







SIGMA's six-step succession process



 identify critical roles	Identify which roles your organization should target through its succession program.	Critical Role Identification Questionnaire
 build success profiles	Describe the talent composition required for each critical role at the present time and according to your organization's future needs.	SIGMA Success Profile™
 nominate successors	Identify and select candidates for critical roles by creating a bench for each position.	Nomination Survey Succession Bench
 assess development needs	Summarize the talent profile of each succession candidate and identify gaps to target through development.	Leadership Skills Profile – Revised® Candidate Profile
 develop talent	Outline or update development plans for each candidate and track recommended and completed development activities.	Development Actions Form
 measure progress	Update the scorecard, tracking various indicators of improved succession planning outcomes.	Talent Progress Scorecard