

NW Suburban PDN

Succession Planning Panel Discussion

July 9, 2009



Panel Members

- ▶ Bev DeJovine, The Nielsen Company
 - ▶ Danielle Krupinski, CDW
 - ▶ Karen Radtke, Equity Residential
 - ▶ Marilyn Steffel, Molex

 - ▶ Eric Sanders, OD Economist, Facilitator
- 

OD Network

PDN Succession Planning Panel

Bev DeJovine

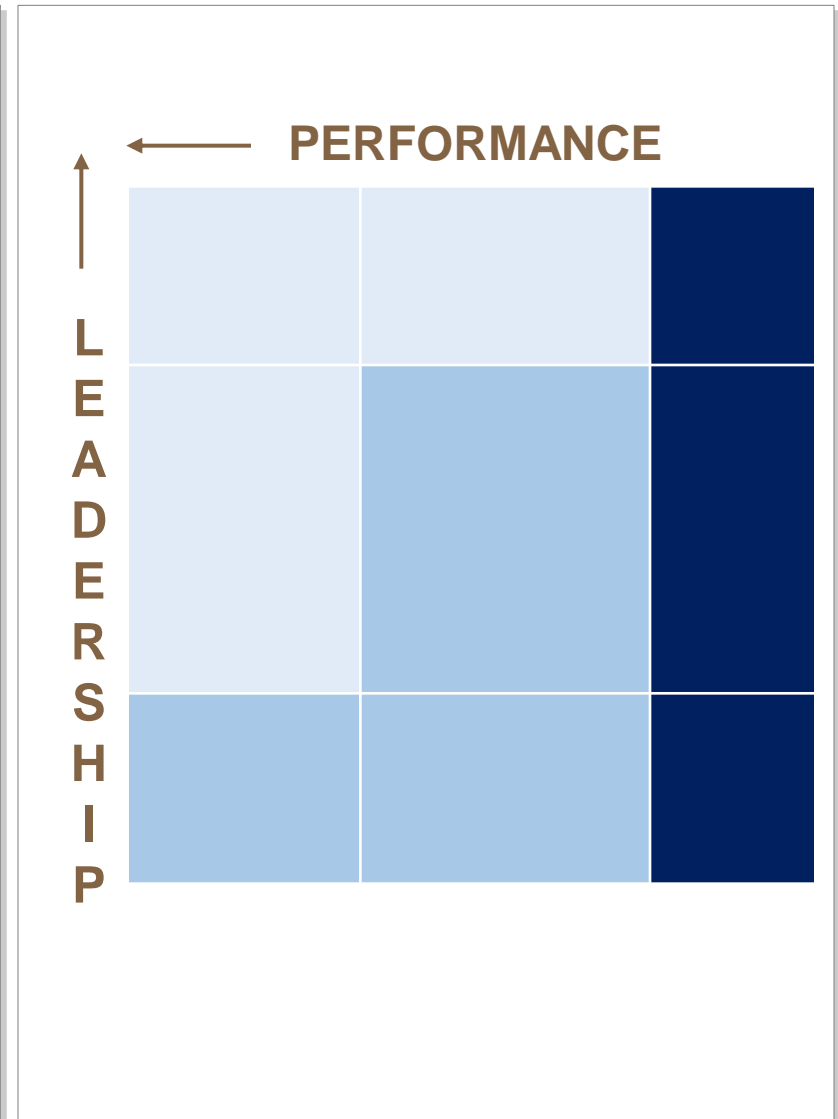
09 June 2009



Leadership Values and 9-Block

Leadership Values

Name (forced ranked order)	PPR	Simple	Open	Integrated	Comments
					+ Business Acumen, Engineering Knowledge, Program Execution, client management, 4 Es - Peer Integration/make the rest of us better
					+ Leadership / communication, calm under pressure, confident - Get more hands on
					+ Technical knowledge, drive - Too early to call
					+ People leadership and engagement - Financial acumen
					+ Influencing skills, results driven, process discipline -
					+ Process discipline, strong mgr, drives results - Accountability for results outside own function
					+ Simplifies, Process discipline, business acumen - Too early to tell
					+ Drives results - Communication, people leadership
					+ SME expertise, client relationships -
					+ SME expertise, Business acumen - People leadership
					+ Cross-functional leadership cool under pressure client relationships, - Test in larger role
					+ People leadership and engagement - Needs to be tested in more complex/professional services environment
					+ Technical knowledge...Client Communications - Personal communication style
					+ SME expertise, executive presence -
					+ Drive, resilience, talent acq. - Complicates, not hands on, lacks diplomacy
					+ consensus builder - Liability to influence client, political savvy



HR Review Templates

Succession Chart

Top Key Position
(Current Leader)



Succession Candidates
for Top Key Position
(Ready Now)



Succession Candidates
for Top Key Position
(Ready 1 or more years out)

Select Key Positions
(Current Leaders)



Succession Candidate
for Select Key Positions
(Ready Now)



Succession Candidates
for Select Key Positions
(Ready 1 or more years out)



Instructions:

- List successors for your role and other key roles on your team (pick your top 3)
- Consider candidates outside your organization or enterprise
- Highlight diverse candidates



Equity Residential Succession Process 2009

Perspectives – Old and New

From

- Successors decided in **secret**
- **Subjective** - based on succession planning committee's opinions and biases
- Applies only to **top 5%**

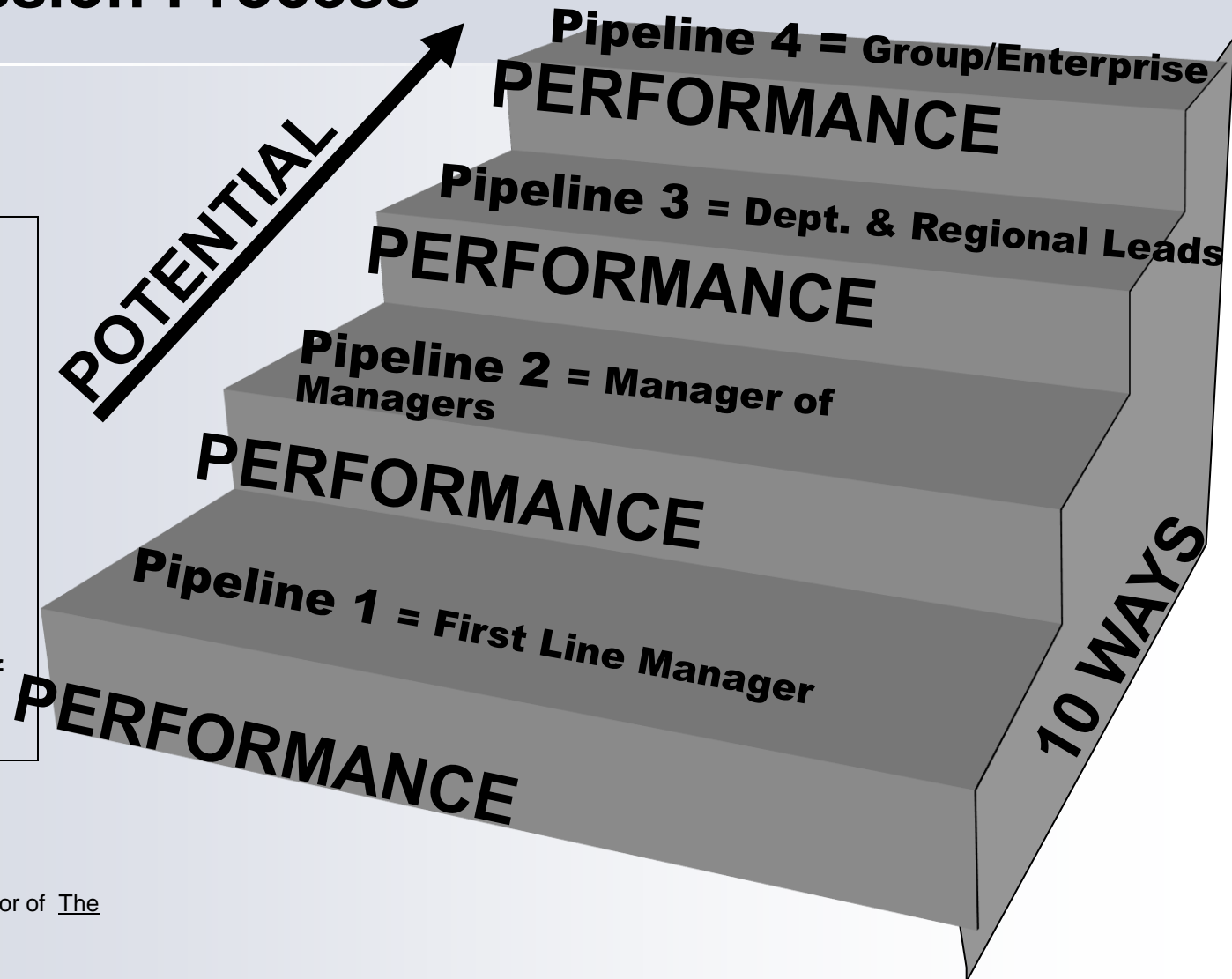
To

- Successors determined by an **open** process
- **Objective** - based on assessment of competencies and experiences
- Applies to **key positions at any level**

Equity

Vision & Strategy

Equity Succession Process



Key

Tiers = performance + leadership potential

Potential = demonstrating leadership competencies

Performance = slate of experiences



CDW's slides were proprietary and confidential.

If you would like more information on their succession planning process, please contact

Danielle Krupinski at danikru@cdw.com

direct line: 847-419-6243

molex

Marilyn Steffel was unable to attend the panel today. However, she said to feel free to contact her to discuss her work at Molex.

Marilyn Steffel, marilyn.steffel@gmail.com