

**Simple Succession Planning Model – Critical Positions and Readiness**

**Directions:** Identify critical positions in Column #1. In Columns #2 - #3 - #4 identify up to two potential candidates based on readiness timeline as evaluated by alignment with core competencies, strategy and values. Under each name, identify at least 3 developmental needs and who will coach/support that development. Replicate this for additional critical positions.

#1	#2		#3		#4	
Critical Positions	Ready Now		Ready within 12 to 18 months		Ready within 18 to 36 months	
<b>Job Title 1</b>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>
<b>Job Title 2</b>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>	<b>Name:</b> <hr/> <b>Developmental Needs:</b> <hr/> <hr/> <hr/> <b>Who will support development?</b> <hr/>