

# Syensqo's Approach to Succession planning - MG

## Syensqo's Approach to Succession planning

### INTRODUCTION

Traditional Succession Planning relies on identifying one successor for one position, whereas a Talent Discussion provides a dedicated forum to take a wider view of Talent: what are the current and future critical skills and how do we take deliberate, proactive measures to develop a pool of qualified, motivated candidates to take on future roles?

#### What to do as a leader

Regular talent discussions (*at least twice a year*), are an opportunity to anticipate and highlight critical needs and skills for the future, recognize early talent, and identify opportunities and risks that can be addressed locally or raised to the BSA / GBU.

1. Start by reviewing the Succession & Development Best Practices
2. Review the Key Talent Concepts.
3. Use the Talent Discussion Toolkit to guide your discussions and plan for the future.

### NEXT STEPS

#### Learn more about Succession & Development Planning Best Practices

[Click here](#)

#### Learn more about Key Talent Concepts

[Click here](#)

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- [Key Talent Concepts](#)
- [Succession & Development Planning Best Practices](#)

#### Support Material

- [Site Talent Discussion Toolkit](#)
- [Site Talent Discussion Templates](#)
- [Succession User Guide](#)