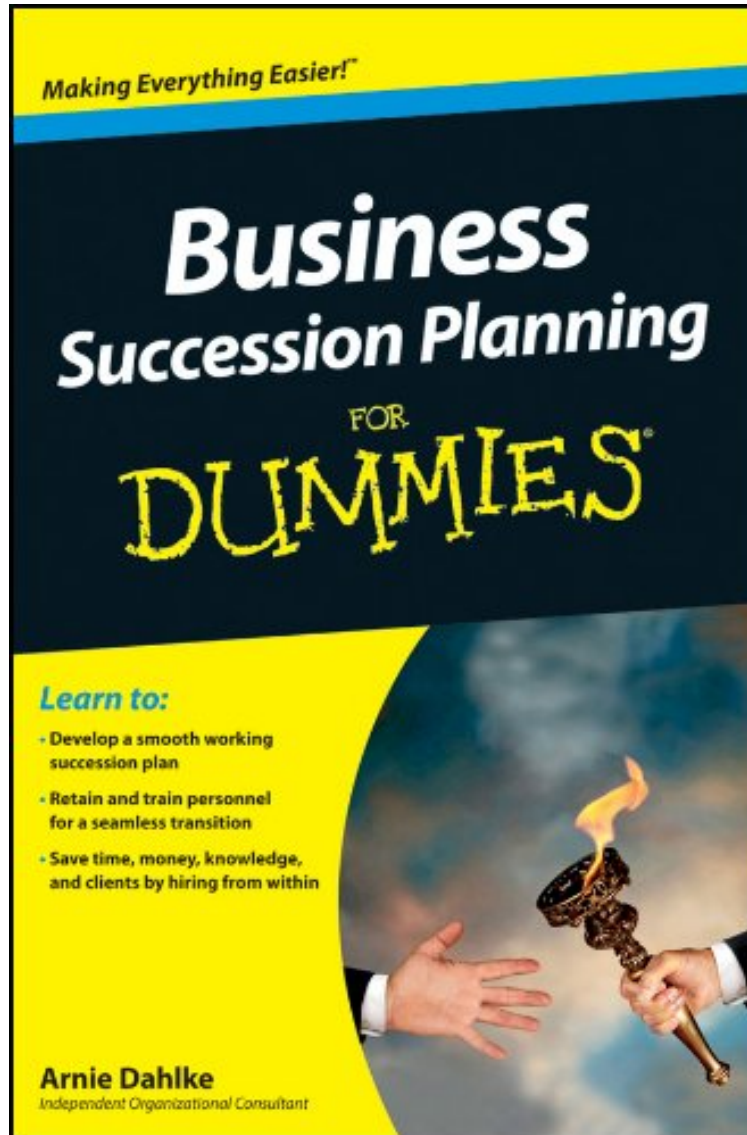


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Arnold Dahlke

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Arnold Dahlke : Business Succession Planning For Dummies before purchasing it in order to gage whether or not it would be worth my time, and all praised Business Succession Planning For Dummies:

0 of 0 people found the following review helpful. OK for simple situationBy JackOK in providing general material on the subject but does not have much on ownership transition including arranging financing including bank guarantees and how that should be divided among owners who work in the business and those who do not, and how to pay outgoing owners over time, etc., which are the real tough issues to work out, and how to pick the best options for your situation from all transition options available. This might be helpful for someone with a really small company (like

four people) with a really simple ownership transition. For the family businesses that belong to the association that I belong to, this would not be too helpful to most of them in my view. 0 of 0 people found the following review helpful. ... it had been the first so I wouldn't have wasted money on the first four. By Carl T. Dreher This is the 5th of five books I bought on succession planning and I wished it had been the first so I wouldn't have wasted money on the first four. If you really want the details of how to do it, what pitfalls to avoid and the step-by-step planning/scheduling you'll need, this is the book for you. No tedious "business cases" or long lecture-like chapters that are obviously for a biz-school. This book gets right to the facts. Very highly recommended. 0 of 0 people found the following review helpful. Great By gera Was helpful as my first consulting proposal required a section on succession. Great help

The fast and easy way to get a handle on business succession planning While the demand for effective managers continues to grow, the retirement of baby boomers is producing a sharp decline in the ranks of available management personnel. In addition, the executives of the future are expected to be more sophisticated in order to develop and lead new global and technological initiatives. For these reasons, strategic and often long-sighted succession planning for the eventual replacement of managers at all levels has reached a critical level. Business Succession Planning For Dummies aids managers, human resource professionals, and upper management in cultivating and retaining their existing employees to ensure the availability and capability of persons to assume leadership roles in the future. In plain English, it prepares business owners to ask the difficult questions when it comes to developing a working succession plan for their businesses key positions. This book also offers information on how to retain and train personnel within an organization so that a more seamless transition can be made when a senior leader or other important personnel retires or leaves the organization. How to retain and train personnel for a more seamless transition Easy-to-follow guidance on developing a working succession plan Tips to create a plan to save time, money, knowledge, and clients by hiring from within If you're a manager or human resources professional looking to develop a working succession plan, this hands-on, friendly guide has you covered.

From the Back Cover The fast and easy way to get a handle on business succession planning Need to cultivate and retain existing employees for leadership roles in the future? Easy. In plain English, this friendly guide shows managers and human resources staff how to develop a working succession plan and train personnel for a more seamless transition — all while saving time, money, knowledge, and clients by hiring from within. Sounds like a plan — grasp the importance of having a well-developed succession plan — and the consequences of not having one — and find the plan that's best for your business Full steam ahead — build your succession-planning team, establish the specific goals of your plan, implement your plan, and handle obstacles along the way It's all in the details — find out how to determine the competencies needed for key positions and develop the skills of potential successors within your organization Keep the ball rolling — discover how to evaluate and maintain a succession plan that adapts to changes in your organization, the marketplace, the economy, and society at large Open the book and find: The core components of a succession plan Why succession planning matters Advice on pinpointing the right plan for your organization How to plan for unexpected and predictable departures Ways to cope with people and process obstacles Tips for identifying, preparing, and training internal talent How to make yours a smooth transition Learn to: Develop a smooth working succession plan Retain and train personnel for a seamless transition Save time, money, knowledge, and clients by hiring from within About the Author Arnie Dahlke is an independent organizational consultant, assisting both private (for-profit and nonprofit) and public organizations. His clients include Chevrolet, Saturn, Coca-Cola, Gelson's Markets, and Northgate Markets. He provides courses and seminars across the country for all levels of learners.