

# Succession Planning Checklist

- Sponsorship from executive stakeholders
- Clear definitions of readiness, potential, and performance
- Clear distinctions between readiness, potential, and performance
- Strong HR professionals who can play the critical role of challenging executives when they rate potential candidates
- Objective talent assessment to inform the type of potential and development areas
- Ownership for the entire succession cycle
- An approach for differentiation in development plans
- Succession Measurement
- Clear priorities and a maturity model for the succession planning process