile a map to include the following data:

- An agreed list of target companies (typically between 5 and 10 per country, or as otherwise agreed)
- An organisational structure chart for each company comprising the job roles from the CEO down to level one minus 2. (The CEO, all the direct reports to the CEO, and all their direct reports.)

### PRESENTATION

The results were presented in a format designed to enable integration into the overall succession plan. The bespoke format allows for instant implementation.

## OUTCOMES

Detailed maps were produced for CEO and two levels below. This enabled the client to identify several candidates for each position who were, immediately and in the medium term, likely to be strong successors for current incumbents. Through the relations built with candidates during the mapping phase, we were able to create opportunities for informal introductions and ongoing engagement, which then led to hires via formal recruitment processes over the following 18 months.

“ This is a strategic partnership for us and one we are prepared to invest in. It enables us to build the talent pipeline we’ve been trying to achieve. ”

*Global HR Director*

## BEGIN YOUR TALENT MAPPING JOURNEY

What Happens Next	What Are The Terms?	Who Do I Speak To?
Get in touch with an outline of your project. To prepare an initial proposal, we will need a role profile or job description for role-based mapping, or a project outline for wider research. When you are happy with our proposal we will hold a kick off call between you and our project team to align and plan the assignment in detail.	Role-based mapping fees are transparently anchored to role remuneration, from 15% to 25% dependent on level. Savings may be made if conduct the recruitment process in-house after delivery of the talent map.	<b>Rupert Adcock CEO</b> <b>Email</b> <a href="mailto:rupert.adcock@globalcareercompany.com">rupert.adcock@globalcareercompany.com</a> <b>Phone</b> +44 7711018265 <b>Visit</b> <a href="http://globalcareercompany.com/gccsearch">globalcareercompany.com/gccsearch</a>



GLOBAL CAREER COMPANY

Unlocking the Power of Africa's Talent

Global Career Company is an innovative talent consultancy, unlocking and enabling the power of Africa's talent by helping the continent's employers to recruit and optimise their people. Founded in 2002, Global Career Company's initiatives support employer branding, global sourcing, executive search, talent insight and advisory, delivered by a network of local talent experts across Africa, our GCC Associates, and supported by our global African Talent Network.

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