

COMMONWEALTH OF PENNSYLVANIA'S
SUCCESSION PLANNING MODEL

1. Determine the functions & when the positions will be available

2. Identify initial competencies required for each position

3. Competency Gap Analysis

Recruit from the outside

4. Design developmental opportunities for each set of competencies

5. Develop and maintain a talent pool

6. Reassess & track overall progress & maintain skills inventory

5B. Conduct an individual Gap analysis

5A. Acquire volunteers*

5C. Prepare individual development plans

5D. Reassess & track individual progress

* Clearly inform volunteers this development does not guarantee selection

Identify appropriate positions

From Workforce Planning

