

TalentManager® Succession Planning

The Succession Planning module allows you to easily identify internal candidates with the necessary skills, competency ratings and performance history who best fit your succession planning strategy. Compare candidates side-by-side, recognize skills gaps and create appropriate development plans to build a succession talent pool.

Features

Resource Planning

- Create comprehensive profiles that include employee performance history, competencies, related skills and responsibilities.
- Adjust existing hierarchy to determine your workforce planning needs.
- Rank and rate teams for succession alignment.
- Identify gaps in current versus planned talent needs.

Candidate Selection

- Request input on potential candidates through a formal nomination process workflow.
- View comprehensive employee histories, including: job title, salary, department, etc.
- Compare candidates side-by-side for fair and accurate analyses.
- Identify candidate slate using performance ratings, scores, location or competency criteria.

Candidate Slate Review

- Establish policies for anonymity and confidentiality.
- Form discussion groups for review collaboration.
- Poll managers to gather input on employees.
- Assign committee members to review proposed candidate slates.

Benefits

- Streamline planning for potential vacancies in key leadership positions.
- Gain visibility into best-fit candidates for key roles and leadership.
- Simplify processes for succession planning and candidate selection.
- Ensure clear employee development plans based on skills gap analysis.
- Increase the ease of recognizing, promoting and retaining top-performing employees.



Overview of key features

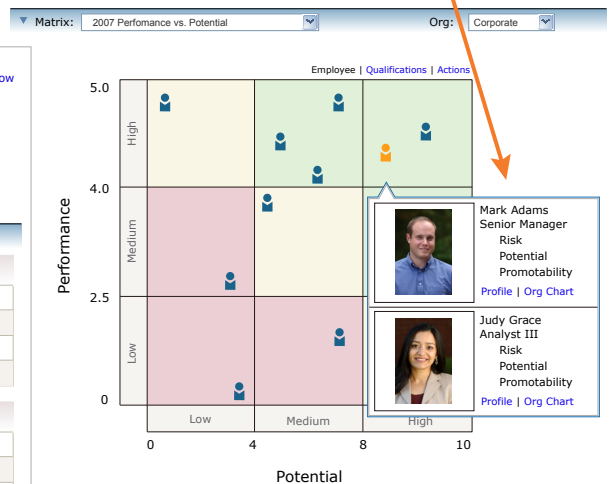
View all employee information to review performance history, salary, skills, education, etc.

Compare candidates by configurable data points and assign descriptors such as potential and performance

Succession Dashboard

- Alerts
 - New post to discussion group
 - New task alert for candidate slates
- Succession Plans
 - 2007 Management Plan
 - Corporate Finance and Administration
 - 2006 Division A Plan

Subject	Description	Due Date	Actions
Succession task reminder	You have candidate nominations to complete	09/20/2008	[X]
Succession task reminder	You have candidate nominations to complete	09/01/2008	[X]
Succession task reminder	You have candidate nominations to complete	08/20/2008	[X]
Succession task reminder	You have candidate nominations to complete	01/21/2008	[X]



Employee Profile-Mark Adams, Senior Finance Manager



Hire date: 4/1/2008
Organization: Finance
Reports to: Andrea Jefferson
Current Base: \$80,000
Target Bonus: 15%

Job Responsibilities

- Prepares operating budgets
- Prepares expense reporting vs. budget
- Assists departments with expense management
- Develops junior staff skills in budget tracking

Base Salary

Internal

Title	Start	End	Base
Senior Budget Analyst	6/1/2005	Present	\$66,800
Budget Analyst	1/12/2003	6/1/2005	\$62,600
Accounting Analyst I	4/1/2001	1/15/2003	\$46,700

External

Company	Title	Start	End
Optimum Manufacturing	Budget Analyst	6/1/2005	Present
Design Intermediates	Analyst	1/12/2003	6/1/2005
Process Automation	Intern	4/1/2001	1/15/2003

Education

Major	Degree	School	Year	GPA
Accounting	BS	Yale	2000	
Finance	MBA	Harvard	2004	

Competencies

Leadership Competency	Rating
Leadership	Exceeds Expectations
Process management	Meets Expectations
Relationship management	Exceeds Expectations
Accuracy and attention to detail	Meets Expectations

Functional Competency	Rating
Financial analysis	Exceeds Expectations
Financial forecasting and modeling	Meets Expectations
Budget management	Exceeds Expectations
Knowledge of financial systems	Meets Expectations

Performance History

Review Programs	End
Optimum Manufacturing	Exceeds Expectations
Design Intermediates	Meets Expectations
Design Intermediates	Meets Expectations

Compare Candidates

You will need to choose either to compare candidates against the searched position requirements or by a performance review. If a review is selected, then all candidates will be compared against that review. If all candidates do not share a review, the ratings will display blank.

- Position requirements
- Performance review: 2007 Mid Year

Comparison

Competency	Venkat Aluri	Haiyang Li (low)	Noreen Jones	Mark Adams (hi)
Leadership	1 2 3 4 5 0	1 2 3 4 5 -1	1 2 3 4 5 0	1 2 3 4 5 1
Process Management	1 2 3 4 5 -1	1 2 3 4 5 -1	1 2 3 4 5 0	1 2 3 4 5 0
Financial Analysis	1 2 3 4 5 0	1 2 3 4 5 0	1 2 3 4 5 1	1 2 3 4 5 0
Forecasting	1 2 3 4 5 1	1 2 3 4 5 0	1 2 3 4 5 0	1 2 3 4 5 -1
Budget Management	1 2 3 4 5 -2	1 2 3 4 5 -1	1 2 3 4 5 -1	1 2 3 4 5 -1
Knowledge of Financial Systems	1 2 3 4 5 -1	1 2 3 4 5 -2	1 2 3 4 5 0	1 2 3 4 5 1
Communication	1 2 3 4 5 0	1 2 3 4 5 -1	1 2 3 4 5 0	1 2 3 4 5 1
Total gap	-3	-5	0	3

Compare candidates side-by-side based on competencies or performance reviews

Allow employees the option to input information into specific categories

Candidate Legend

- Highlight high/low candidates
- Actual: [Bar]
- Required: [Bar]
- Desired: [Bar]
- Range: [Bar]
- Scale: 1 2 3 4 5