

# Building an Agile Executive Succession Plan

**Industry: Construction**  
**Revenue: Approx. \$3 Billion**  
**Employees: >2,500**



## Mission-critical priority

This new-to-role CPO needed to create and present an agile succession plan and leadership development program to the Board within two months in anticipation of several senior departures.



## How Gartner helped

The client used:

- **Comprehensive support from a Gartner analyst** to avoid common pitfalls of succession plan development
- **Gartner presentation templates and expert insights** to communicate effectively with the Board
- **Gartner tools and research** to accelerate plan development with confidence



## Outcome

With support from Gartner for HR, the client:

- **Secured Board and budget approval** for a succession plan fit for a range of leadership roles and skills
- **Improved quality of Board discussion** by using best practices and data to communicate effectively
- **Made impact in a new role** by creating a faster, higher-quality succession strategy draft within 2 months