

BOARD SUCCESSION RISK ASSESSMENT (CEO Risk Assessment on Reverse)

ROLE: (Board Member, Committee Member, etc.)

Number of Potential Openings:

Anticipated Replacement Date:

Internal Potential Successor Name, Title	External Potential Recruit	Readiness (see below) RN, IN, TD, RF, LN

Anticipated Replacement Date: Expected, intended or desired promotion date or retirement date.

RN = Ready Now: Has demonstrated success that will add immediate value to the role; needs minimal or no other training or expertise to step into the role immediately or within 6 months.

IN = Interim: Able to fulfill on basic tactical requirements of the position for a period of 3 to 6 months.

TD = Targeted for Development: Is in specific development for this role. Seen as worthy of time investment to move to next level. Ready in 6 to 36 months.

RF = Ready Future: Needs more success in current role or other roles or basic knowledge before advancing to TD. Ready in 36 to 60 months.

LN = Learning Now: Early in cycle; identified as a potential high performer.

CEO TALENT RISK ASSESSMENT

ROLE: Chief Executive Officer

Incumbent:

Anticipated Replacement Date:

Internal Potential Successor Name, Title	Readiness RN, IN, TD, RF, LN

Anticipated Replacement Date: Expected, intended or desired promotion date or retirement date.

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IN = Interim: Able to fulfill on basic tactical requirements of the position for a period of 3 to 6 months.

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RF = Ready Future: Needs more success in current role or other roles or basic knowledge before advancing to TD. Ready in 36 to 60 months.

LN = Learning Now: Early in cycle; identified as a potential high performer.

For more information on Board & CEO Succession Planning and Talent Risk, contact us at (800) 574 – 8877 or visit www.ddjmyers.com.