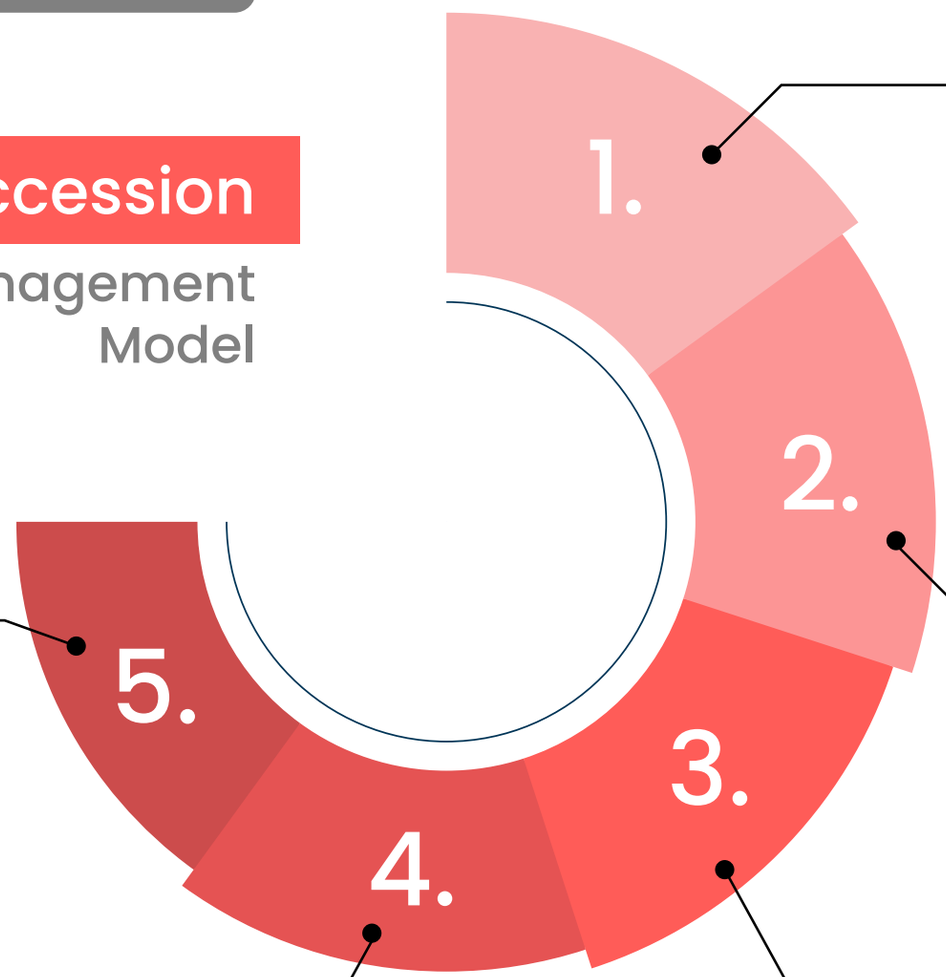
A model for succession management and developing the next generation of talent.

Succession Management Model



1. Determining future organizational capabilities and talent profiles

The Board, Executive, Incumbents, Chief D&I Officer, CHRO

2. Identifying next-gen talent

Incumbents, human resources, inclusion & diversity teams

3. Assessing talent and developing a plan

Focusing on “strengths” and targeted development

4. Executing the plan

Formal education, increasing exposure to senior leaders, and broadening experience; supported by incumbents

5. Reviewing and evaluating

Key questions: Are we succeeding? Are people being developed? Is next-gen talent stepping up and leading?