

Replacement Charts

Replacement charts are a forecasting strategy used in succession planning to assist organisations in visualising essential job functions, current workforce/staff, and present and future vacancies. Positions are planned by leveraging different types of information, for example: potential substitution, gender orientation, advancement potential etc.

Updates to replacement charts ought to be made regularly, at least annually, and particularly in response to variances in economic conditions or business activity.

Replacement charts classify employees into four groups

Identify employees ready for promotion	
Identify employees who would be ready for future promotions if given additional training.	
Identify employees performing satisfactorily but need motion and further improvements.	
Identify employees who are not to be on employment & need to be replaced.	
What is the organisational history of an employee and the skills that the employee possesses?	
Who are the most qualified replacement options for an unoccupied position?	
What are the advantages of selecting a particular employee for the incumbent position relative to another employee?	

These are a few tools and templates on what to expect, moving forward for partnering with a competent staffing firm. If you need to discuss how best to address the talent and skills gaps in your organisation to achieve business objectives, please feel free to schedule a call with us at **hello@staffingandco.com**.