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Telekom CR-facts

## Succession management ensuring our company is ready for the future

Top-level management plays a key role in the business success of a company. If managers at that level leave the company, their position must be filled in a timely manner, with a qualified candidate. Since 2017, we have a global systematic succession management process, which obligates around 1,800 managers in executive positions to be involved in succession planning. The process helps these managers to decide who could serve as their direct successor and who has the potential to take on their role in the mid-term. A digital platform helps executives with the nomination process, the timing of which is aligned with the start of the annual Global Talent Pool.

In 2019, 4,400 potential candidates (DT internal and external, 25 percent of which were female professionals) were evaluated at special succession meetings. Successors get full transparency about the positions they are nominated to and their readiness to take on the role. This nomination and feedback process means a number of diverse and highly qualified potential successors are available when the need arises and keeps the company in motion.

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