

Succession Planning

talented^{edge}weekly

24 Questions and Metrics

1 Leadership Pipeline

Q: How many potential successors do we have for each critical role?

Bench Strength Ratio: The number of qualified candidates ready to fill a critical position.

Q: What percentage of critical positions have at least one identified successor?

Critical Role Coverage: The proportion of key roles with at least one potential successor identified.

Q: How diverse is our succession pipeline?

Succession Pipeline Diversity: The demographic makeup of identified successors compared to organizational diversity goals.

2 Internal Mobility

Q: What percentage of leadership positions are filled internally?

Internal Fill Rate: The proportion of critical or leadership roles filled by internal candidates.

Q: How long does it take for a successor to be ready for a new role?

Time to Readiness: The average duration required for a successor to become fully prepared for their target role.

Q: How often are successors actually placed into their target roles?

Successor Utilization Rate: The percentage of identified successors who are placed into their planned positions.

3 Retention & Risk

Q: What is the retention rate of our high-potential employees?

High-Potential Retention Rate: The percentage of identified high-potential employees who remain with the organization over a specified period.

Q: What proportion of our successors are at risk of leaving?

Successor Flight Risk: The percentage of identified successors considered at high risk of voluntary departure.

Q: How many critical roles are at risk due to potential retirements?

Retirement Risk Index: The number of critical positions held by employees nearing retirement age.

4 Development & Performance

Q: What percentage of successors have completed their development plans?

Development Plan Completion Rate: The proportion of successors who have fulfilled their designated development activities.

Q: How effective are our development programs in preparing successors?

Successor Readiness Improvement: The change in readiness scores of successors after completing development activities.

Q: What is the performance level of promoted successors in their new roles?

Post-Promotion Performance: The average performance rating of successors in the first year after promotion to their target role.



5 Cost and Efficiency

Q: How much do we save by promoting internally versus external hiring?

Succession Cost Savings: The difference in costs between internal promotions and external hires for critical roles.

Q: How quickly can we fill a critical role when it becomes vacant?

Time to Fill Critical Roles: The average time taken to fill a key position when it becomes unexpectedly vacant.

Q: What is the return on investment of our succession planning efforts?

Succession Planning ROI: The financial benefits of succession planning compared to its costs.

6 Employee Engagement

Q: How satisfied are high-potentials and successors with their career development opportunities?

Career Development Satisfaction: Employee feedback scores regarding career growth and development opportunities.

Q: How engaged are our identified successors?

Successor Engagement Score: The level of engagement among employees identified as potential successors

Q: What percentage of employees feel they have a clear career path within the organization?

Career Path Clarity: The proportion of employees who report understanding their potential career progression within company.

7 Talent Assessment

Q: What percentage of our workforce is considered high-potential?

High-Potential Ratio: The proportion of employees identified as having high potential for future leadership roles.

Q: How accurate are our talent assessments in predicting future performance?

Talent Assessment Accuracy: The correlation between talent assessment scores and subsequent job performance.

Q: How frequently are talent assessments conducted across the organization?

Talent Assessment Frequency: The regularity with which employees are evaluated for their potential and performance.

8 Program Effectiveness

Q: How often do we review and update our succession plans?

Succession Plan Review Frequency: The regularity with which succession plans are formally reviewed and updated.

Q: What percentage of departments or business units have active succession plans?

Succession Planning Coverage: The proportion of organizational units with implemented succession plans.

Q: How well do our succession plans align with our long-term business strategy?

Strategic Alignment Index: A measure of how closely succession planning outcomes support the organization's strategic objectives.

