



SUCCESSION MAPPING/PLANNING FOR ONE OF WORLD'S LARGEST TRAVEL ORGANISATIONS

Proactive succession mapping of Country CEOs and CCO level, across a range of key international markets for a leading global travel business.



Savannah has helped us to expand our frame of reference when it comes to how the organisation thinks about talent for the future.

EXECUTIVE RECRUITMENT DIRECTOR



DIAGNOSE >

RE-ENERGISE LEADERSHIP

A leading global travel business recognised it needed to bring in fresh thinking to re-energise divisions across its business. A number of the executive leadership team were 3-5 years from retirement, and many being in place for an extended period and also through Covid and the challenging years that followed. The business knew it lacked internal successor depth and that it needed to be proactive and thoughtful about where best to bring in new talent. To understand more about General Managers and Commercial Directors worldwide, our client commissioned a market mapping project to see what options they had and where talent pools were particularly large or high quality.

DESIGN >

DETAILED MARKET ANALYSIS

We mapped and analysed the global senior commercial and general management populations reviewing over 25,000 profiles to identify 450 high potential leaders. Through data analysis, we could demonstrate the breadth of sector experience available, number of candidates per location, diversity and the prevalence of specific skills in each region.

DELIVER >

CONFIDENT DECISION MAKING

We enabled the business to make confident decisions on which regions to focus on for leadership hiring. Our comprehensive analysis uncovered trends and insights on the candidate populations and examples of specific profiles of individuals that could be additive to our client's business. Having this full picture meant that they could target hiring based on availability of experience and skills and therefore the resulting searches could be concluded swiftly and successfully.

POWERFUL INSIGHTS FROM OUR WORLD-CLASS LEADERSHIP CONSULTANT AND ANALYTICS TEAM, BACKED BY POWERFUL AI

TIMELINE

6 WEEKS

RESEARCH

PROFILES

25,000

ANALYSED

LEADERS

450

HIGH-POTENTIALS