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OWNER SUCCESSION READINESS ASSESSMENT

SCALE: 4=Excellent; 3=Fair; 2=Poor; 1=Unprepared

SCALE

I have been educating myself on succession and benchmarking others. _____

I have identified a Successor and they are on a structured development track to be ready. _____

I am clearly communicating our Vision, Strategy and Objectives to my team & they are engaged. _____

I understand our culture and how it contributes to our competitive performance. _____

I have clearly cataloged and defined:

-My 5 most important contributions to the business. _____

-The 5 most important types of knowledge that I bring. _____

-My 5 most important Leadership, Management and Strategic Thinking Attributes that this business depends upon. _____

-My critical relationships with customers, suppliers, industry experts, banks, professional firms, etc., that the business depends upon. _____

-The ways in which I manage employee relationships to keep the team functioning well. _____

-My contribution to the culture of this business & the negative impact of my departure. _____

-My contribution to the competitiveness of this organization. _____

-The ways in which our competitors would gain when I leave. _____

If something happens to me:

-I have someone in place who could continue to grow the business and keep it competitive. _____

-At the end of a year, the **value** of the business would: Increase? Decrease? _____