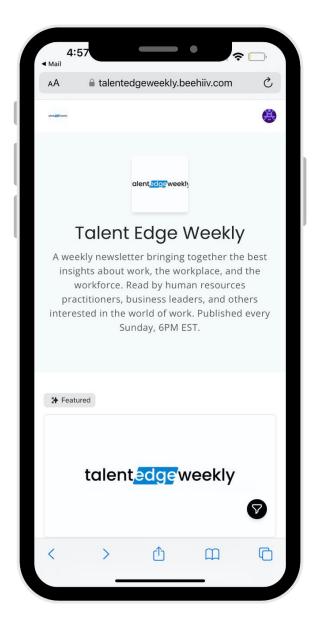# talent edge weekly

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Succession Metrics Tracking Template

These are just a few of the possible metrics that can be used for succession. Choose metrics you want to track, insert the current state (baseline) and your desired target for those metrics. If you don't have a baseline, just use the desired target. Label the remaining columns with a time interval of your choice (e.g,. Q12023, or by year, etc.) and track accordingly.

	Baseline	Desired				
% of critical roles that have a succession plan						
Avg. # of successors per critical role						
% of critical roles with a least one ready now successor						
Avg. years until successor readiness						
% of diverse talent on succession plan (use your org's definition of diverse)						
% of critical roles filled by succession plan when role is vacant						
% of non-ready now successors with a development plan						
% of successors deemed high retention risk						
% turnover in successor pool						
% success rate of successors after assuming the role (e.g., one year mark)						

Other Resources

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