

The Knowledge Bank

# Unlocking Talent Retention and Succession Planning: Beyond the 9-Box Grid



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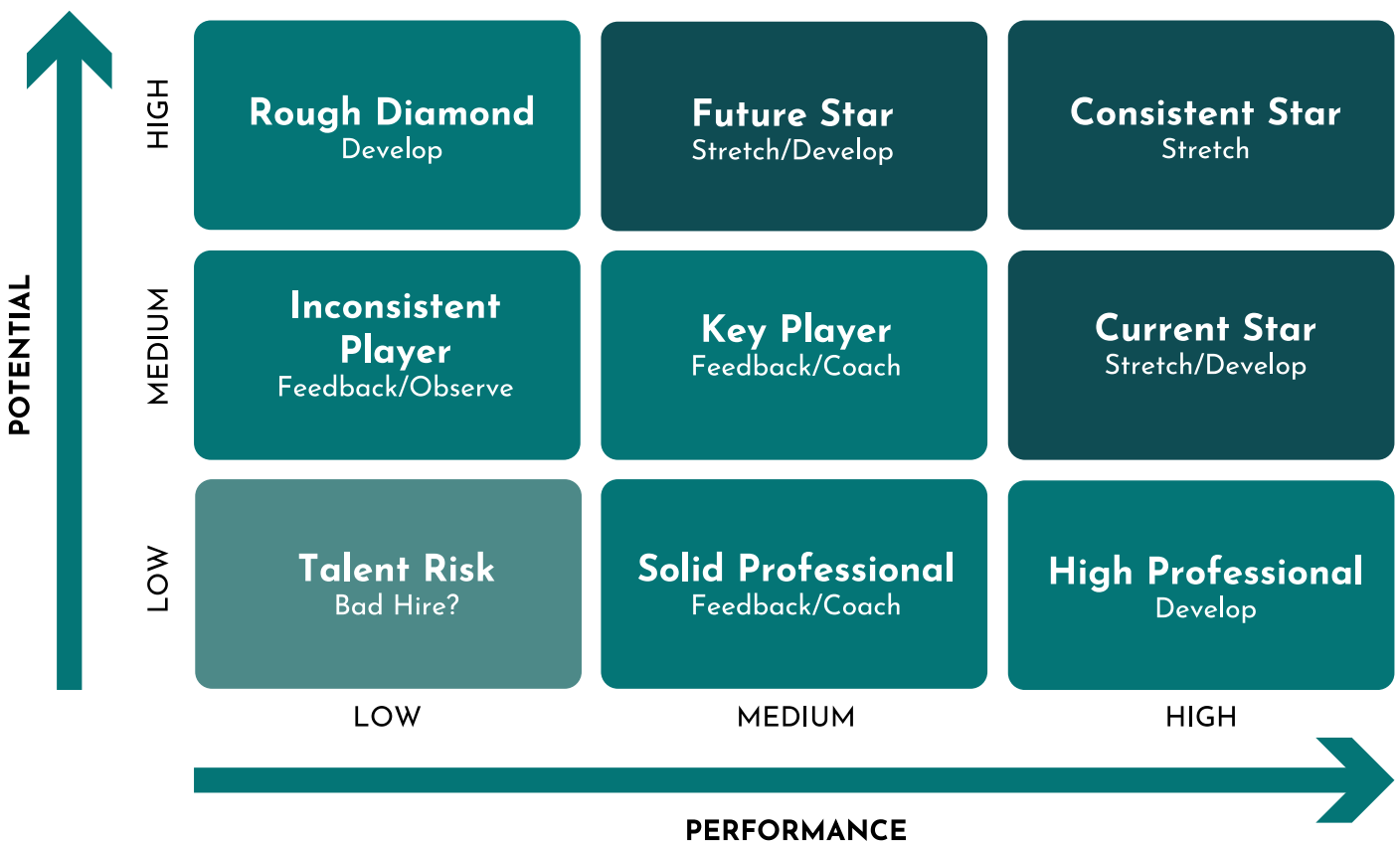
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# Introduction

Succession planning—the strategic process of identifying and developing future leaders—is a critical aspect of organisational sustainability. Traditionally, many companies have relied on the ubiquitous 9-box grid to assess potential and performance. However, this approach has limitations, and there is a need for a more comprehensive and dynamic framework. In this white paper, we explore the challenges of the 9-box grid, propose alternative strategies, and delve into best practices for effective succession planning.

The 9-box grid:





# The 9-Box Grid: Strengths and Weaknesses

The 9-box grid, with its axes representing potential and performance, has been a staple in succession planning discussions. It offers simplicity and catches the attention of senior executives. However, its weaknesses are evident:

## Uniformity

Despite various models, most 9-box grids follow similar patterns, limiting their adaptability to diverse organizational contexts.

## Limited Scope

Focusing solely on senior management neglects the broader talent pool within an organisation.

## Static Assessment

The 9-box grid provides a snapshot, but succession planning requires ongoing evaluation and agility.

# Beyond the 9-Box: A Holistic Approach

To enhance succession planning, consider the following elements:

## Talent Ecosystem

Despite various models, most 9-box grids follow similar patterns, limiting their adaptability to diverse organizational contexts.

## Dynamic Assessment

Move away from static snapshots. Regularly assess potential and performance, adjusting as needed.

## Multiple Tools

Embrace a toolkit approach. The 9-box grid remains valuable but should coexist with other tools, such as competency assessments, development plans, and mentorship programs.



# Best Practices for Effective Succession Planning

1. **Broad Inclusion:** Involve HR, managers, and employees. Solicit input and identify emerging leaders.
2. **Individual Development Plans:** Tailor development paths for each potential successor. Address skill gaps and provide growth opportunities.
3. **Transparency:** Communicate succession plans openly. Employees appreciate knowing their growth prospects.
4. **Succession Rituals:** Regularly discuss succession during 121 meetings, talent reviews, and leadership forums.

## Conclusion

Talent Retention and Succession planning is not a one-size-fits-all endeavour. By moving beyond the 9-box grid and adopting a multifaceted approach, organisations can nurture talent, drive growth, and ensure a robust leadership pipeline.

Ready to transform your approach to talent retention and succession planning? The Knowledge Bank's software powered by People Model Canvas (PMC) offers the innovative tools and dynamic framework you need to go beyond the traditional 9-box grid. Our comprehensive solutions are designed to help you identify and develop future leaders at all levels of your organisation, ensuring sustained growth and a robust leadership pipeline. Don't let outdated methods hold you back. Book a demo today and discover how our cutting-edge software can revolutionise your succession planning strategy. Empower your organisation to thrive.

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