



21 July 2022



11h00-12h00

## Live Panel Discussion

### Building Organisational Resilience via Succession Planning



**Ashnie Muthusamy**  
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**Ravi Reddy**  
Chief Executive Officer  
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Group Head of  
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ooba



**Jaintheran Naidoo**  
Director and Senior  
Organisational Psychologist  
Lumenii

# Building Organisational Resilience

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**Anticipate**

**Prepare**

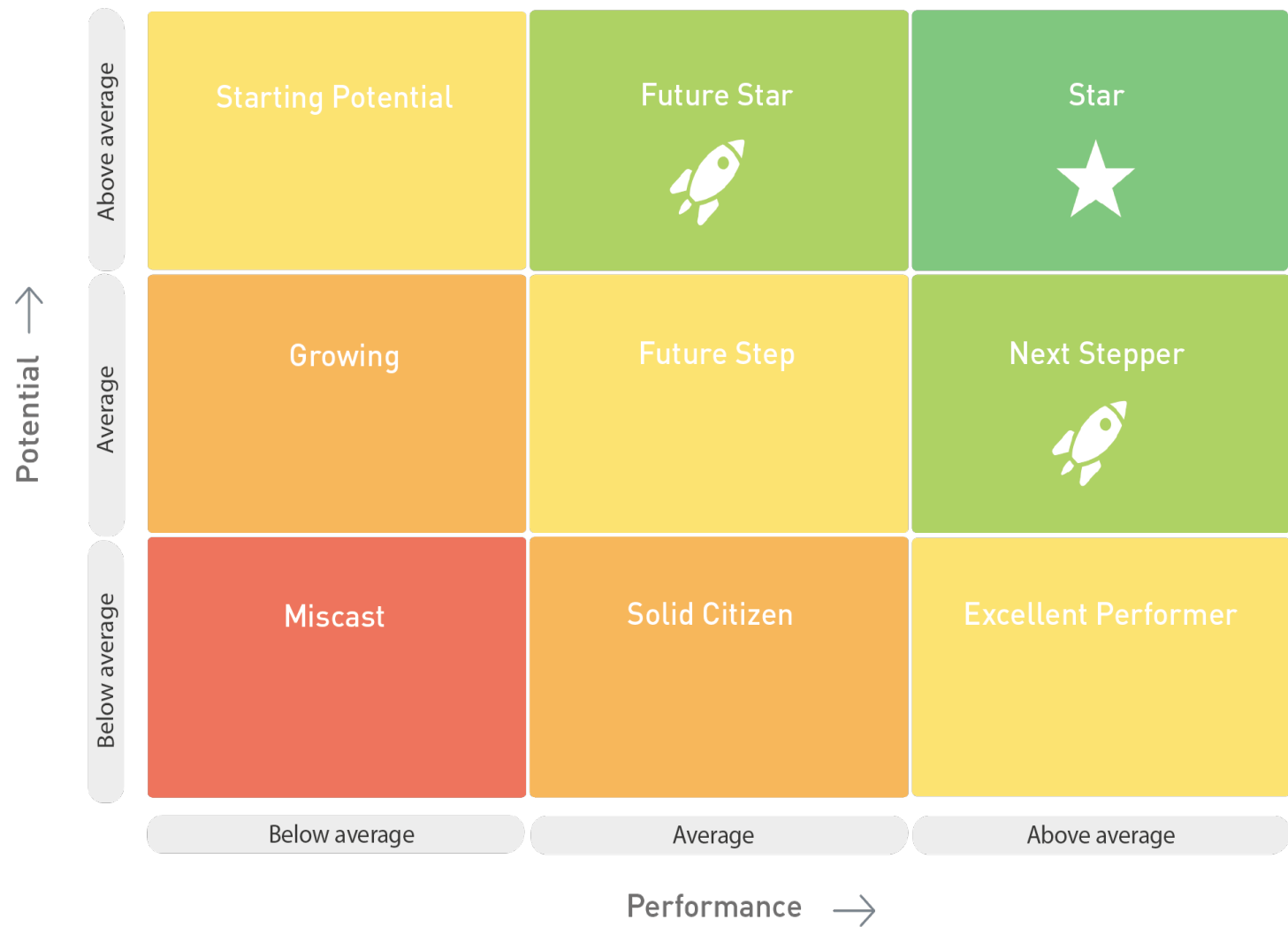
**Respond**

**Adapt**



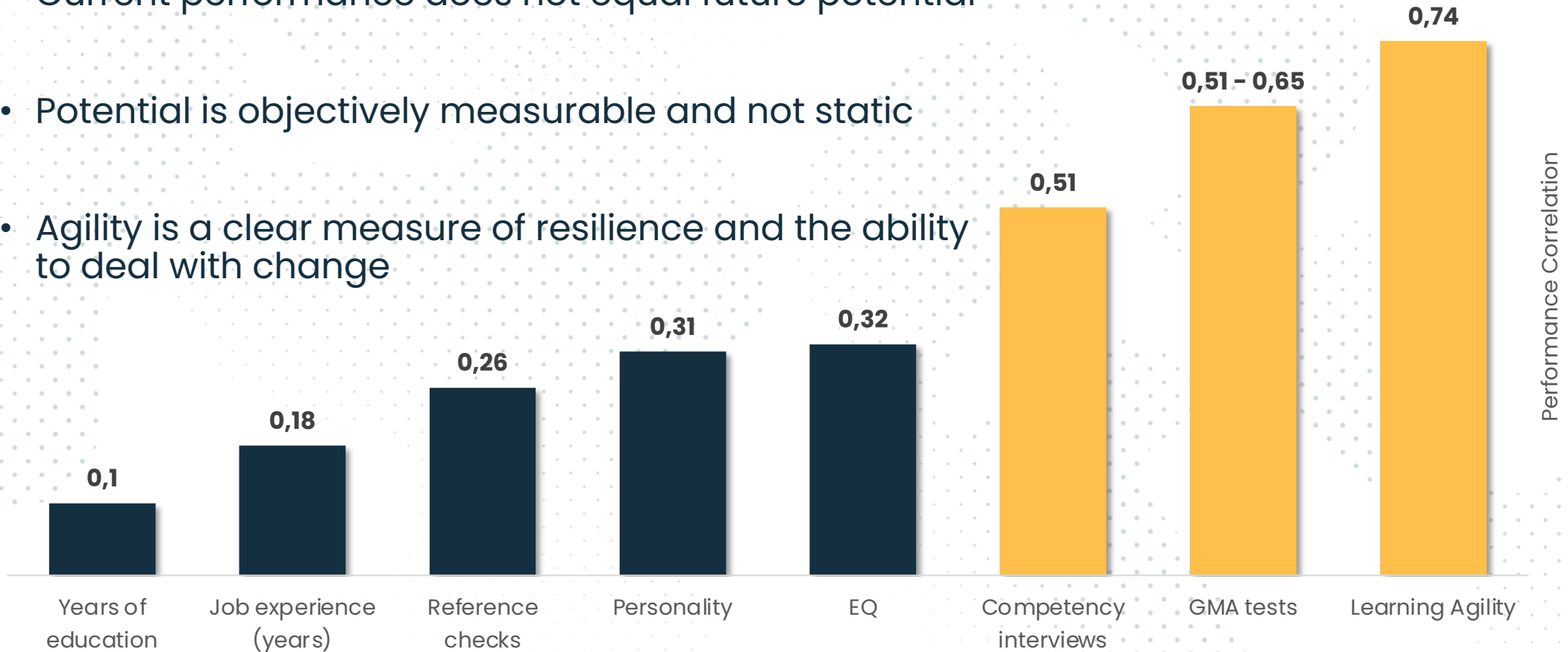
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# 9-grid matrix



# Measuring potential objectively

- Current performance does not equal future potential
- Potential is objectively measurable and not static
- Agility is a clear measure of resilience and the ability to deal with change



**Source:**

Schmidt & Hunter 85-year longitudinal study (1998, Psychological Bulletin)

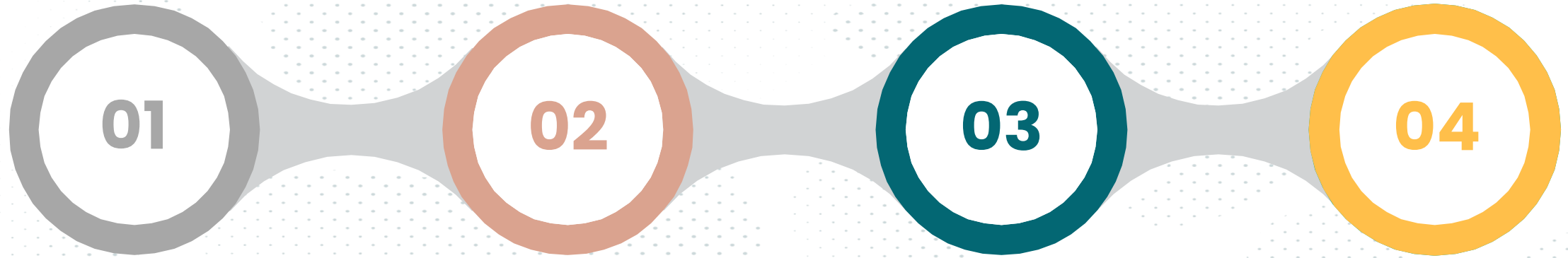
De Meuse meta study (2019, Journal of Psychology)



# Measuring performance

- **Objective vs. subjective**
- **Performance insights:**
  - Structured supervisor ratings
  - KPI's
  - Balanced score card
  - 360-degree feedback: self vs other
  - Demonstrated agility

# Bringing it together



## Objective data

Using the 9-grid matrix as the means to plot your succession pipeline

## Qualitative insights

Leverage off your objective foundation by gathering structured qualitative feedback

## Successor input

Bring in the perspective of the individual. What are their career goals?

## Readiness and next steps

Decide on the successor's readiness level and plan out next steps for development

We invest in understanding your needs, and partner with you to **transform your talent**. Rapid results are just as crucial as long-lasting value.

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