

cegid



Career & Succession Planning

**Talent
management
insight that
spans across
your business.**

Be strategic with advanced succession planning tools.

Career & Succession Planning is not just another HR instrument — it is a strategic priority. As such, high-performing companies recognize that leadership is about more than just steering the business. It's about nurturing, energizing and challenging the people who help make it run, and who keep it competitive. To sustain success, a company needs leaders who care about and invest in their people. These companies understand that building a talent pipeline should extend beyond successors to top management to include all contributors.

Product Highlights

- › Identify and retain high potential employees based on objective evaluations and reviews
- › Accelerate talent development and career growth for critical jobs or at-risk positions
- › Uncover talent gaps and develop employees for advancement into key roles
- › Tie succession plans to your organization's strategic goals



Invest in your people and watch your company grow.

Plan for Tomorrow's Leaders Today

Developing talent is a long-term investment and the Succession module helps business and HR leaders to take a proactive approach to strategic succession planning, talent pooling and internal recruitment. Capturing information from career history and career goals, we allow HR and other decision makers to gain a complete view of bench strength for the critical roles across their organization. Native integration with the Learning and Development platform lets you identify and fill talent gaps by scheduling development activities right inside the system. We make it easy to create cross-divisional talent pools and build a talent pipeline from both internal and external candidates.

Maximize Your Investment

Today's business climate demands that companies move away from traditional succession planning strategies. They can no longer rely on nonintegrated solutions and the piecemeal, quickly outdated information they provide. Companies must aggressively plan for the future and find a balance between the aspirations of its talent population and how best to align them with their organizational goals. Those that continue to identify, challenge and reward their talented employees will have a strategic business advantage and can truly maximize its people investments.

Features

Evaluate Bench Strength

Dynamic 9-box succession matrix allows you to visualize talent on multiple dimensions including potential, performance rating, competency proficiency, readiness and more.

View Internal Mobility

Managers can identify employee career interests and relocation availability to support succession management.

Dynamic Organizational Charting and Matrices

Get at-a-glance team views and succession potential, along with one-click access to candidate profile, performance history and position readiness.

Native Integration with Development

Directly schedule development activities to help reduce competency gaps and create customized development paths.

Identify Critical Jobs

Using the built-in modeler you can quickly assess the vulnerability of key positions to make strategic staffing decisions.

Create Talent Pools

Ensure your key roles are always filled with the best talent by creating talent pools around specific competencies, skills, job roles or other attributes.

Robust Reporting

Reports can be generated on a multitude of variables including seniority, mobility, language proficiency and more.



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