

DOD Talent Management and Succession Processes

How Do We Know the Process is Effective?

- A majority of positions calling for a slate are filled with an executive from that slate
- Gap analysis is continuing to provide us with valuable information on where to focus training resources
 - Training portfolios and content of individual courses are continually adjusted to address specific competency gaps identified during annual SES assessments
- Data collected from our SES competency assessments form the foundation of our bi-annual strategic planning process
 - Projected separation/retirement data allows us to project attrition rates and prepare for shortfalls in specific areas of expertise
 - Competency gap data is used to ensure SES recruiting and candidate development efforts address projected requirements