

**Succession Planning Commitment Confirmation Checklist**

As a manager/leader at the University of Tennessee endeavoring to prepare possible successors for one or more positions at UT, it is important to first understand where you have the necessary support to help ensure your planning efforts will be successful. Succession planning should be viewed as an investment in the future of the university by the various stakeholders of the position(s) for which you seek to prepare potential successors.

Succession Planning Focus Area: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*(What is the department, work unit, etc. for which succession planning is being conducted?)*

Responsible Manager/Leader: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Who is the manager/leader responsible for initiating and maintaining this succession plan?*

Please consider the following to assess current commitment for the current succession planning effort:

 YES NO

1) Does one or more key critical position exist in this work area

CV

CV

CV

CV

CV

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CV

 that provides justification for preparing potential successors

 for the role(s)?

2) Is the next level of higher leadership aware of this succession

 planning effort and supportive of a successful outcome?

3) Are the time and monetary resources available AND targeted

 for use in the professional development of at least 1-2 potential

 successors who may be identified through this process?

4) Are competencies currently written for, or resources available to

 write them for the positions identified for succession planning?

5) Is the organization supportive of the succession planning process

 (not resistant) believing there is integrity and credibility?

6) Are potential successors interested in and supportive of the

 succession planning process?

7) Once started, is there a commitment to effectively maintain the

 professional development plan(s) for potential successors for

 at least 2 years?

If any of the questions above received a ‘No’ response, it is recommended you reconsider your readiness for succession planning, and work to achieve a ‘Yes’ response in those areas before proceeding.