Succession Planning Model

Talent Development

- Training & courses.
- Challenging assignments
- Career planning
- Job rotation
- Leadership competency development

Identification of Leadership Talent

- Multiple methods to identify high potential managers (talent development input; committee; survey tool; coding system
- Assess managerial bench strength
- Avoid "heir apparent" designation
- Strive for diversity.

Leadership Development

- Internal courses & workshops taught by managers
- Action learning programs
- Stretch assignments
- 360-degree assessment
- Executive coaching
- Enhance high potential's visibility & network

Succession Decision

- Consider a diverse pool of candidates; not only direct reports
- Board engagement



Succession Planning Guidelines

RM Cervero

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