

Leadership Growth and Succession Planner

Toolkit 5, Chapter 5 Downloadable Tool CIIS Employer HR Resources



Purpose: Support long-term leadership development, equitable succession planning, and organizational capacity.

How to use: Work through each section with HR or leadership teams. Add notes and actions as you go.

1. Leadership Sustainability	Response / Notes
What inclusive leadership expectations are defined for managers?	
How are managers supported to build these skills?	
How are leadership behaviours reviewed?	

2. Succession Planning Review	Response / Notes
What criteria are used to identify future leaders?	
Who may be overlooked due to informal visibility or networks?	
What development opportunities should be made more transparent?	

3. Future Leader Development	Response / Notes
Which employees are ready for stretch opportunities?	
What coaching, exposure, or sponsorship would support readiness?	
How will progress be tracked?	

4. Organizational Capacity	Response / Notes
What tools, systems, or routines should be documented?	
How will the organization continue this work beyond individual champions?	