



**Twenty-Eight standard Reports...all based upon key questions-**

Version-1

<b>Questions:</b>	<b>Insight Reports:</b>
<b>1st Area: Are the Right People on the Plane?</b>	
1. What does our overall pipeline of talent look like?	<b>1.1: -Total Leadership Pipeline</b>
2. Do we have the leadership required at the top two levels?	<b>1.2: -Leadership Coalition</b>
3. What does the Promotable list look like?	<b>1.3-Talent Forecast</b>
4. What does the succession picture look like?	<b>1.4-Succession Coverage</b>
5. Who do we need to move?	<b>1.5-Need to Move List</b>
6. What does the diversity pool look like?	<b>1.6-Diversity Pool</b>
7. Where could we move our best talent for development?	<b>1.7-Vacant Position</b>
8. Are those we identified being moved?	<b>1.8-Need to Move Tracking...Progress</b>
9. Are we filling our key jobs on a timely basis with our best?	<b>1.9-Position Fill... Progress</b>
10. Are diversity candidates being considered for opportunities?	<b>1.10-Diversity Pool ...Tracking ...Progress</b>
<b>2nd Area: Are the Wrong People getting off the Plane?</b>	
11-Who are our poor performers?	<b>2.1-Poor Performance</b>
12-Where are we willing to tolerate poor performance?	<b>2.2-Limited Talent—in position 2 + Years</b>
13-Are we consistent in how we rate and reward everyone?	<b>2.3-Rating/Reward Consistency</b>
14-Who are we vulnerable to losing and are we taking action?	<b>2.4-Leadership Risk Analysis...Progress</b>
15-For those we deemed promotable ...are they getting the jobs?	<b>2.5-Promotable Pool 'Hit-Miss Report'...Progress</b>
16-What is our specific plan with a poor performer?	<b>2.6-Performance Improvement Plan...Progress</b>
17-What progress are we making with our poor performers	<b>2.7-Poor Performance Action...Progress</b>
18-What positions are under-leveraged?	<b>2.8-Underleveraged Position Report...Progress</b>
<b>3rd Area: Do we have the Right People...right seats on plane?</b>	
19-Who are in our pivotal positions—are they up to the task?	<b>3.1-Pivotal Position Incumbent Analysis</b>
20-How much functional depth do we have in key areas?	<b>3.2-Functional Depth Chart</b>
21-Who could we lose by retirement—do we have a plan?	<b>3.3-Retirement Vulnerability...Progress</b>
22-What positions are we going external for—and, is the search progressing to meet the desired time and spec?	<b>3.4-External Search...Progress</b>
23-With this new individual in position, what is the plan for a successful entry; and...after 100 days...were they	<b>3.5-On-Boarding Plan...Progress + Outcome</b>
24-Who are those that are not being challenged—could do more?	<b>3.6-Underleveraged Top Talent Report-...Progress</b>
25-With our high potentials...what is the specific development plan?	<b>3.7--Individual Development Plan..Progress</b>
26-With key populations that we are recruiting, are they staying?	<b>3.8--Key Population Tracking...Progress</b>
27-With our pivotal positions, are we making progress to assure we have stellar talent in those key positions?	<b>3-9-Pivotal Position Tracking...Progress</b>
28-When we gather information about potential leaders, <i>those that we absolutely need to stay up with</i> ...who are they—where are they—	<b>3-10-Don't Lose List...Progress</b>

- **Information (Reports) available at the beginning of the Fiscal Year...a part of strategy being set**
- **Progress (Reports) available during the Fiscal Year... as strategy is implemented**