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Organizational and Leadership Growth Expert

B

# Succession Management KEY Roles and Pipeline Worksheet

## Part 1: Key Roles – Current State of Your Talent

**Key Role:** A role in your organization are critical to the performance of the organization AND if someone is sitting in that role and performing at a low level it causes the most damage to the organization. Automatically include in this any leadership roles.

### Step 1: Name all the Key Roles in your organization


Step 2: Role: \_\_\_\_\_

Names of people in that role today:


### Potential/Performance Chart

Performance	High			
	Low			
		Low		High
		<b>Potential</b>		



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## Part 2: Key Roles – Strength of Your Pipeline

Role: \_\_\_\_\_

Why is this role so important to your operation?

Who aspires to this role? (has expressed interest)

Ready Now (with assistance)	Ready: 1 -2 years	Ready: 3+ years

What is ONE thing I am taking away and plan on using?