Succession Planning Readiness Checklist	Yes	No
We have reviewed all practice areas and industry groups to understand where retirements are most likely.		
We understand where our vulnerabilities are, including with key clients where historical relationship partner(s) may be retiring.		
We have discussed transition with key partners who hold client relationship responsibilities.		
We have identified a likely successor for each area.		
Our management committee has met and agrees on the transition plan.		
We have considered and approved a partner compensation plan that takes into account compensation levels for transitioning rainmakers, targeted successors and new lateral hires.		
We have a defined development plan to bring high-potential junior attorneys into key positions.		
Where no current heir- apparent exists within the firm, we have developed and agreed on a profile for hiring successors.		
We have a defined succession plan to which all stakeholders have agreed.		
We have a trusted advisor to help us through the process.		

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