

Talent Calibration and Succession Planning Roadmap

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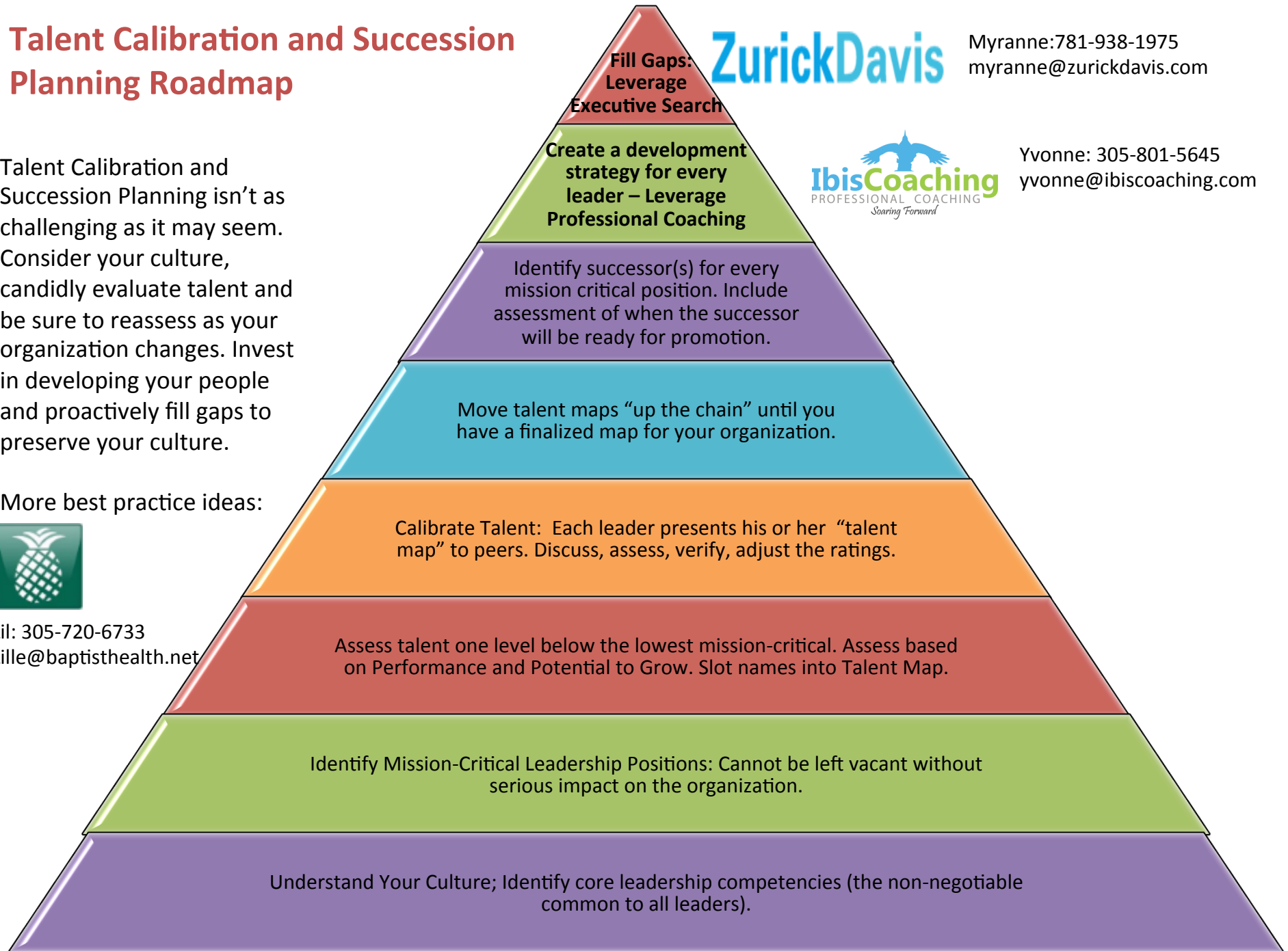
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Talent Calibration and Succession Planning isn't as challenging as it may seem. Consider your culture, candidly evaluate talent and be sure to reassess as your organization changes. Invest in developing your people and proactively fill gaps to preserve your culture.

More best practice ideas:



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Talent Development Resource Map

Baptist Health South Florida

Potential/ Performance	Low Potential	Medium Potential	High Potential
High Performance	4 "Dependable Stars" High Performance/Low Potential May <u>serve as</u> mentor; leader supports development in place. Classes, conferences, skill enhancement (may lead, instruct and/or learn).	7 "Developing Stars" High Performance/Medium Potential May <u>serve as</u> mentor; Offer coach for development. Stretch assignments; experiential learning; task forces.	9 "Shooting Stars" High Performance/High Potential May serve as mentor; Offer coach for development. Stretch assignments; experiential learning.
Medium Performance	2 "Core Talent" Medium Performance/Low Potential Leader supports development in place. Classes, conferences, skill enhancement.	5 "Solid Talent" Medium Performance/Medium Potential May offer mentor and/or coach; leader supports development for possible future mobility. Classes, conferences, skill enhancement.	8 "Potential Stars" Medium Performance/High Potential Offer coach and/or mentor for development. Stretch assignments; experiential learning; task forces.
Low Performance	1 "Exit Opportunities" Low Performance/Low Potential Leader addresses performance deficiencies.	3 "At Risk" Low Performance/Medium Potential Leader addresses performance deficiencies.	6 "Intriguing Challenges" (or New) Low Performance/High Potential Leader addresses performance deficiencies or assimilation gaps.

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