



Doris Sims Spies, SPHR is a global Talent Review Meeting and Succession Planning consultant, speaker and author.

**Founder of *Talent Benchstrength Solutions, LLC*
www.TalentBenchstrength.com**

Doris works with organizations of all types, shapes and sizes, and in various countries (in the USA, South America, Asia and Europe) to assist experienced HR professionals as they plan, execute, communicate and measure talent review and succession strategies and processes. Doris enjoys training and coaching HR teams to facilitate Talent Review-Succession Planning meetings. View multiple training options for your HR team to plan and facilitate Talent-Succession meetings at www.TalentBenchstrength.com

Doris is the author of *The 30-Minute Guide to Talent and Succession Management*, and *The Talent Review Meeting Facilitator's Guide*, and *Creative Onboarding Programs*, which are all available on Amazon.com. Doris is also the co-author of *Building Tomorrow's Talent: A Practitioner's Guide to Talent Management and Succession Planning*. These books together are top sellers on Amazon on the topics of talent benchstrength. **Doris is an Approved Provider of the HR Certification Institute.**



Additionally, Doris works with business executives to create succession plans. This process includes working with the incumbent leader to identify success competencies for the position and to identify potential successor candidates. The process would then include identifying competency strengths and gaps for potential successors, and to create leadership transition and development action plans.

Contact Doris at doris@talentbenchstrength.com or 214-906-3155 for information about talent-succession workshops, webinars, presentations, communication materials and consulting services.

Doris has also contributed articles to other books and multiple periodicals, including the *Talent Management Handbook*, *Training Magazine*, *Talent Management Magazine*, and *The Consultant's Toolkit*. Doris has served as a frequent USA and international speaker since 1999, providing presentations and training sessions in the USA, Europe, South America and in Asia. In 1996, Doris received the *Outstanding Performers in Training Management* award, in the category of "Establishing a New Training Function", from *Lakewood Publications*. Doris' talent management work at Caremark was featured in a *Corporate Leadership Council* best practices publication.

Training and Organizational Development Certifications for Doris Sims

- Senior Professional in Human Resources - the HR Certification Institute (SPHR)
- Certified PDI 360-Degree Survey Facilitator (Personnel Decisions International)
- Certified Talent Development Facilitator (Novations)
- Certified 7 Habits of Highly Effective People Facilitator (Franklin Covey Leadership Center)
- Certified Quality Action Teams Facilitator
- Certified Social Styles-Building Relationship Versatility Facilitator (Wilson Learning)
- Certified Countdown – Project Management Facilitator (Paradigm Learning)
- Certified Novations 360-Degree Feedback Facilitator (Novations)
- Qualified Strong Career Interest Inventory Assessment Facilitator
- Qualified Meyers-Briggs Type Inventory Coach

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Please join my LinkedIn group *Succession Management Professionals* to share ideas with over 4,000 talent and succession management practitioners around the world!

For More Information, go to www.TalentBenchstrength.com