

**Answer the following questions:**

**Q: 1:** Short Questions (12)

- I. Define Succession Planning.
- II. Outline the attributes of a succession plan.
- III. Describe the importance of succession planning in organisations.
- IV. What is the importance of succession planning in a business?
- V. Why is senior-level support essential to the succession planning process?
- VI. Outline the layers of complexity involved in succession planning.

**Q: 2:** Discuss the SUCCESS Model. (5)

**Q: 3:** How would you identify resources during succession planning? (4)

**Q: 4:** Explain the differences between coaching and mentoring. (4)

**Q: 5:** Write a note on “Individualised Engagement Plans”. (5)