

TALENT MATRIX - ASSET INTEGRITY

	Career Ladder	Collective Talent Rating	Current N	HIPO's N	Potential Successor Pool
5	Manager		1		
4	Superintendent		2		
3	General Supervisor		4		0
2	Supervisor	Talent Poor	9	0	3
1	Lead	Talent Rich	7	3	

Talent Matrix Supervisors N = 9					Potential Successors to Superintendent	None
Personality and EQ Capability					Comments	
		Stretch	Fit	Natural		
Cognitive Capability	Move 2	RE				
	Move 1	LA				
	Grow			HF		
	Stable	RM	KB and PS and DR			
	Support			HH and CO		

Talent Poor
Blockage for Lead HIPO's
Invest Heavily into Leads JK, FB and MR to fast track into Supervisor Role
Devise Retention Strategy for Lead HIPO's

Recruit for Talent when Vacancy Arises
Explore Specialist Role Development for RE and LA

Talent Matrix Leads N = 7					Potential Successors To Supervisor	JK FB MR
Personality and EQ Capability					Comment	
		Stretch	Fit	Natural		
Cognitive Capability	Move 2		JK and FB			
	Move 1		MR			
	Grow					
	Stable		YZ and JJ			
	Support		PS and VR			

Recruit for Talent when Successor Moves Up

Legend

Personality	
Stretch:	Poor Fit
Fit:	Acceptable Fit
Natural:	Good Fit

Cognitive	
Move 2:	Potential to move 2 levels above current role
Move 1:	Potential to move 1 level above current role
Grow:	May steadily grow into next level over time
Stable:	Likely to remain at current level
Support:	Likely to need support at current level