

Succession Matters

ONLY
13%



of skilled professionals are included in succession programs.

RISKS OF FAILED PROMOTIONS/HIRES:

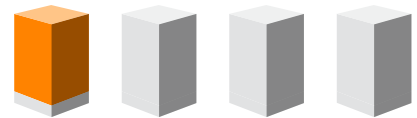
- MISSED OPPORTUNITY
- LOST TALENT
- LOW MORALE
- COMPETITIVE DECLINE
- EXORBITANT COSTS**

NO. OF POTENTIAL
candidates
IDENTIFIED FOR
key roles
in most companies:

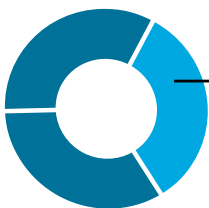
LESS THAN **10%**

Less than 1 in 4

companies believe they have a "ready now" talent pipeline.



SUCCESSION PROGRAM SATISFACTION:



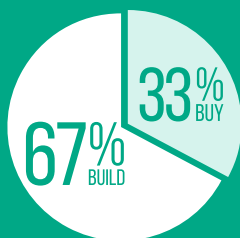
32% dissatisfied

Almost 1/3 of respondents were either dissatisfied or extremely dissatisfied with recent succession management outcomes.

“The companies that win are those that strategically align the succession management plan with the direction of the business.”

RJ Heckman, President of Leadership and Talent Consulting at Korn Ferry

Build vs. Buy:



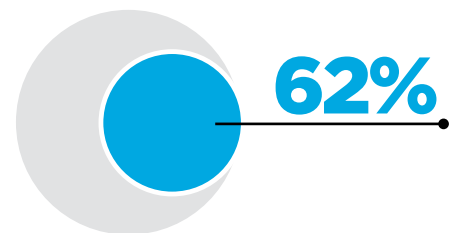
Ideal mix

Yet...



ALMOST
50%

are more dependent on outside hires than internal promotions.



DO NOT

INCLUDE **MANAGERS**
IN SUCCESSION PROGRAMS