

Succession Management



SuccessExpress

Succession Org Chart

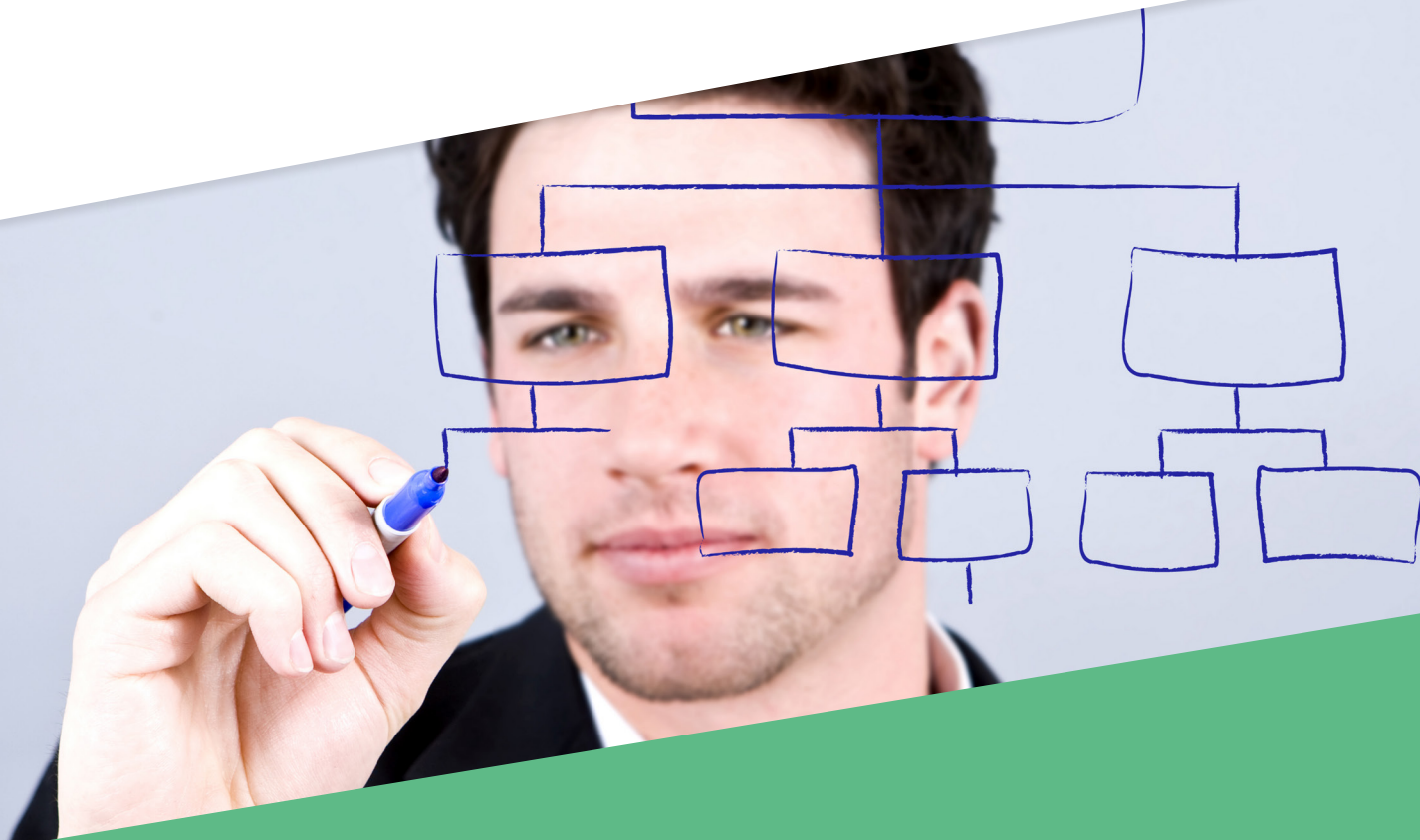
Provides a hierarchical view of the reporting relationships

Lineage Chart

Used to easily identify gaps in succession plans

Talent Search

Search for employees based on competencies, job descriptions, etc.



Succession Management is the ability to **plan for future talent needs** by **identifying key roles and positions**, tracking talent resources and creating succession plans. It ensures the anticipation and planning for staffing changes, the readiness and availability of employee talent at all levels. Succession and Career Development aligns learning activities with competency gaps to prepare your workforce for current and future human resource requirements.



What is included

Succession Org. Chart

Displays a hierarchical view of the reporting relationships of people in the organisation.

Succession Plan

Manage succession by nominating employees to fill a position in the event of a vacancy. Nominations include a readiness rating level and comments.

Succession Lineage Chart

Displays an overview of all nominations to enable planners to evaluate the impact if a high-level position became vacant.

Matrix Grid Report

A report that plots employees on a two-dimensional grid based on their overall performance and potential ratings.

Talent Search

Search for employees based on background information such as education or work history, as well as competency ratings to identify qualified successors.

Presentations

Succession plans, organisational charts and a matrix grid report can be displayed as 'live slides' in the presentations tool.

Employee Scorecard

Displays a standard Talent Profile in one or more expanded views of individual talent-related information.

Succession Employee Attributes

Specialised fields are available to track talent potential and availability, i.e. potential ratings, risk of loss and impact of loss.



Benefits

- Effective succession planning will provide a well defined talent pipeline to ensure the right people in the right place at the right time.
- It enables the development of identified candidates to be ready to fill critical or key positions.
- Enables timely corporate knowledge transfer.



Implementation timeline

Choose from three implementation and support approaches allowing different levels of configuration freedom:

SuccessExpress

For clients who want to enable an "out-of-the-box" baseline solution using best practices and no configuration adjustments.

Implementation time:
2 - 4 weeks

SuccessAccelerated

Built on the baseline of SuccessExpress for clients that need basic configuration and process adjustments.

Implementation time:
6 weeks

SuccessTracks

Utilising a traditional implementation approach to build a customised solution from the ground up with company specific configuration.

Implementation time:
12 - 30 weeks