

# CEO Executive Transition and Succession Planning

Industry: Mining & Transportation  
Revenue: \$1 Billion +  
Employees: < 500



## Mission-critical priority

The Chief People Officer needed to help the Board quickly find a new CEO, and create and execute a successful CEO succession planning process, while mitigating employee turnover risks.



## How Gartner helped

The client used:

- **Gartner research and best practices** to develop a hiring process to identify the best-fit CEO candidate
- **Gartner Executive Partner support** to create contingency plans to help mitigate the risk of losing key talent during the transition
- **Gartner succession planning support** to refine the new onboarding strategy to align with the new CEO's priorities



## Outcome

With support from Gartner for HR, the client:

- **Improved decision-making** by developing a robust CEO assessment and selection process for the Board
- **Kept key talent stable and engaged** during CEO transition, avoiding common retention risks
- **Accelerated time to impact for the new CEO** through improved onboarding quality
- **Positioned HR as a strategic partner** to the Board