

Talent, Leadership and Succession Talent Risk Assessment Directions:

Please review each statement and score your company accordingly.

4- Exemplary, best possible, 3 – Real strength, 2 – Early stages of implementation, 1 – Recognized Need, 0 – Weakness

- 1. Your company has identified the skills & competencies needed to execute its growth strategy?
- 2. Your company has identified critical or key positions?
_____ A. Leadership _____ B. Technical _____ C. Individual Contributor
- 3. Your company identifies current and projected turnover rates?
- 4. Your company identifies why those who leave choose to do so?
- 5. Your company knows why those who stay choose to do so?
- 6. Your company has a process for sourcing, aligning, developing and rewarding its next generation of leaders in all its businesses and regions?
- 7. Your company has specific development plans for your high potentials?
- 8. Your company has identified career paths for critical or key positions?
- 9. Your company has incorporated assessment instruments in:
 - Your selection and promotion process.
 - Your aligning process.
 - Your development processes.
 - Your coaching or mentoring process.
 - Your succession planning process.
- 10. Your company is able to deploy the right people when emerging opportunities arise, quickly and without significant disruption to other parts of the organization?
- 11. Your company has a diverse and plentiful pool of talented employees who are ready, willing, and able to be deployed to new opportunities:
 - At the technical level?
 - At the managerial level?
 - At the leadership level of your organization?
- 12. Your company has a diverse and plentiful pool of leaders who are capable of moving into your organization's senior most executive suite?
- 13. Your company offer managers and executives, development experiences specifically aimed at preparing them for the unique challenges of leading large, complex, global organizations?
- 14. Your company's leaders, used words and deeds to unequivocally demonstrate they are committed to developing talent globally in your company?
- 15. Your senior executive actively engaged in your company's talent management initiatives?
- 16. Your company holds your managers and leaders accountable for identifying and developing talent in their businesses, functions and regions?
- 17. Your company has a stated leadership and talent development strategy?
- 18. Your company's leadership expects a thorough business case analysis with stated ROI prior to approving funding for human capital investments?

Scoring Total: 85+ Superb; 75 - 84 Excellent; 67 - 74 Good, but needs work; 49 - 66 Needs Improvement
less than 49: needs assistance immediately, on the plus side a dramatic improvement should be possible