Succession Planning

talentedgeweekly



Developed by Brian Heger

9 Trigger Events that Might Prompt a Review of Succession Plans

1 SHIFT IN BUSINESS STRATEGY
A new strategic direction may require different leadership capabilities.

2 INDUSTRY DISRUPTION
Emerging technologies or business models may change leadership needs.

3 SIGNIFICANT MARKET EXPANSION OR CONTRACTION
Growth or downsizing may shift leadership priorities.

4 MERGER, ACQUISITION, OR DIVESTITURE
A new strategic direction may require different leadership capabilities or critical roles.

5 REGULATORY CHANGES
New laws or compliance requirements may call for leaders with different expertise.

6 SUCCESSOR TURNOVER
Departures of successors create gaps that require reassessment of readiness and pipeline strength.

7 SIGNIFICANT CHANGES IN COMPANY SIZE OR SCALE
Organizational growth or reduction impacts leadership roles and responsibilities.

8 ORGANIZATIONAL RESTRUCTURING
Changes in structure or reporting lines may create new leadership needs.

9 CULTURAL OR ORGANIZATIONAL TRANSFORMATION
Shifts in culture, mission, or ways of working may require different leadership capabilities.

Insert notes on how these triggers or other triggers might require a review of certain succession plans in your organization.

If you're an internal HR practitioner and want to go deeper with me and other internal HR practitioners on topics like this, learn about **my private community,** Talent Edge Circle

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