

# A CHECKLIST FOR DEVELOPING A LEADERSHIP PIPELINE

→ In a **recent study** of over 200 organizations, Aberdeen Group found that on average, less than 36% of most organizations have identified a ready and willing successor for key positions in their organization. This is an abysmal number and indicates that most organizations possess a weak leadership bench. Developing an individual to the point where they are capable of taking on the mid-level or senior leadership role takes time. Organizations need to act now if they have any hope of making up the anticipated shortfall. The following checklist can help your organization ensure that it will have a solid leadership pipeline to sustain success.

<input type="checkbox"/>	<b>Develop a strategic approach to succession.</b> Best-in-class organizations use succession management as a strategic business planning tool to focus on both the current and long-term leadership needs of an organization.
<input type="checkbox"/>	<b>Understand your critical roles</b> —which ones drive key business metrics such as profitability, revenue, and customer satisfaction — and differentiate your talent strategies for these roles. 71% of Best-in-Class organizations have a formal process in place to identify job roles that are critical to organizational success.
<input type="checkbox"/>	Clearly define a <b>process to identify high potential talent</b> — Best-in-Class organizations are 49% more likely than All Others to formally define this process.
<input type="checkbox"/>	<b>Balance gut feel with assessment data</b> to get a clear picture of high potential. <u>The most valuable sources</u> for identifying high potential talent identified by Best-in-Class organizations are critical thinking/cognitive ability assessments, customer feedback, 360° assessments, supervisor feedback, and skill assessments.
<input type="checkbox"/>	<b>Use a mix of formal and informal programs</b> to accelerate leadership readiness — organizations experiencing the smallest leadership gap rank stretch assignments, formal leadership development programs, and on-the-job coaching as the most valuable tools to quickly develop leaders.
<input type="checkbox"/>	<b>Hold HR and Leaders accountable</b> for the development of future leaders. Track accountability as a part of the talent management process and require existing leaders to play an active role in the development of others through activities such as coaching, leading workshops, and holding brown-bag lunches on business-relevant topics for new and emerging leaders.



→ [Read the full report: Human Capital Trends \(2015\) - The Age of Transparency is Upon Us](#)