

# HOW ARDCO

BUSINESS & HR SOLUTIONS

## Succession Planning Assessment



**DO YOU HAVE A PIPELINE OF LEADERS WHO CAN GROW YOUR COMPANY AND INCREASE THE MARKET VALUE OF YOUR BUSINESS OR WILL YOU BE STUCK IN THE MIDDLE? TAKE THIS FREE ASSESSMENT AND FIND OUT.**

Simply check the appropriate box based on how well you agree or disagree with the statements below.\*

| Statement  | Yes | So-so | No |
|--|-----|-------|----|
| We use strategic planning to define the roles and talents we need in the near, medium, and longer term.                                  |     |       |    |
| We have a clear organisational chart showing how the organisation will evolve over time and through various market changes.              |     |       |    |
| All of our employees have clear roles, responsibilities, and key performance metrics.  |     |       |    |
| We have mapped out our key processes so that they are not located inside a key employee's head or dependent on any key employee.         |     |       |    |
| We have clear career paths mapped out for each role in the company.  |     |       |    |
| We have a best practice professional development process to assure that all employees have the opportunity to move up to the next level. |     |       |    |
| Our reward systems are structured to retain top talent. For instance, we don't lose key employees to competitors who offer a raise.      |     |       |    |
| Our managers are rewarded for developing leaders under them.   |     |       |    |
| For us, succession planning is an ongoing process baked into the fabric and culture of the organisation.                                 |     |       |    |
| We have a strong performance management system that helps us identify high potential employees as well as weed out poor performers.      |     |       |    |

|  |  |  |  |
|--|--|--|--|
| <p><b>Our organisation is a magnet for top talent in the industry.</b></p>   |  |  |  |
| <p><b>We have a process to identify flight risks that we don't want to leave the company and, for each one, we develop a strategy to re-engage and retain that employee.</b></p>             |  |  |  |
| <p><b>Each key executive in the organisation has identified at least TWO potential successors, and there are processes in place to prepare these individuals to advance when needed.</b></p> |  |  |  |

If you answered “No” or “So-So” to any of these statements, we should have a brief conversation. Even a short call will give you strategies to develop a pipeline of leaders who can help your organisation continue to grow and prosper – and to free up your time to focus on more strategic issues.

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Find, develop and lead successful teams, contact Warren Howard 0417 594 760 or email: [warren@howardco.com.au](mailto:warren@howardco.com.au)

*\*Adapted with permission by Center for Executive Coaching*