

SUCCESSION PLANNING

Align business needs, talent development tracking and retention risk detection while fostering internal mobility. Succession Planning provides an overview of critical positions, competency assessment through talent grids, analytics, and seamless integration with Performance Management and Workforce Planning Web Apps. It enables effective workforce management, and improves talent development with informed decision-making for position succession.



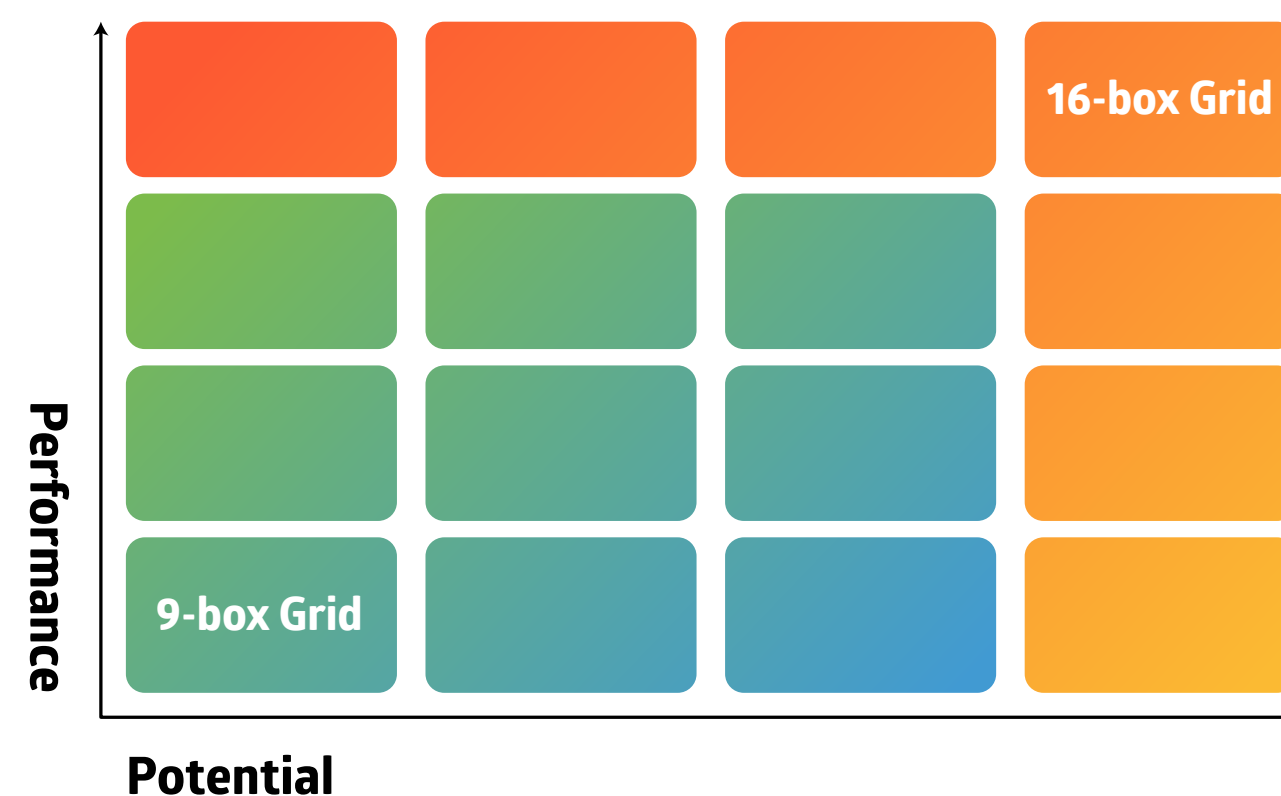
Track Key positions and plan for future succession



Measure talent potential against current performance with Talent Grids



Define competencies and measure individual potential through competency assessments



FUNCTIONALITY

- Align your organization based on current and future business needs
- Track development opportunities to grow your talent by tracking high-potential employees
- Detect retention risks and enable proactive action based on expected impact of open key positions
- Foster internal mobility with insight into employee potential and willingness to relocate

KEY FEATURES

- Define key positions for accurate analysis of high impact positions and risk management
- Measure Performance against Potential with the in-app 9-box or 16-box Talent grid tool
- Analytics & reporting using the Talent grids and organizational charts
- Define competencies of individual employees with competency assessments
- Establish necessary Skills, Education, Certificates linked to defined competencies
- Full integration with the [Performance Management](#) app

Meet the needs of your business

YOUR MANAGERS

Your managers can view what positions are key and which team members are able to take over when they become vacant. Additionally, they can make use of the 9- & 16-box Talent grids to get insight into their team based on employee potential and performance.

YOUR HR EMPLOYEES

Your HR team is able to set up talent groups, key positions and facilitate the 9- & 16-box Talent grid. They can define competencies based on Skills, Education and Certificates to establish the requirements that fit a certain competency. To plan for position succession, HR can track which key positions are high-risk; what employees would be eligible as a replacement; and which individuals are open to geographic relocation.