



APPLIED VISION WORKS

One Vision. One Voice. Unlimited Success.

The Advanced Succession Strategy Scorecard

To help you clearly understand your current situation, complete *The Advanced Succession Strategy™ Scorecard*. Rate your answers from 1(low) to 10(high) for each category. Circle the appropriate number for each item. Speak to one of our Session Facilitators to understand the significance of your score.

	Definition of a "1"	1	2	3	4	5	6	7	8	9	10	Definition of a "10"
A.	The transitioning leader has no idea what they need and want from a transition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The transitioning leader has their clearly identified needs and wants in writing and shared them with the team
B.	We have no idea if The Next Generation is ready, willing or able to transition into additional leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Next Generation has written down needs and wants that are clear and reasonable and shared with the leader
C.	We are unclear what is needed to develop The Next Generation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have identified clear stages to develop and advance ownership thinking and skills
D.	We have no clear operational advancement plan for our people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Operationally, we have a written plan that will advance the right people in the right places at the right times
E.	Our advisors are unaware of our plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our advisors are clear on the succession plan and enthusiastically support its implementation
F.	We have no written plan or strategy for the business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our employees use a written business strategy to make decisions and steer the business
G.	There is not a clear communication plan to employees, customers, and suppliers on our succession plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have a clear written communication plan that is used to smoothly build confidence in our future
H.	We do not know if we even have a Next Generation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Next Generation is confident about our future
I.	We are unwilling to consider any individual or company from the outside to lead and run the business in the future	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	If we can't identify The Next Generation inside our current business talent pool, we are willing to look outside the company for future leaders
J.	The leader is uncertain about the future of the business capabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The leader has a strong sense of confidence about the future
	ADD COLUMN TOTALS											YOUR SCORE __ / 100