

Build A Strong Sustainable Leadership Pipeline For Your Organization



Business continuity comes naturally with insightful succession planning. Your organisation's competitive differentiation depends on talent continuity and consistent performance.

Identify Talent Potential of Individual Talents

- Identify, evaluate and plot your company's talent pool with the industry standard 9-Box Grid Performance Matrix.
- Assess employees based on performance and potential job role.
- Automatically moderate the assessment rating between self-rated score and the manager's score to provide a fair score.

Employee Name	Current Rating	Self Rating	Manager Rating	Assessment Status
Cheney Smith	45	45	45	COMPLETED
Tony	5	5	5	PENDING
Staff 4	45	45	45	COMPLETED
Staff 5	50	50	50	COMPLETED
Hardy Brown	45	45	45	COMPLETED
Staff 6	50	50	50	COMPLETED
Staff 7	45	45	45	COMPLETED

Set up Activities To Help Foster Talent

- Set up talent-fostering activities and assign individual employees to take part to enhance their job performance or potential. i.e. On the job training or Mentorship.

Department	Employee	Job Grade	Has Succession Plan	Targeted Date for Succession
Operations	Angie (J210001) Chief Executive Officer Age: 42 Service: 42 yr 10 months Highest Qualification	42	Yes	21/12/2026
IT	Heidi (J210002) Chief Network Officer Age: 28 Service: 28 yr 8 months Highest Qualification	28	Yes	21/12/2028
Finance	Shawn (J210003) Chief Finance Officer Age: 35 Service: 13 yr 11 months Highest Qualification	13	Yes	21/12/2027

Business Continuity Through Talent and Succession Planning

- Identify and track the career potential of each employee in the organization with a set of configurable performance criteria to add to the succession planning process.
- Quick view of individual employee's contribution, training, performance and other miscellaneous records in a single tab.
- Get a comprehensive understanding of individual employee's career interests and strategically align the interests with the employee's performance and the company's organizational goals to minimize future business disruptions.



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Create Succession Timeline

- Set a timeline for the identified successor to take over the new role for accurate manpower planning.
- Set up plans to review benchmarked performance goals, candidate achievements and skill gaps that still need to be bridged before promotion to the new job role.

Identify Successors Based on Specific Criteria

- Our Succession Planning System allows your managers to pick potential successors based on various criteria with information pulled from HRiQ's HRi System.
- The potential success or candidate can be chosen based on job grade, current role, years in service etc.

Integration with HRiQ's HRi Module

- Integrate with HRIQ Performance Management(Appraisal) System to pull data on appraisal rating for identified successors.
- Through integration with our LearningManagement System, get information on the skill gaps of candidates and view past learning achievements.
- Integration with HRI module also allows for the retrieval of data from HRI to provide an all-rounded view of each successor for managers to review.

