

Introducing Lattice Succession Planning | Lattice

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Executive Summary

This article is a product launch announcement from Lattice, a human resources software vendor, introducing a new Succession Planning module integrated into its existing Performance Management platform. The article addresses the organizational risk posed by unplanned leadership departures and the operational inefficiencies associated with informal, spreadsheet-based succession planning processes. Lattice argues that its new product solves these problems by centralizing succession workflows, incorporating performance and calibration data, and enabling secure, collaborative decision-making among HR stakeholders. Key features highlighted include bench strength visibility tagged by attrition risk and readiness levels, role-based permissions for confidential conversations, and integration within Lattice's broader talent management suite. The article concludes that formalizing succession planning is essential for organizational resilience. No independent data, third-party validation, or empirical evidence is cited to support these claims. The content is framed entirely from the vendor's perspective and serves primarily as a commercial promotion targeting existing and prospective Lattice customers.

Key Insights

1. Lattice positions succession planning as a currently fragmented, spreadsheet-driven process in most organizations, characterized by duplicate work, inconsistent practices, and governance gaps.
2. The new module integrates succession planning directly with existing performance and calibration data already housed within the Lattice platform, aiming to create a unified talent workflow.
3. The product is included at no additional cost for existing Lattice Performance Management customers, suggesting a bundling strategy designed to increase platform stickiness and reduce churn.

Practical Takeaways

- Organizations currently managing succession planning through email chains and spreadsheets are identified in the article as facing specific risks: security exposure, inconsistent practices, and governance gaps.
- The article frames succession planning as a continuous, living process rather than a periodic exercise — emphasizing on-demand bench strength visibility as a key operational shift.

Critical Analysis

Strengths: The article clearly identifies a genuine organizational pain point — informal, decentralized succession planning — and articulates the product's value proposition in concrete operational terms. The feature set described (permissions, readiness tagging, integration with performance data) maps logically to

known challenges in succession management. Limitations: The article contains zero independent evidence, cited research, or third-party validation. All claims about organizational risk and the benefits of the product are asserted rather than demonstrated. There is no discussion of implementation complexity, data quality dependencies, or potential limitations of algorithmically-informed succession decisions. Bias: This is unambiguously vendor-produced promotional content. The framing consistently positions Lattice's solution as the logical and necessary answer to a problem the article itself defines. No alternative approaches, competing products, or critical perspectives are acknowledged.

Organizational Practice

The article describes organizations currently managing succession planning through informal means — email chains, spreadsheet tabs, and ad hoc processes — resulting in duplicate work, inconsistent practices, security risks, and governance gaps. It also describes the practice of tagging potential successors by attrition risk and readiness levels as part of structured bench strength reviews.

Strategic Implications

The article reflects a broader market trend toward consolidating point-solution HR tools into integrated talent platforms, where succession planning is positioned as an extension of performance management rather than a standalone process. The bundling of succession planning within existing performance tiers signals vendor competition for wallet share and platform centrality in the HR technology stack. The emphasis on data-driven successor identification points to increasing reliance on internal performance metrics — rather than external assessment — as the primary input for leadership pipeline decisions.

Validation Status: passed
