

SUCCESSION PLANNING TOOLS

IDENTIFY AND DEVELOP TOP TALENT, BUILD AND MAINTAIN TALENT POOLS, AND ENGAGE AND RETAIN EMPLOYEES

Recruiting the best employees and developing their skills and knowledge are critically important for your organization's success, but if you're not planning for future staffing needs, you're missing an opportunity to engage and retain employees and create stability and continuity in your operations.

Interactive succession planning tools help you identify and prepare talent for advancement or promotion into more challenging roles within your organization. The succession planning tools in unified human capital management (HCM) suite help you to develop a talent pipeline and build bench strength with employees who have the current skills or potential to be successful.

Why Succession Planning?



Identify and prepare employees to step into key roles as the organization grows and expands its services and offerings. Having replacement employees ready when promotions, resignations, and reorganizations occur lets you quickly and efficiently fill open positions.



Engage and retain superior employees who appreciate the time, attention, and development you're investing in them. Employees are engaged and motivated when they can see a career path for their continued growth and development.



Increase visibility to employee readiness and potential. Informal succession planning leaves information gaps. A formal approach minimizes both retention risks and the impact of a loss and demonstrates a commitment to mentoring and developing employees to advance in their careers.

Succession Plans Work

- » **62 percent** of employees say they would be significantly more engaged if their company had a succession plan¹
- » **78 percent** say they would stay longer if they could see a career path at their current job²



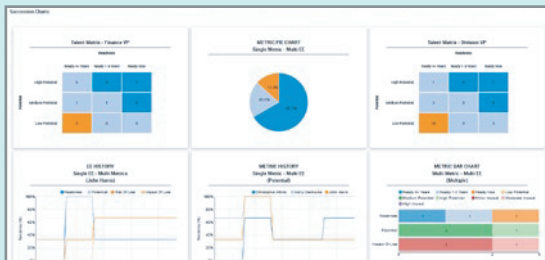
Evaluate your talent pool by comparing and contrasting employee status across multiple metrics. Identify top talent and prepare employees for future growth.

WORKFORCE CHALLENGE: SUCCESSION PLANNING

Performance Management lets you review the skills and competencies required for key positions and identify potential employees for development.

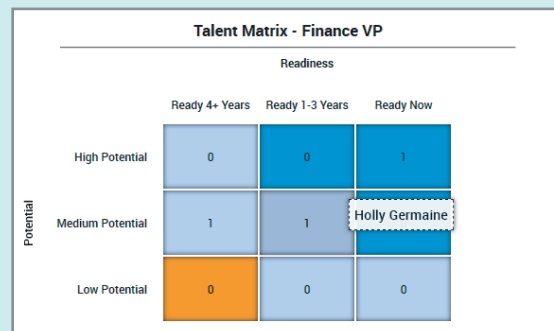
Simplify succession planning

Create succession plan profiles based on metrics such as performance readiness, potential, risk and impact of loss, as well as custom metrics that meet your organization's specific requirements. The succession dashboard contains up to 100 configurable charts and graphs on each tab for at-a-glance visibility into succession plan details. The fields can easily be renamed, edited, deleted, and added to.



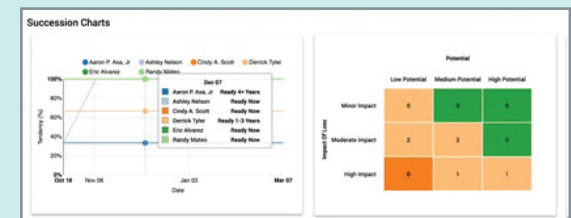
Easily build and maintain talent pools

With visual representation of employee performance and potential along with other key categories, you can easily drag and drop employees across user-defined talent pools. When moved, an employee's succession plan is automatically updated, allowing you to avoid manual edits.



View data by metric or employee

Easily view a chronological account of employee performance across selected metrics in line bar format for a single employee or multiple employees. Understand past performance and improvement to get a better understanding of the talent you have to work with.



Succession planning was rated as very or extremely important by 54 percent of Bloomberg HR survey respondents, but organizations have struggled to address this process in a systematic way across a diverse workforce population. Our HCM solution has the tools you need to quickly and easily visualize and implement succession plans for all employees.

¹ Software Advice, *Aided by Software, Succession Planning Expands Beyond the C-Suite* (2015), found at <https://www.softwareadvice.com/hr/industryview/succession-planning-report-2015/>.

² Mercer, *One in three employees claim to have a job rather than a career* (August 2015), found at <https://www.mercer.com/newsroom/one-in-three-employees-claim-to-have-a-job-rather-than-a-career-new-mercer-survey-finds.html>.

³ Bloomberg BNA, *HR Department Benchmark and Analysis 2015-2016*, at 103.