



Succession Accelerator gives you confidence that the leaders stepping into your most critical roles are equipped to drive the business forward—with clarity, capability, and a faster path to results.

Introducing Succession AcceleratorSM

A targeted, high-impact solution aligned to how you manage risk and performance

With this solution, you can:

- Confirm the future-focused requirements of your critical leadership roles
- Reduce promotion and placement risk with disciplined, comparable data
- Accelerate development with cohort coaching and targeted skill-building modules
- Strengthen bench depth with calibrated standards across leadership levels
- Shorten ramp-up time and accelerate time-to-impact in new roles
- Measure progress so development investments translate into readiness acceleration and ROI

Business growth depends on ready-now leaders

Leadership transitions are among the highest-stakes moments in any organization. The Accelerator Suite strengthens readiness at scale—reducing risk, accelerating impact, and increasing enterprise value.

In today's environment, succession is no longer a back-office talent conversation. **It's a growth and continuity imperative—and boards know it.** In a recent Gartner Board of Directors Talent Survey, 79% of board members rated executive succession as a very or extremely important talent issue.¹

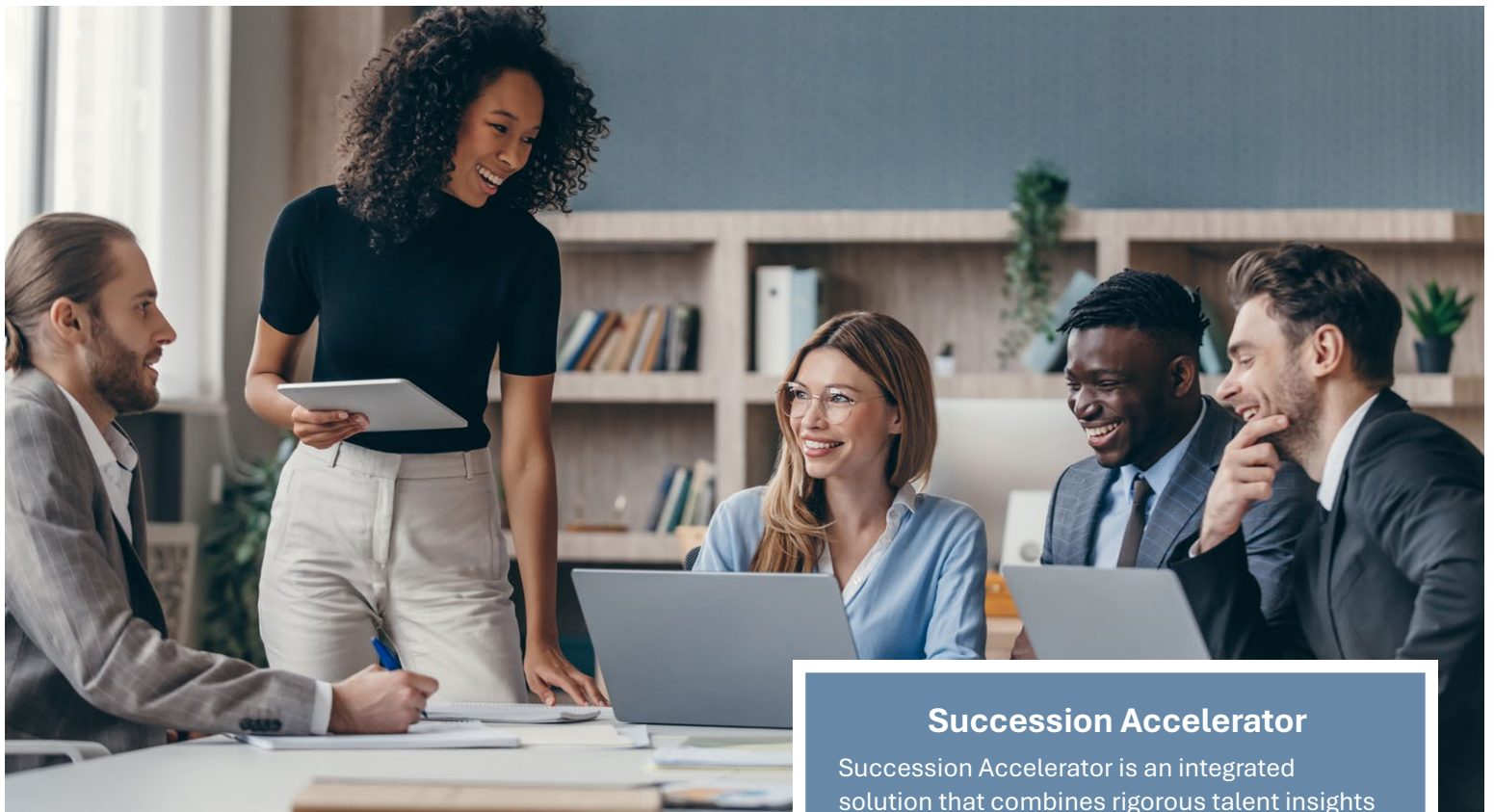
Yet most organizations still treat succession as an HR problem: identify high potentials, run development programs, and hope readiness arrives when needed. That framing creates a hidden performance risk:

- Leaders step into bigger roles without a clear definition of success, driving misalignment and uneven performance.
- Promotion decisions rely on inconsistent criteria and subjective, incomplete data.
- Development investments are made without proof they accelerate readiness.

The unavoidable truth: succession is a business risk that requires a systemic performance solution.

Leadership transitions are among the highest-stakes moments in any organization. McKinsey notes that **40–50% of new leaders fail within the first 18 months**, underscoring how often transitions disappoint when readiness and support aren't deliberate and disciplined.²





Evidence is clear: weak succession destroys value

- **Value destruction is material.** *Harvard Business Review* estimates poorly managed CEO and C-suite transitions destroy **nearly \$1 trillion** in value annually among S&P **1500 companies** alone.³
- **Readiness is often thin.** DDI reports **only 20% of CHROs** say they have leaders ready to fill critical business roles, and organizations can fill only about **49%** of critical leadership roles immediately with internal candidates.⁴
- **Confidence is low where it matters most.** Heidrick global research drawing on insights from nearly **1,700 CEOs and board members** worldwide shows that fewer than half express confidence in their succession planning—highlighting persistent uncertainty about leadership bench strength and day-one readiness.⁵

That is why successor readiness is a make-or-break issue.

When readiness is unclear, decisions become higher risk, ramp-up stretches longer than necessary, and performance becomes uneven—directly affecting growth, continuity, and enterprise value.

Succession Accelerator

Succession Accelerator is an integrated solution that combines rigorous talent insights (readiness, potential, and risk), facilitated cohort coaching, and high-impact skill-building to accelerate leadership readiness at the director level and above.

Key features:

- 3-step readiness system (Confirm Target → Diagnose Readiness → Develop & Measure)
- Cohort delivery for calibration + scalable bench uplift
- Progress measurement and dashboards for stakeholder review and succession discussions

Broad business benefits:

- **Risk mitigation:** Better placement decisions, fewer costly leadership failures
- **Succession strength:** A shared, enterprise-wide view of readiness and a stronger bench
- **Performance uplift:** Improved decisions, more consistent execution, better results

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Succession Accelerator addresses transition risk by replacing ad-hoc programs with a disciplined system—one that defines success, measures readiness, and accelerates development with clear standards and measurable progress.

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Introducing Succession Accelerator

A targeted assessment and development process aligned to how you manage risk and performance

Most organizations have succession activity. What they lack is a **repeatable system** that creates consistent standards, comparable data, and measurable readiness progress across leadership levels. Gartner reports **72% of HR leaders** struggle to close successor capability gaps—and only **38% of CHROs** are confident they can deliver on succession management goals in the next year.⁶

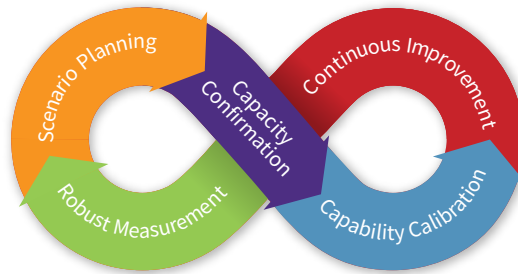
Succession Accelerator changes that. It turns successor readiness into a measurable, repeatable capability—so succession becomes a business advantage, not a recurring risk.

Cohort delivery unlocks full value

Our cohort-based delivery model enables shared learning, calibrated expectations, and faster capability growth across your leadership bench—strengthening **readiness at scale**. It combines individualized growth plans, facilitated cohort coaching, and targeted skill-building aligned to client priorities—all designed to develop the capabilities required for next-level readiness.

Organizations appreciate that this approach is **scalable, high-value, and cost-efficient**—while also providing an aggregate view of readiness results and progress indicators that strengthen talent reviews and inform succession decisions.

Closing the gap in successor readiness



Scenario Planning

Define future-ready successor readiness capabilities

Capacity Confirmation

Evaluate internal successor potential and capacity

Capability Calibration

Evaluate successor readiness capabilities, risks, and development priorities

Continuous Improvement

Build capabilities that drive successor readiness success

Robust Measurement

Measure progress and impact

Step 1

Confirm the Target

Confirm future-ready success profiles for critical roles

What you receive:

- ✓ **Success Profile(s):** for the targeted leadership level and scope (Operational, Strategic, Enterprise) with clear criteria for high performance
- ✓ **General Management-specific success profiles** available

Step 2

Diagnose Readiness, Potential & Risk

Gain precision insight into successor readiness

What you receive:

- ✓ **Launch Report:** strengths, gaps, derailers + priority development suggestions
- ✓ **Stakeholder Summary:** adds next-level readiness, potential for advancement + manager coaching tips
- ✓ **Side-by-side comparison table:** (with cohort delivery) for calibrated talent discussions

Step 3

Develop & Measure

Build capabilities through an accelerated learning and coaching program and measure progress

What you receive:

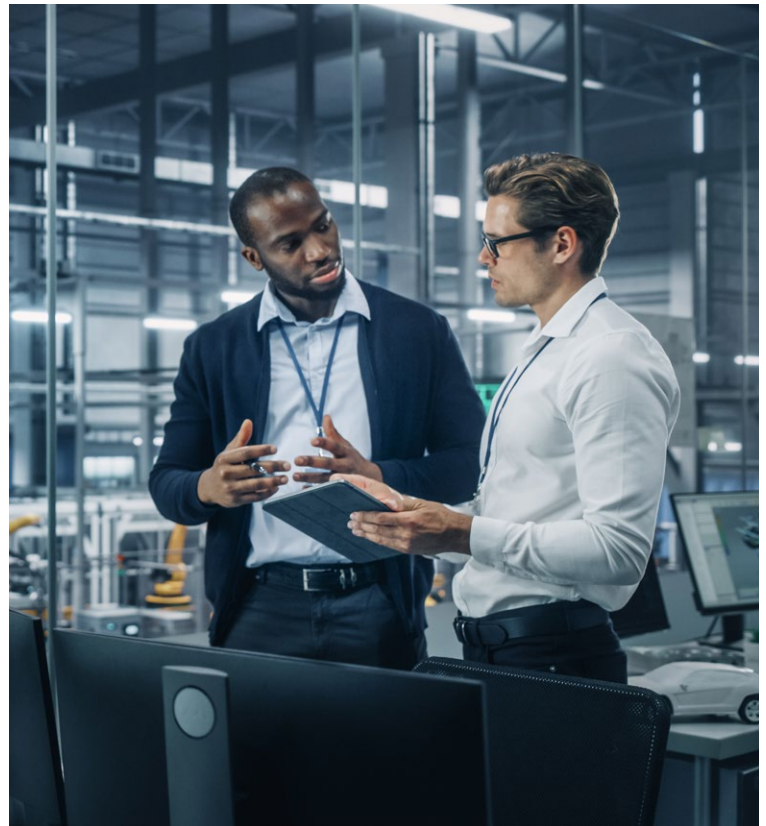
- ✓ **Individual Acceleration Plan**
- ✓ **6 cohort coaching sessions**
- ✓ **2 targeted skill-building modules selected by the client**
- ✓ **Progress Report for the leader:** post-development 360°/multi-rater measurement of growth progress
- ✓ **Progress Dashboard for the organization:** cohort-level growth and readiness progress

Translate your leadership levels to core success profiles

Organizations use different job titles and structures. Core Success Profiles cut through that variation by defining the distinct challenges associated with different leadership levels and scope—so succession decisions become comparable and defensible. At each level, a General Management Readiness track is also available. This allows organizations to address general management readiness within the same level-based architecture, while tailoring evaluation and development focus to the unique demands of GM roles.

Sources

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- ³ Claudio Fernández-Aráoz, Gregory Nagel, and Carrie Green. 2021. "The High Cost of Poor Succession Planning." Harvard Business Review (May–June). Published May 1, 2021. [hbr.org], [harvardbusiness.org]
- ⁴ DDI. 2025. "New DDI Research Reveals Only 20% of CHROs Have Leaders Ready to Fill Critical Business Roles." DDI (HR Insights Report 2025 media release). Published June 25, 2025. [ddi.com]
- ⁵ Heidrick & Struggles. 2024. "CEO and board confidence monitor: Beating the succession planning paradox." Heidrick & Struggles Insights. Published October 30, 2024. [heidrick.com]
- ⁶ PwC. 2024. Thriving in an age of continuous reinvention: PwC's 27th Annual Global CEO Survey. Published January 16, 2024. [pwc.com], [pwc.rs]



THE ACCELERATOR SUITE CORE SUCCESS PROFILES

Succession Accelerator	GM Accelerator
<p>Enterprise Leaders C-suite / Enterprise Function Leader</p> <p><i>Shapes strategy and operating model, builds senior team capacity, manages stakeholders, steers transformation and long-horizon value.</i></p>	<p>Business Portfolio GM Group President / Division President / Segment President</p> <p><i>Oversees multiple related business units, making cross-business trade-offs across strategy, capital, and performance.</i></p>
<p>Strategic Leaders VP / Sr. VP / Head of Function</p> <p><i>Sets functional strategy aligned with enterprise priorities, orchestrates results across boundaries, builds leadership capability.</i></p>	<p>Strategic Business Unit GM Business Unit GM / General Manager / Business Unit President</p> <p><i>Manages a standalone business unit, integrating strategy, commercial decisions, and operations.</i></p>
<p>Operational Leaders Director / Sr. Director / VP</p> <p><i>Leads strategy execution and delivers results through others, builds team capability and performance discipline.</i></p>	<p>Business Line GM Category GM / Product Line GM / Plant/Site Leader</p> <p><i>Heads a market or execution-focused scope within a business unit.</i></p>



CONTACT US

Let's connect today!

Ready to strengthen successor readiness and protect business continuity? Succession Accelerator helps you ensure the right leaders are ready—at the right time—to drive strategy execution and business growth. Email us at info@mdaleadership.com to discuss your situation and explore next steps.



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