SIGMASuccession

SIGMA's succession planning process

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identify critical roles	Identify which roles your organization should target through its succession program.	Critical Role Identification Questionnaire
build success profile	Describe the talent composition required for each critical role at the present time and according to your organization's future needs.	Success Profile
nominate successors	Select succession candidates for each critical role using the Nomination Questionnaire.	Succession Nomination Survey Succession Bench Summary
assess development needs	Summarize the talent profile of each succession candidate and identify gaps to target through development.	Succession Profile
develop talent	Outline or update development plans for each candidate, and track recommended and completed development activities.	Development Plan Development Activities Tracker
measure progress	Update the scorecard, tracking various indicators of improved succession planning outcomes.	Talent Progress Scorecard