



# TALENT DEVELOPMENT NEWSLETTER



## SUCCESSION PLANNING FOR TOMORROW'S WORKFORCE

Succession planning is a strategic process for cultivating future leaders and ensuring a continuous flow of talent. It involves identifying key job skills, knowledge, and processes, then transferring them to the next generation of employees.

This is especially critical now as 4.2 million Americans will reach retirement age in 2025.

This, along with existing labor shortages, has created a "silver tsunami" of retirees, making it essential for businesses to act now to avoid losing a generation of expertise. For small businesses, this is especially urgent, as only 34% have a documented plan. Now is the time to act, not when it is too late.



### Relevant ETDI Course Offerings

- Business Succession Planning
- Knowledge Management
- Creating a Top Notch Talent Management Program

[View our course catalog here](#)



### Choosing a Successor: 8 Tips

Deciding to step down as a company leader means thoughtfully choosing a successor. Focus on identifying someone who shares your core values and has a clear vision for the future, possessing both strong industry and leadership experience. A structured transition plan, including internal consideration, legal checks, and ample time for knowledge transfer, will ensure a smooth handover.

[Click here to read the full article](#)



### Succession Planning Podcast Episode

We are reintroducing our podcast series after a brief hiatus. Our new episode will discuss the ins and outs of succession planning.

You'll discover the importance of planning ahead, who you should be planning for, and some helpful tips to get started. Learn how to future-proof your workforce!

[LISTEN NOW](#)

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