

A Strategic Look

Axiom
Human Resource Solutions

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Axiom Updates

- We're hosting another social media contest! This time—for charity. Stay Tuned!
- Axiom had its first annual summertime cookout! We had such a blast and can't wait to do it again next year. Catch the recap [here!](#)
- Missed a recent training? Check out our [YouTube](#) channel to catch up!
- We know you love our newsletter updates, we think you'll love our social media even more! Stay in the know by following us on [Twitter!](#)

Upcoming Trainings

July 26: [Attestation Module](#)
August 16 : [Workflows and HR Actions](#)

For Access to previously recorded trainings, [click here.](#)

APEX Benefits' Benchmarking Event



On July 10th Axiom's very own CEO, Andy Zelt was invited to attend APEX Benefits Group's 2018 benefits benchmarking survey reveal. The focus of the reveal was to explore Health Care Strategies and learn to prioritize how you should offer benefits. During this reveal a series of questions were asked to a panel of professionals, including Andy. Andy's dedication to building a successful company that contributes so much to benefit administration has truly made an impact on the way benefits are managed by our clients! He was quoted in the final benchmarking report and was asked two different questions regarding Human Capital Management during the expert panel. We could not be prouder of him for being asked to participate in this huge event! To watch the recap of the event, [click here.](#)

Succession Planning: Myths and Reality

with Kelly Mead

Succession planning has been a hot topic over the past decade as the impending retirement of the baby boomer generation continues. Some sources estimate that as many as 10,000 baby boomers are retiring from the workforce each day. That's a lot of knowledge that companies are losing! Many people have misconceptions about succession planning so they don't make it a priority. In reality, it's a proactive way to reduce risk and prepare for your company's future needs.

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Succession Planning: Myths and Reality Continued...

Here are five myths about succession planning that may give you a different perspective.

Myth #1

Succession planning isn't necessary for small businesses.

Typically, employees of small businesses wear many hats so when one employee departs, they may take the knowledge of multiple jobs with them. Larger companies don't experience this quite as often as there may be multiple employees performing the same job. The operation of a small business can be completely turned upside-down by losing one key employee which can lead to losing customers and profits.

Myth #2

The succession planning process is too large of an undertaking.

Succession planning can be as simple or sophisticated as you make it. Yes, larger companies with complex internal structures and many levels of hierarchy typically encounter a much more complicated process. For smaller companies, it can be as simple as creating a document that lists critical job roles, identifying high-potential employees and providing training and development.

Myth #3

Succession planning is only handled by human resources.

Human resources will typically guide the succession planning process but company leaders and managers usually know better than HR who has the skills and abilities to take over certain roles in the company. Ideally, leadership should work collaboratively with HR during this process, if a company has HR available. Many small business owners and managers wear the HR hat as well and are quite capable of handling this process especially if your company has HR functionality through Kronos Workforce Ready®. The interactive succession planning tools assist in identifying and preparing talent for more challenging roles within your organization.

Myth #4

Succession planning is only for executive positions.

Most companies have multiple key roles that would cause a ripple effect if left vacant. Good succession planning programs are multilevel and address the entire company to minimize the impact during a staffing transition. Additionally, succession planning can be used as a career planning tool for personal development and creating an internal talent pool which can be a great strategy in these times of talent scarcity.

Myth #5

Our organization is flat so there's no need for succession planning.

Flat organizations at times can be the type of organizations that need succession planning the most. It's not uncommon for employees of flat organizations to work more independently and hold exclusive knowledge of the function they perform than in an organization that has more than one person involved in a certain function. This is the ideal situation for succession planning.

Do you need assistance in creating a succession plan? Axiom Human Resource Solutions offers HR consulting services to assist with all your HR-related needs. Contact Kelly Mead, Director of Human Resource Services at 317-587-1019 x 102 for a consultation. Already have a succession plan in place? Let Axiom help you track this electronically with ease! Watch our video on how to configure Succession Plans in the system, or contact Toni Shively, HR Implementations specialist at 317-587-1019 x 103 for setup assistance!

