

## 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
Position's Job Level = M2		Personality and EQ Capability			Comments	Talent Poor
Cognitive Capability		Stretch	Fit	Natural		
	Move 2	RE				Blockage for Lead HIPO's
	Move 1	LA				Invest Heavily into Leads JK, FB and MR to fast track into Supervisor Role
	Stable	RM	KB and PS and DR	LR		Devise Retention Strategy for Lead HIPO's
	Support			HH and CO		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
Position's Job Level = L2		Personality and EQ Capability			
Cognitive Capability		Stretch	Fit	Natural	
	Move 2		JK and FB		
	Move 1		MR		
	Stable		YZ and JJ		
	Support		PS and VR		
				Comment	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  
Stable: Likely to remain at current level  
Support: Likely to need support at current level