

ONE-PAGE BREAKDOWN

Succession Planning Breakdown

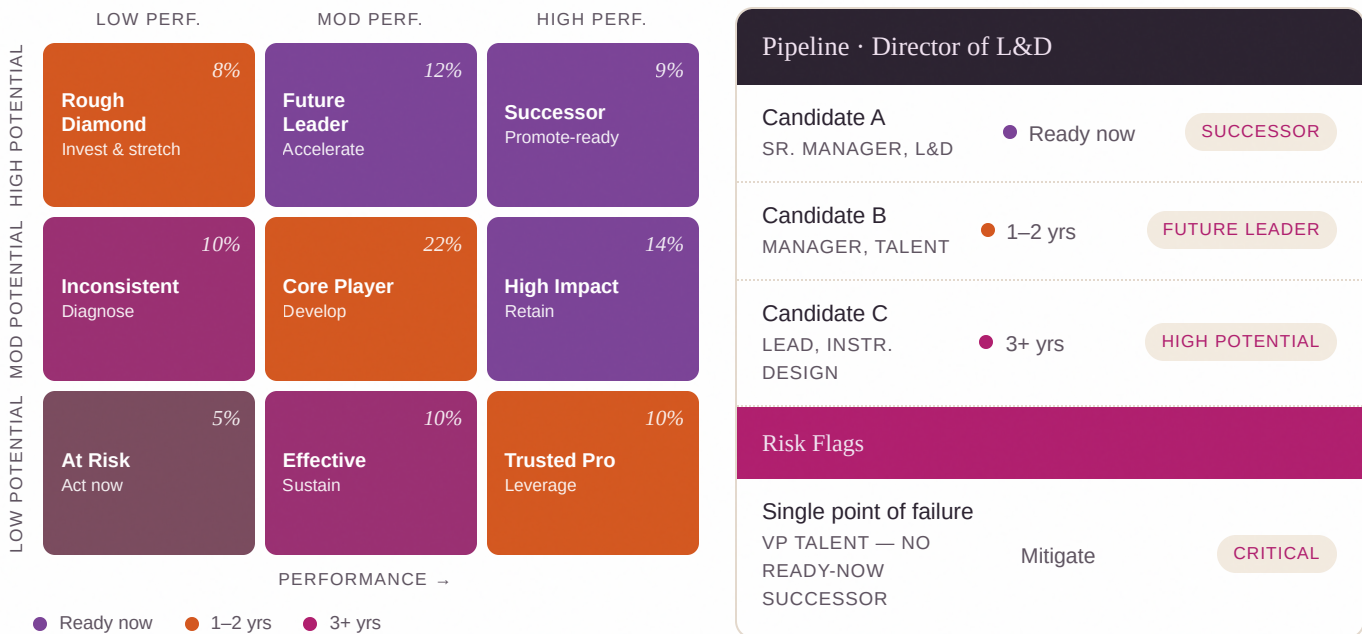
A structured view of bench strength for critical roles, pairing a nine-box talent assessment with a readiness pipeline so leadership can see risk, depth, and the development moves that close the gap.

9-Box
TALENT CALIBRATION

3
READINESS HORIZONS

100%
CRITICAL ROLES MAPPED

A. Talent Calibration & Pipeline



B. The Process, End to End

01

Identify Critical Roles

Pinpoint positions where a vacancy creates outsized business risk.

02

Calibrate Talent

Assess performance and potential via the nine-box with manager input and 360 data.

03

Map & Plan

Name successors by readiness horizon and build targeted development plans.

04

Review & Refresh

Revisit quarterly; track bench depth and readiness movement as a metric.