MyMentor Insights

01

THE SUCCESSION BLINDSPOT

HOW TO DISCOVER YOUR NEXT LEADERS (EVEN THE ONES WHO DON'T RAISE THEIR HANDS)

A practical guide to objective talent discovery, continuous behavioral mapping, and de-risking succession planning.



Prepared by: MyMentor Insights

MyMentor Insights

02

THE SUCCESSION VISIBILITY GAP



THE DANGER OF THE "LOUDEST VOICE" BIAS

One of the biggest myths in leadership is that great leaders are born, not developed.

Confidence, charisma, and influence can make someone visible, but they do not always make someone capable. Real leadership is built through self-awareness, feedback, practice, and the ability to help others grow.

Yet many organizations still promote the people who are easiest to see, the ones who speak confidently, stay close to decision-makers, and manage perception well.

At the same time, those quietly building trust, mentoring peers, supporting teams, and solving difficult problems often remain overlooked.

This is the succession visibility gap.

And it is why many leadership failures are not capability failures. They are selection failures.

Who in your organization is ready to lead, and will never be seen by the people who decide?



MyMentor Insights

03

WHY TRADITIONAL SUCCESSION PLANNING HITS A WALL

FOUR PREDICTABLE FAILURE POINTS

Most organizations don't have a pipeline problem. They have a perception problem, and it shows up in **four predictable ways**.

THE EXECUTIVE FILTER CONSTRAINT

Senior leaders only evaluate talent they directly interact with. Capable mid-level managers and emerging leaders tend to stay entirely off the radar.

THE SUBJECTIVITY TRAP

Performance reviews measure past individual output, not future leadership capability. High individual functional performance is not a proxy for leadership readiness.

THE STATIC DATA PROBLEM

Annual reviews are snapshots. They don't reflect how someone adapts, grows, or evolves over a year. **Static data produces static decisions.**

THE DEVELOPMENT DISCONNECT

"High Potential" without structured development is not a strategy; it is a potential lost opportunity. Promise without progress.



Try it now!

See how **MyMentor Insights** uncovers hidden leadership talent.

MyMentor Insights

04

IS YOUR SUCCESSION PLAN BUILT ON VISIBILITY OR CAPABILITY?

(TAKE THE 60-SECOND SUCCESSION HEALTH CHECK)

Answer honestly. Tick every statement that applies to your organization.

- ☑ The same names come up every succession cycle.
- ☑ Promotions are driven by face time, not performance data.
- ☑ "High potential" labels exist without structured development plans.
- ☑ Leadership growth is only reviewed once a year.
- ☑ Peer and direct report feedback rarely influences promotion decisions.
- ☑ Strong contributors exist, but leadership has not recognized all of them.
- ☑ A key leader left with no clear internal successor.

1

Score 0–2

Your pipeline is in good shape.

2

Score 3–4

You have a visibility gap. Leaders are being missed.

3

Score 5–7

Your pipeline runs on perception, not data. Time to change that.

MyMentor Insights

05

THE THREE LAYERS OF OBJECTIVE TALENT DISCOVERY

BUILDING A SYSTEM THAT SEES EVERYONE

Replacing subjective judgment with objective, multi-dimensional data requires three reinforcing layers.



1

LAYER 1 — MULTI-PERSPECTIVE INSIGHT (The 360-Degree Foundation)

Aggregates feedback from peers, direct reports, managers, and other colleagues, revealing a complete, unfiltered map of how an individual truly leads.

2

LAYER 2 — STRUCTURED AGENCY (The Personal Planner & AI Coach)

Transfers ownership of growth to the individual, giving them a private, interactive space to explore feedback, understand blind spots, and build a clear path forward.

3

LAYER 3 — DYNAMIC ACCOUNTABILITY (Quarterly Check-Ins)

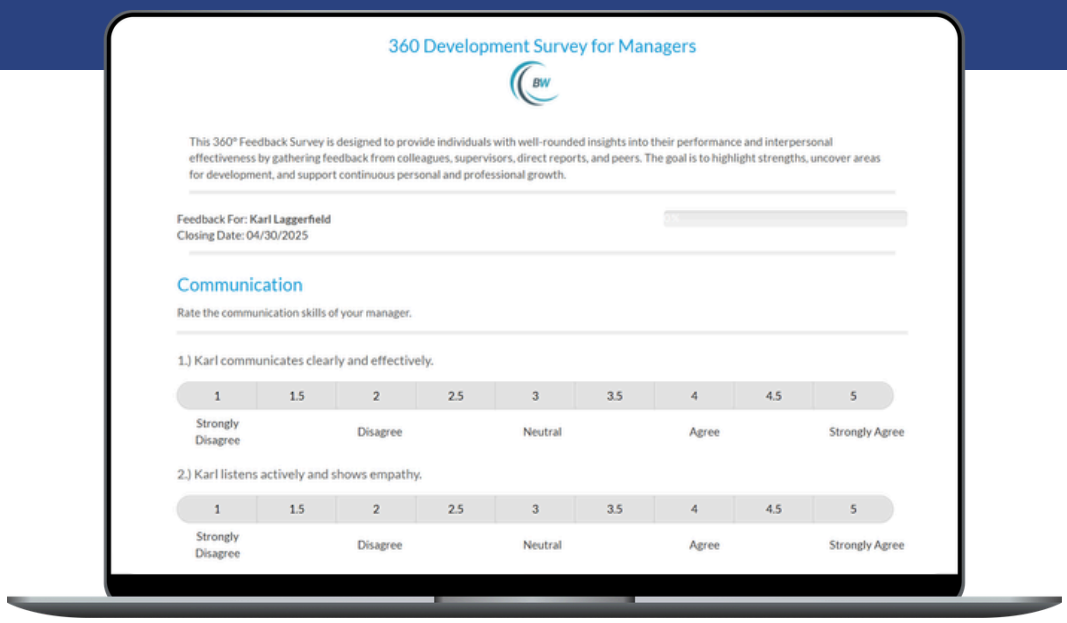
Quarterly check-in surveys track targeted behaviors across 12 months, transforming subjective "potential" into verified, data-backed "readiness."

> ***Potential is an opinion. Readiness is evidence. Use a system that tells the difference.***

MyMentor Insights

06

TOOLS THAT DRIVE LEADERSHIP GROWTH



360 DEGREE FEEDBACK SURVEYS

ACTION ITEMS	Myself	My Manager	My Direct Reports	My Peers
Speaking too quickly and rushing through instructions, leading to misunderstandings and miscommunication.	Implement a routine of checking in with the audience (team, peers, manager) to confirm understanding.	Provide feedback on my communication in meetings, especially regarding clarity and pace. Attend at least one meeting weekly to observe my communication style.	Encourage them to interrupt or ask questions when they feel I'm going too fast or if something is unclear, without hesitation.	Let me know if I rush through points or give unclear instructions in our discussions. Give feedback on whether the pace was appropriate after key meetings.
Not delegating tasks effectively, feeling like tasks are quicker and more accurate when personally handled.	Gradually delegate more tasks to direct reports, starting with smaller or less complex tasks, and provide clear guidelines for completing them.	Check in monthly to review the level of delegation in my tasks and offer suggestions for additional delegation opportunities.	Take responsibility for the tasks assigned to them and provide feedback on any areas they need additional support or training. Let me know if they feel overwhelmed or confused.	Encourage me to share responsibility for projects and tasks that I could delegate, reminding me when they notice I'm handling too much myself.
Highly regarded in coaching and mentoring, but recently has been neglected due to a busy schedule.	Create a coaching calendar with structured mentoring sessions to stay accountable to this strength.	Support me in allocating time for coaching and mentoring by helping to manage my workload. Encourage me to prioritize these sessions.	Actively engage in the coaching sessions by sharing their goals and areas for development. Come prepared with questions or topics they'd like to focus on during our meetings.	Share feedback on the impact of coaching within the team, letting me know if they notice improvements in team performance or morale due to my mentoring efforts.
Lower ratings on showing empathy towards the team.	Practice active listening during interactions, ensuring team members feel heard and understood.	Provide me with feedback on my empathy levels by observing how I interact with the team, particularly in challenging situations. Highlight areas where I can show more empathy.	Share openly how they feel about my level of support and empathy in one-on-one meetings. Let me know if they feel listened to and understood.	Help me recognize situations where I could have shown more empathy. Provide constructive feedback when they notice a lack of empathy in my interactions.

Leadership Development Plan



Quarterly Check-Ins

MyMentor Insights

07



THE HIDDEN LEADER'S DASHBOARD

WHAT OBJECTIVE TALENT IDENTIFICATION LOOKS LIKE IN PRACTICE

One principle drives the MyMentor Insights platform: make the invisible visible, without adding operational burden to HR or leadership teams.

PEER & DIRECT REPORT SIGNALS

Surfaces individuals your executive team may have not considered. Peer scores on Empathy, Clear Direction, and Inclusive Decision-Making are aggregated and presented directly to HR, removing reliance on self-promotion as the identification mechanism.

THE LIVE AI COACH

A private, interactive AI coaching and debrief environment where individuals explore feedback, pressure-test assumptions, and receive personalized guidance confidentially. This is where leaders who would otherwise stay in the background begin to step forward as they are not solely reliant on others for their development journey and recognition.

PULSE TRACKERS

A longitudinal view of behavioral development. HR and executives can see whether a future leader is trending in the right direction, with multi-rater data validating the trajectory before any promotion decision is made.

See the MyMentor Insights dashboard in action

→ *Book a free trial today*

MyMentor Insights

08

HOW THE AI COACH WORKS

FROM FEEDBACK TO GROWTH - WITHOUT THE GUESSWORK

Most people receive 360 feedback and do nothing with it. The MyMentor Insights AI Coach changes that - turning raw data into a private, personalized growth conversation with zero judgment.

01 **Interactive**

A conversation, not a report to skim

02 **Private**

No manager, no HR, no oversight

03 **Personalized**

Built around individual scores and gaps

04 **Accountable**

Ends with a development plan they own

Leaders who would have stayed overlooked begin stepping forward - on their own terms.

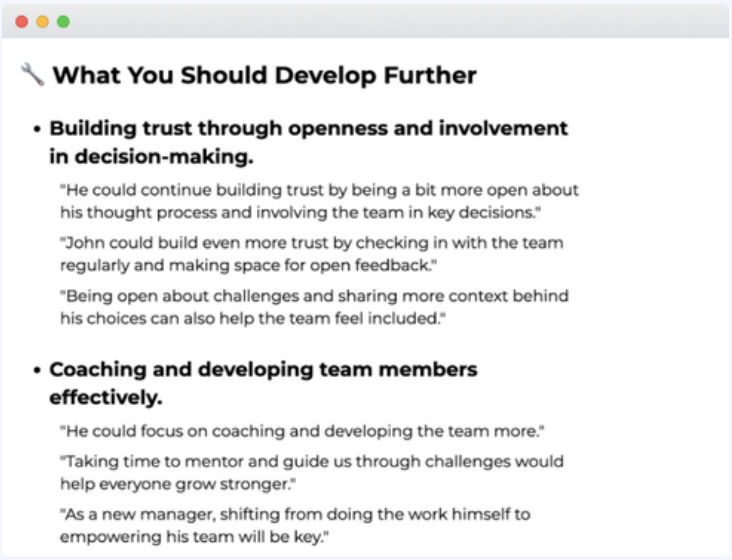
→ *Book a free trial today*

MyMentor Insights

09

TURNING FEEDBACK INTO ACTIONABLE INSIGHTS

MyMentor Insights turns 360 feedback into clear development priorities, practical coaching actions, and measurable leadership growth.



01.

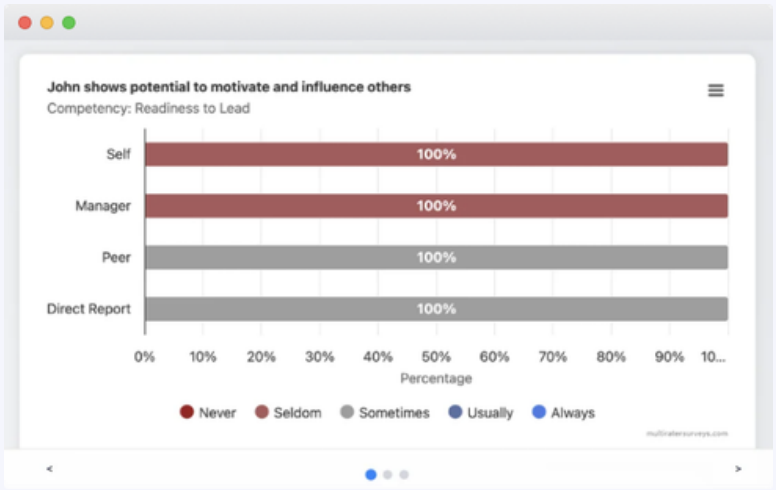
KEY DEVELOPMENT PRIORITIES

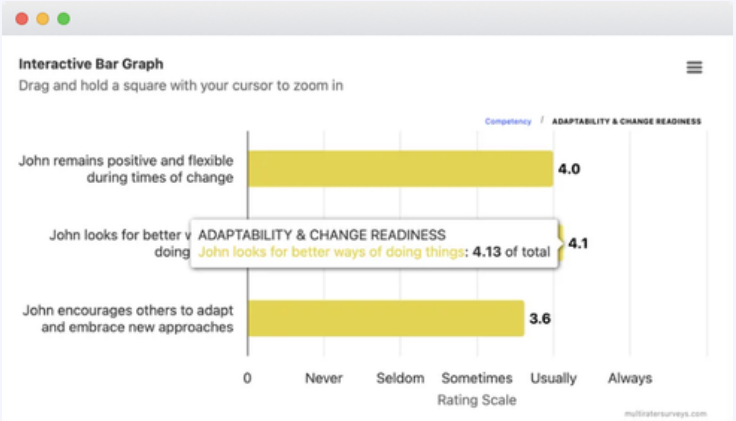
Identifies the behaviors the leader should develop next.

02.

MULTI-RATER FEEDBACK SNAPSHOT

Compares feedback from self, manager, peers, and direct reports.





03.

READINESS AND BEHAVIORAL PROGRESS

Shows where the leader is strong and where focused action is needed.

MyMentor Insights

10

WHY SUCCESSION NEEDS BOTH SYSTEMS AND HUMAN JUDGMENT

THE RIGHT DIVISION OF INTELLIGENCE

The most **effective succession frameworks** don't ask human leaders to do everything - they ask them to do the right things.

What MyMentor Insights Handles

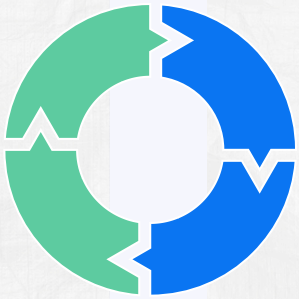
01 Operational Talent Discovery

02 Multi-rater 360 Feedback

03 Talent Identification

04 AI debriefs and Development Plans

05 Pulse Surveys and Readiness Data



What Human Leadership Keeps

01 Human Judgment and Mentoring

02 Organizational Strategy

03 Stakeholder Navigation

04 Culture Building

05 High-stakes Conversations

> ***Technology removes the friction. Human judgment makes the call. Neither alone is enough.***

MyMentor Insights

11

VERIFYING READINESS WITH INTERACTIVE DATA

TECHNOLOGY ABSORBS THE ANALYTICAL FRICTION

Instead of guessing whether a future leader is improving, HR leaders can see it, as proven in data.

WHAT THE DATA TRACKS

The interactive dashboard presents a real-world view of a leader's behavioral changes over time. Communication clarity, team execution, and peer collaboration are all tracked through concrete, multi-rater metrics across every quarter.

WHAT IT REPLACES

No more relying on impression, instinct or gut-feel before signing off on a promotion. The platform delivers a visible, upward trajectory, built from continuous behavioral data, not a single annual review.

WHAT IT PROVES

That a designated future leader is not just improving in theory, but is demonstrably and measurably ready in practice.



AND DO YOU KNOW THE RESULT?

Reduced promotion risk, stronger succession pipelines, and leadership capability built before the crisis, not after it.

MyMentor Insights

12

THE 4-PHASE CONTINUOUS SUCCESSION MODEL

A PIPELINE BUILT FOR PERMANENCE

ASSESS (Multi-Rater Baseline)

A bespoke 360-degree survey establishes real behavioral baselines across peers, managers, and teams, neutralizing internal politics and surfacing talent at every level.



DEBRIEF (Safe Exploration)

Each individual enters a private AI-powered debrief environment to unpack blind spots, identify true strengths, and build the self-awareness that underpins all sustainable leadership development.





DEVELOP (Precision Action Planning)

An AI-generated, human-refined leadership development plan sets immediate, hyper-focused behavioral goals for the upcoming quarter. Specific. Time-bound. Contextually relevant.



IMPROVE (Continuous Pulse Validation)

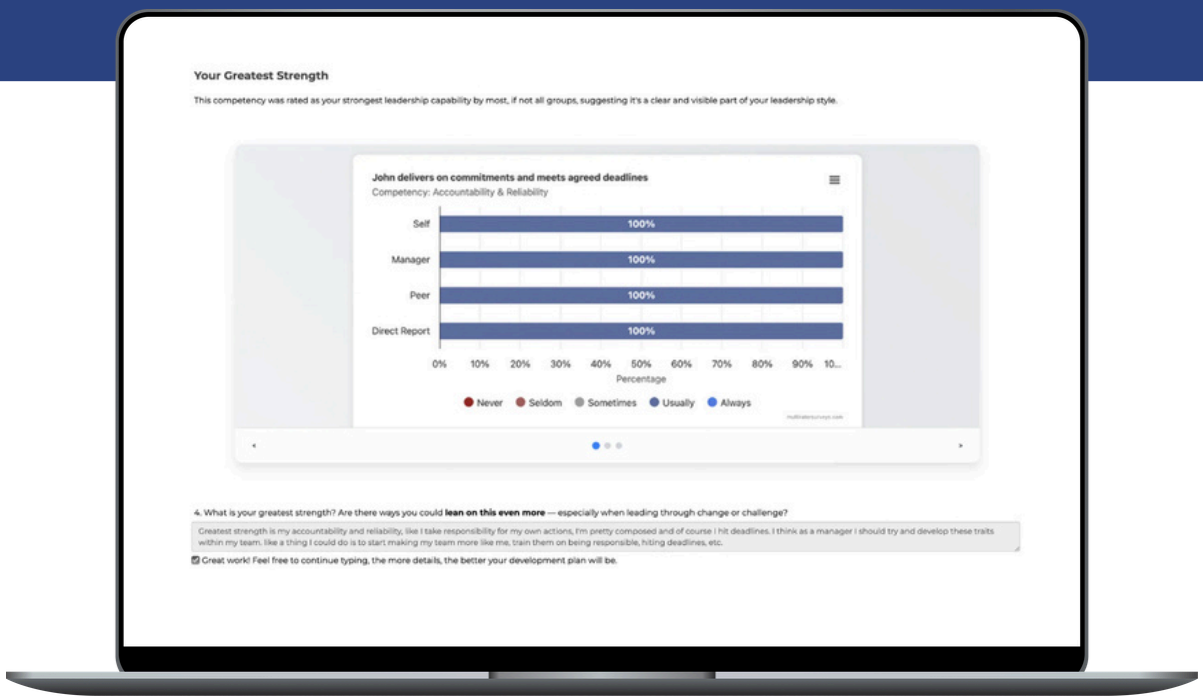
Quarterly pulse surveys measure progress on specific behavioral commitments over 12 months, delivering incontrovertible, visible proof of readiness to the executive team.

MyMentor Insights

13

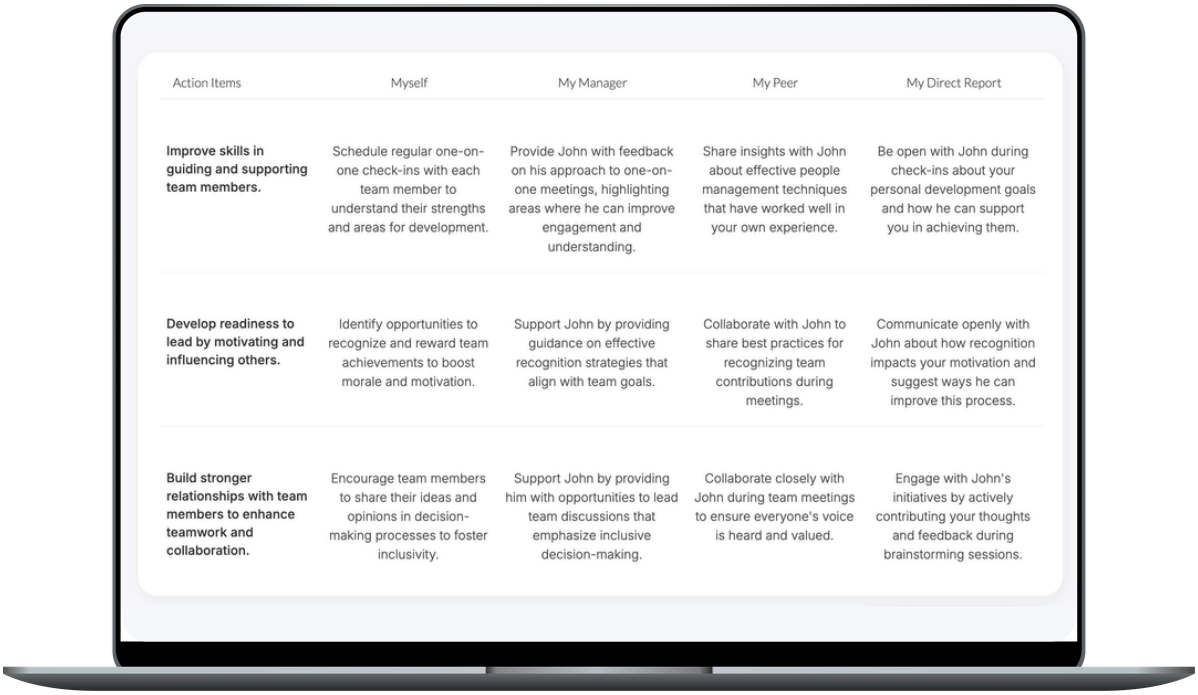
AI-Powered Debriefs

MyMentor strengthens insight with personal reflections from participants.



Personal Leadership Development Plans

Replace one-size-fits-all development plans with highly personalized leadership plans.



Action Items	Myself	My Manager	My Peer	My Direct Report
Improve skills in guiding and supporting team members.	Schedule regular one-on-one check-ins with each team member to understand their strengths and areas for development.	Provide John with feedback on his approach to one-on-one meetings, highlighting areas where he can improve engagement and understanding.	Share insights with John about effective people management techniques that have worked well in your own experience.	Be open with John during check-ins about your personal development goals and how he can support you in achieving them.
Develop readiness to lead by motivating and influencing others.	Identify opportunities to recognize and reward team achievements to boost morale and motivation.	Support John by providing guidance on effective recognition strategies that align with team goals.	Collaborate with John to share best practices for recognizing team contributions during meetings.	Communicate openly with John about how recognition impacts your motivation and suggest ways he can improve this process.
Build stronger relationships with team members to enhance teamwork and collaboration.	Encourage team members to share their ideas and opinions in decision-making processes to foster inclusivity.	Support John by providing him with opportunities to lead team discussions that emphasize inclusive decision-making.	Collaborate closely with John during team meetings to ensure everyone's voice is heard and valued.	Engage with John's initiatives by actively contributing your thoughts and feedback during brainstorming sessions.

MyMentor Insights

14

STOP GUESSING WHO YOUR NEXT LEADERS ARE. START VERIFYING THEM

Every organization has leaders who are invisible to the people making succession decisions. Some are your most critical people. Some are being quietly recruited by your competitors right now.



THE COST OF MISSING THEM

A failed promotion erodes team trust, accelerates attrition, and leaves your pipeline built on visibility rather than capability.



WHAT MYMENTOR INSIGHTS GIVES YOU

The infrastructure to uncover hidden talent, eliminate promotion bias, and build a succession framework your entire executive team can trust, systematically, continuously, at scale.

MyMentor Insights

15

THE LEADERS YOU NEED ALREADY EXIST IN YOUR ORGANIZATION. LET'S HELP YOU FIND THEM.

Schedule Your MyMentor Insights Consultation Today!



Phone:
+61 2 9936 9060

Email:
info@multiratersurveys.com