Succession and Talent Planning

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Role Criticality – definition

Using High / Medium / Low rating scale, rate how important the role is to the business on the basis of:

- How difficult the role would be to fill?
- How scarce the skills are in the market?
- What is the impact the loss of the role holder on the wider business?

Flight Risk – definition

Using High / Medium / Low rating scale, rate how likely the role holder is to leave the position on the basis of:

- You have been made aware – formally or informally of plans they have to move
- There are succession plans / business changes that are going to proactively ensure a move or they are high potential
- They have been in the role for more than 3 years

Potential / Performance Rating

- High Performance - Able to deliver excellent results in the current job – can be through long experience.
- High Potential - Has the capacity and the will to take on a greater challenge and more responsibility.

Potential is identified by the individual demonstrating a strong desire to develop themselves and to engage others as well as being able to shape the bigger picture within the organisation.

Role		Role Holder				Successors				Any Further Action Required
Role	Role Criticality (H/M/L)	Name	Potential	Performance	Flight Risk (H/M/L)	Immediate	Long Term	Mobility Issues Y/N	Development Needs of Successors	

Think Potential

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