

TAKE YOUR TALENT PULSE

New Insights from HCI Research

Jenna Filipkowi, Ph.D.
Senior Vice President of R&D

HCI

Develop
Your
Workforce

**JOIN OUR
SURVEY PANEL**

hci.org/research



HCI

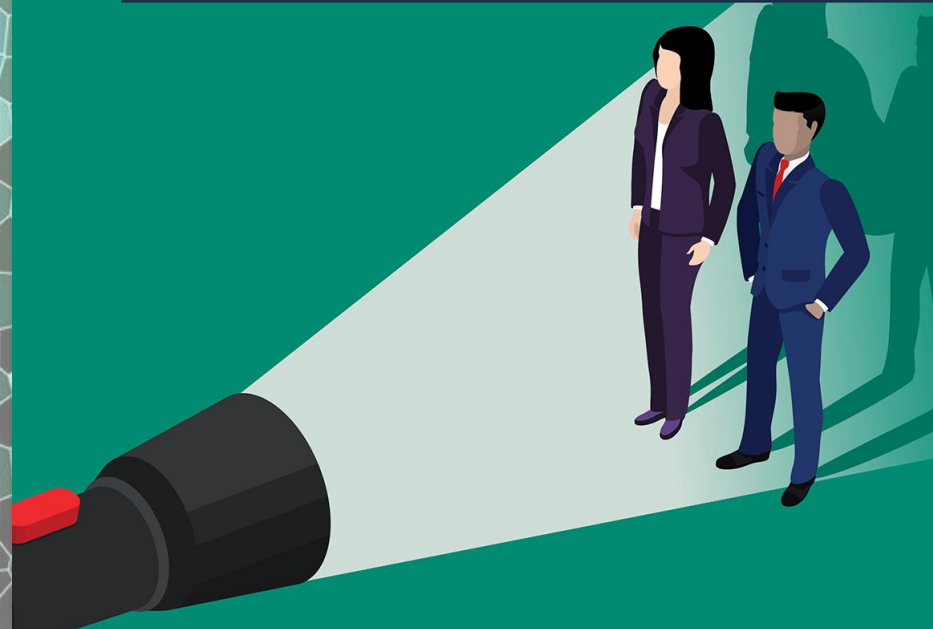
Develop
Your
Workforce



TALENT PULSE

PROPRIETARY RESEARCH FROM HCI

**Executive Presence:
Desired but Ill-Defined**



**DOWNLOAD
TALENT PULSE
RESEARCH**

hci.org/research



TALENT PULSE

PROPRIETARY RESEARCH FROM HCI

Next-Gen Now

Adaptive and Accelerated
Succession Planning Tools

TAKE SURVEY



47%

Have formal **succession planning** which is an intentional and systematic effort to ensure leadership continuity by identifying and developing current and future leaders who will lead and execute the organizations' strategic priorities.

HIGH-PERFORMING ORGANIZATIONS



54%

Of high-performing organizations have
succession planning

44%

Compared to all other organizations

TOP FIVE SUCCESSION PLANNING CHALLENGES

1. Reliance on subjective, gut-feel talent decision-making
2. Lack of resources for leadership development
3. Poor structure or process
4. Inadequate methods for talent assessment and identification
5. Lack of integration with other HR programs

59%

Agree that COVID-19 has increased the importance of succession planning at my organization.

SUCCESSION PLANNING METRICS

- Promotion rate of high-potentials
- Retention rate of high-potentials
- Retention rate of promoted, internal leaders
- % of high-potentials (i.e., internal successors) ready now/12 months/24 months
- Number of candidates in pipeline
- % pipeline utilization (internal candidate for internal leader positions)
- % of promotions of people from underrepresented groups vs. % in pool
- Leader role time to proficiency



Next-Gen Now: Adaptive and Accelerated Succession Planning

October 29, 2020
3pm EDT
hci.org/webcasts