

New Strategic Partnership

ANNOUNCEMENT: March 26, 2015

It is our pleasure to inform you that Leadership Insight® Inc. has partnered with Transition-Path Inc.™ to offer our valued clients an exciting new proprietary process for capturing critical knowledge held by key employees. This process is currently being used in companies in the energy sector, government, health, financial services, insurance, education etc. It helps organizations to make informed, strategic decisions that impact workforce planning, succession planning and all aspects of talent management.

While the exodus of 'baby boomers' from the workplace has created the most visible, urgent need for knowledge management (50% of the workforce will retire over the next 5-8 years!), this signature process is also ideal for capturing intellectual capital held by highly skilled subject matter experts such as engineers and research people; and top-performing managers who transition for any reason e.g. downsizing, acquisitions, promotions and transfers. The potential loss of knowledge with each transition can be profound and costly; surprisingly, much of this know-how and talent is currently undocumented in organizations. Without a planned and consistent process for capturing critical knowledge to produce a steady stream of talented people, organizations may be at significant risk.

The benefits and applications for capturing this 'NOW Knowledge™' are significant:

- Transition key knowledge to new incumbents to help reduce the impact, cost and risk associated with turnover of staff;
- Fast track a new manager's understanding of their team members' current focus, attention and capabilities;
- Identify mission-critical responsibility, skills and knowledge within individual roles, and identify high risk areas and gaps for workforce planning;
- Identify high potential talent and assist with career and succession planning when used in conjunction with validated leadership assessments and job benchmarking tools;
- Provide role clarity to accelerate learning, improve productivity and increase engagement and retention of talent;
- Identify job accountabilities that require attention or realignment (decide what to stop, start, or continue doing);

We are very proud to partner with Transition Path and look forward to discussing how this exciting knowledge transfer program and the Broadscope™ and Detailed Discovery™ processes will add value to your current talent initiatives. For more information and/or to book an appointment, please contact Rebecca Heaslip, Chief Talent Advisor, Leadership Insight Inc.