

# Talent Successor® - the key to your organisation's future success

Talent Successor® helps you to identify successors for key posts, build 'bench-strength' for key roles and improve employee retention

Succession Planning is a business critical activity often demanded by the market and shareholders, and makes good business sense. Without it, efforts to ensure the continuity and growth of the organisation leave much to chance. Talent Successor® gives managers, employees and HR Business Partners, the tools to understand talent and deliver future workforce plans and minimise business risk.

Talent Successor® helps you answer, in an instant, the key people questions raised about your organisation and asked of you by the Board. You're no doubt already gathering information on your employees, but are you using this information strategically for the business?

### Enable your organisation to become 'talent-agile'

Can you provide the following easily and on-demand...

- The succession plans for managers, those more likely to leave and the identified critical posts?
- A list of those who could be potential successors given their skill set or role.
- A list of those ready to take on a new challenge in a specific business area?
- Potential team members matched to deliver a specific programme or initiative such as a merger?
- The succession plans which are at greatest risk of failing to deliver?
- All of your succession plans in one single place with all their linkages shown clearly?



### Informing your business – and succession plans

By using Talent Successor® you will be able to:

- Integrate succession planning with the career path mapping by your individuals using our Talent Navigator® tool.
- Create Talent Pools for 'at risk' posts, team vacancies, roles or development groups.
- Help find employees with unique and relevant skills via the Talent Finder tools.
- Carry out group and individual skill gap analysis and identify development activities required to deliver a succession plan.



*"We know that Talent Successor® has the capability of not only being customisable for us and the way we choose to work today, but also to change with us as our business grows." Patterson Medical*

## Develop your organisation

By using Talent Successor®, you'll be able to spot employees who are a strong fit with the 'Talent Pools' you create for those 'at risk' posts or vacancies, or those with specific role profiles, or high potential groups.

## Engage your employees

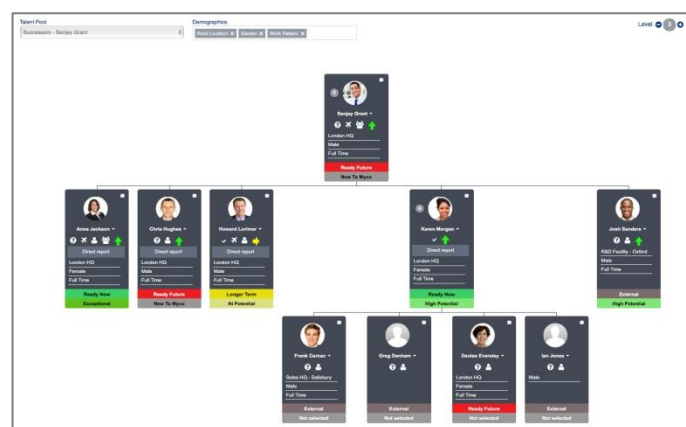
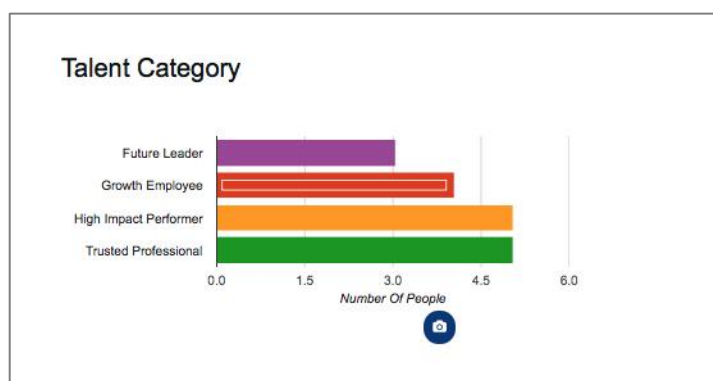
Employees expect to see a thought-through succession plan giving not only confidence in the business but a plan for their own progression in the organisation. This encourages engagement and supports retention, and gives them the ability to identify future roles, assess their skill strengths and gaps and make known their career aspirations and mobility, supporting their own career planning activities.

## Support your managers

With Talent Successor, you can help your managers identify and progress people into those 'hard to fill' vacancies in their team. You will also be able to provide managers with development tips and hints to help progress the people in their team.

## Better information for you

Talent Successor® gives you an accurate overview of your talent. You'll have all the information in one place, be able to see the bigger picture, ensure you can provide strategic succession information to the business and reduce the time spent creating manual talent review packs.



## Inform Talent Reviews

When used as part of the Talent Review process, Talent Successor®:

- Provides a more rounded view of employee capability and role fit than simple leadership and management skill.
- Enables you to see beyond ratings against a competency framework and look at what your employees really have to offer.
- Uncovers hidden capabilities using the Talent Finder tool.
- Provides strategic 'line of sight' using the powerful Analytics functionality within the Talent Cloud® platform.

## Talent Cloud®. Breakthrough software. Raise expectations.

Talent Cloud® is our Talent Management software, delivered to you from our proven, scalable, reliable and secure SaaS (Software as a Service) infrastructure. We protect and encrypt your data to keep it safe, apply upgrades and new releases, provide training, and support you with a full proactive and responsive Help Desk – providing you with a money-back Service Level Guarantee. Available either on a Pay-As-You-Go or Subscription basis, it provides you with the flexibility you need. This means lower cost of ownership, faster initial deployment, more frequent upgrades, and no technical headaches – and you can start with just one module such as Talent Successor®, and add further modules as and when you need them.