

Succession Scenario - Snapshot

For each scenario, enter the names of employees that fit that description in the editable space provided. On the next set of slides, you'll move from identification to action planning. **Note:** this can also be discussed during talent reviews.

Multiple-Plan Successor. *On several plans as a potential candidate for diverse roles.*

Lead Successor for a Specific Role. *Is the primary candidate for a single identified role—transition likely within a known timeframe.*

Emergency Backup Successor. *Named as a contingency in case of sudden vacancy—must be ready for interim leadership.*

Ready-Now Successor in Waiting *Successor is fully ready but the incumbent shows no near-term intent to leave.*

Declining Successor Readiness *On a plan, but readiness has plateaued or regressed due to performance, engagement, context.*

Role-Change Successor *Targeted role has changed or been eliminated due to restructuring, strategy shift, automation, etc.*

Re-Evaluated Successor *Successor has been removed or deprioritized from a succession plan after further review.*

Emerging High-Potential Talent Not on a Plan, But Should Be *HiPos that should be targeted for succession plans.*