

Succession Strategy Planning: Position Profile

How to use:

1. Identify key/essential positions (KP's) and list appropriate to level.
2. As you identify key positions, consider how the company's business strategies might evolve over the next 5-7 years.
3. Create a position profile for each key position and consider how these key positions have evolved over time.
4. Identify new capabilities required to address changing business strategies and the future of work.
5. Once new capabilities are determined for each position profile, align the talent and skills of potential successors to those roles.

Executive Leadership

Key Position	Current competencies	How has the position evolved over time?	Challenges the next leader will likely face <i>(new regulations, competition, customer requirements, changing technology, mergers and acquisitions, etc.)</i>	Functional competencies required for future state	Attributes needed	How will this position change in the next 3-5 years?	Leadership skills and mindset required for successor
KP I							
KP II							
KP III							