

SIGMA's succession planning process



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