

Leadership Pipeline Succession Planning Tool

1. Organization Information

Organization Name

Department/Division

2. Critical Leadership Roles

| Role/Position | Current Incumbent | Ready Now Successors | Ready in 1-2 Years | Ready in 3-5 Years |
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3. Succession Candidates

| Name | Current Role | Target Role | Development Needs | Estimated Readiness |
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4. Action Plan & Next Steps

Key Actions/Development Plans

Timeline & Milestones