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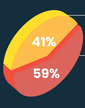
State of Succession Survey Results

Succession planning is the process of identifying and developing talent to fill future roles. An effective succession process is critical for business continuity, leadership development and organisational success.

How do South African Organisations Plan for Succession?

In a recent survey, we asked South African HR professionals, managers and executives to share their perspectives on succession planning in their organisations.

Succession Experience



41% Unfamiliar with succession planning

59% Familiar with succession planning

Out of the sample, 41% were not familiar with succession planning, while 59% had been involved in, led or designed processes in the past.

The Impact of Key Leaders Leaving

How do Organisations Prioritise Succession Planning?

Approaches to Succession Planning

19% of respondents take a structured, consistent approach to succession planning in their organisation. In smaller organisations, of 250 - 500 employees, only 7% take a consistent approach.

40% Don't Do It/ Don't Know
41% We Take An Inconsistent Approach
19% We Take A Structured, Consistent Approach

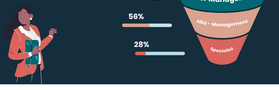
The Value of Succession Planning

For those who do succession planning, 84% feel it has a big impact on their business

Which Roles are Included?

Most organisations who engage in succession focus on their senior leaders.

Only **56%** have extended their succession strategy to middle and junior management.



Objectives of Succession Planning

Reviewing the Talent Pipeline

Two-thirds of respondents review their pipeline annually or more than once a year.

Ad-hoc **30%**

Annually **37%**

More Than Once a Year **33%**

How Decisions Are Made

Organisations that take a consistent approach to succession balance subjective and objective data

Subjective
Management Opinion, Manager Ratings

Objective
Psychometric Assessments, KPIs

Organisations that take an inconsistent approach to succession are twice as likely to rely on subjective, rather than objective information, when making decisions

Barriers to Succession Planning

TIME
TECHNOLOGY
BUDGET
KNOWLEGE
PROCESS
BUY-IN
OBJECTIVE DATA
FOLLOW THROUGH

Is succession planning a priority for your business? Find out how to get started or optimise existing processes with our team of succession experts.

Book a meeting

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