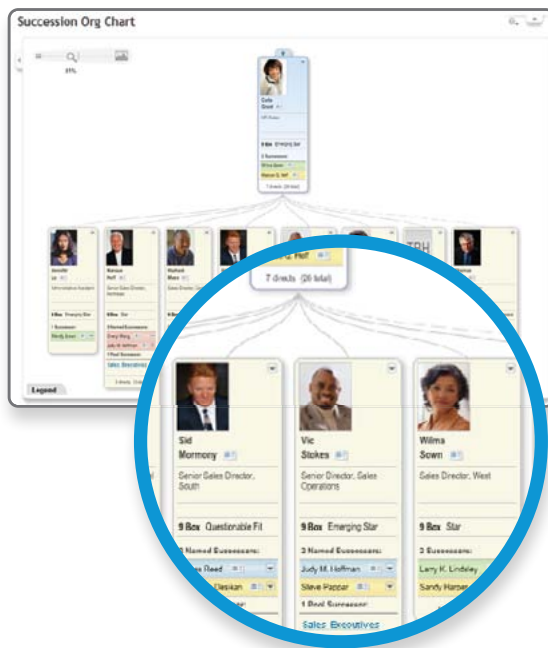




# Succession & Development

Having the right people in the right place to effectively execute on strategy is a perpetual challenge. In any labor market or economy, the talent gap can be severe inside an organization simply because workers are not always in the roles where they can add the most value. Or the unexpected departure of an executive or key employee can leave a profound talent gap that is difficult to fill. The cost to businesses is real and felt in the form of foregone opportunities resulting from leadership gaps, high replacement costs, and failure of companies to manage and align proper talent pools, especially for senior and critical positions.



The Succession Org Chart gives quick visibility into your talent gaps including key indicators such as “risk of loss,” “impact of loss,” and “bench strength.”

- How prepared is your organization to ensure the development and readiness of your employees to execute on your business strategies?
- What would be the impact to your organization’s business performance if one or more of your key players suddenly walked out the door?
- Would your organization be properly aligned to promote talent seamlessly from within, without disrupting necessary daily business?
- Can your company afford to trade quality of business execution for time to talent search?

Ensure you have the right people in the right place for Business Execution.

SuccessFactors Succession and Development gives your organization the visibility it needs to identify and anticipate the talent gaps in your organization as well as provide the insight required to help you bridge those gaps. With support for individual, role, and position succession models and development plans, SuccessFactors Succession and Development helps you:

- **Know your Talent** - Collect valuable information about your employees that provides insight about their backgrounds, experience, expertise, performance, and career aspirations.
- **Identify Talent Gaps** - Easily identify where current and potential talent gaps lead to poor execution within your organizational structure. Assess the impact of loss to your business and gain visibility to your bench strength.
- **Close Talent Gaps with Development Plans** - Identify the competency gaps in your talent and build actionable development plans that balance the needs of the company with individual career goals. Broaden the Nomination Pool - Expand your talent search beyond your immediate sphere by leveraging robust nomination capabilities and a company-wide talent search engine.
- **Calibrate** - Easily ensure objective, accurate ratings of talent across groups and departments. Promote the Right Talent – Identify the right candidates to fill leadership gaps quickly and objectively using competency-based search capabilities and side-by-side comparisons of top candidates.

## Feature Snapshot – Quickly Identify and Eliminate Talent Gaps

SuccessFactors Succession and Development helps organizations proactively plan for change by providing visibility into existing talent pools and potential talent gaps and gives you the intuitive tools, reports, and search capabilities to identify quality successors. Key capabilities include:

- **Succession Organization Chart** - A dynamic, easy to read visual summary of existing and potential leadership gaps.
- **Talent Search** - Company-wide successor searches using comprehensive search criteria.
- **Performance-Potential Matrix** - Plots employees along an easy to read chart that clearly identifies top and under performers.
- **Side-by-Side Comparison** - Easy candidate comparison by dimensions such as education, experience, and more.
- **Employee Scorecard** - Vital metrics for each employee in a single baseball card-like snapshot.
- **Instant Nominations** - Instantly search for successors and nominate them on the fly.
- **Succession Lineage Chart** - Insight into the “domino effect” that could take place if a high-level succession plan is put into action.
- **Career Development Plans** - With a rich competency library of nearly 100 competencies including behavioral descriptions, managers and employee can create actionable plans that address competency gaps and career goals.
- **Calibration** - A visual and highly interactive way to identify top performers for succession plans and ensure an accurate rating across teams, geographies and the entire company.



Performance-Potential Matrix

### About SuccessFactors, an SAP Company

SuccessFactors is the leading provider of cloud-based HCM software, which delivers business results through solutions that are complete, beautiful, and flexible enough to start anywhere and go everywhere. SuccessFactors’ customers represent organizations of all sizes across a wide range of industries. With more than 20 million subscribers globally, we strive to delight our customers by delivering innovative solutions, content and analytics, process expertise, and best practices insights from across our broad and diverse customer base. SuccessFactors solutions are supported by a global partner ecosystem and the experience and commitment of SAP.