

EXERCISE ONE

Bench Strength Map

List your key roles. Mark who is ready, and mark every role at risk of retirement.

| Role | Current holder | Ready now | Ready 1 to 2 yrs | No one identified |
|------|----------------|-----------|------------------|-------------------|
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Roles with nobody identified: Roles at retirement risk within 5 years:

Column three is your risk register.

EXERCISE TWO

My 90-Day Leadership Plan

1. Three names. Who is in cohort one?
2. Cadence. How often, how long, starting when?
3. Who facilitates. Internal, external, or your county's academy?
4. Funding line. Which one?
5. Credential target. CCAP, NCRI, NCRT, or none in year one?
6. The first conversation. Who do you tell, in 14 days, that you are counting on them?
7. My 90-day date. An actual date. Not "fall."