

SAP Product Brochure
Talent Management

SAP SuccessFactors Succession and Development

THE BEST RUN



Objectives

For organizations to excel in today's competitive global market, **succession management is imperative**. In fact, organizations that successfully cultivate their next generation of talent, and engage and retain current employees can create a distinct business advantage

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Those that don't face not having the right leaders in place to drive their future strategy and success. The SAP® SuccessFactors® Succession and Development solution helps your organization

minimize risk by developing the talent you need to achieve today's business goals while providing the visibility and planning capabilities necessary to support future growth.

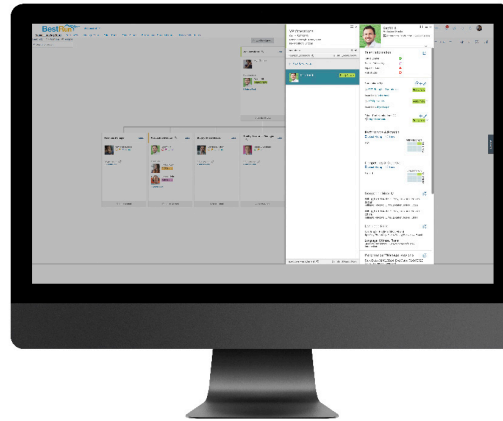


Organizations that **successfully cultivate their next generation of talent**, and engage and retain current employees can create a distinct business advantage

Assess Employee Potential

Objectively Assess Employee Potential so You Can Identify, Develop, and Retain the Talent You Need

- Uncover hidden talent through company-wide talent search that leverages comprehensive employee talent profiles
- Identify employee competency and skills levels with easy to use assessment tools
- Accurately identify top (and bottom) performers using a configurable nine-box matrix
- Objectively assess employee performance versus potential with dynamic, drag-and-drop calibration



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

Assess Employee Potential

Enable Strategic Succession Management

Create Meaningful Career Development Plans

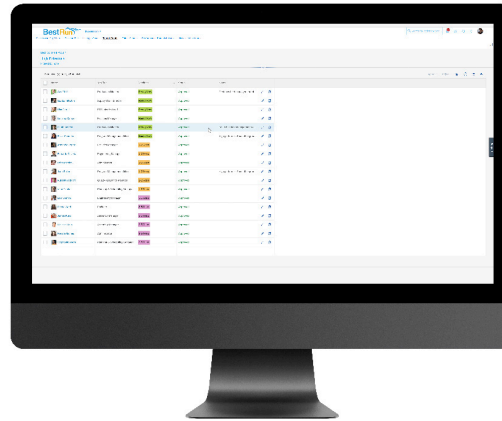
Gain Workforce Insights

Uncover hidden talent through company-wide talent search that leverages comprehensive employee talent profiles

Enable Strategic Succession Management

Enable Strategic Succession Management to Drive Better Business Outcomes

- Assess the risk and impact of key talent loss, and gain visibility into your bench strength
- Instantly nominate internal and external successor candidates to key positions across the company
- Understand the domino effect of proposed succession plans by viewing the succession lineage chart and gaining “what if” scenario visibility
- Close talent gaps with career paths that link to development plans and learning activities (through SAP SuccessFactors Learning)
- Measure the effectiveness of succession plans and the impact they have on business outcomes (through SAP SuccessFactors Workforce Analytics)



Talent pools help develop high potential talent and build bench strength

Assess Employee Potential

Enable Strategic Succession Management

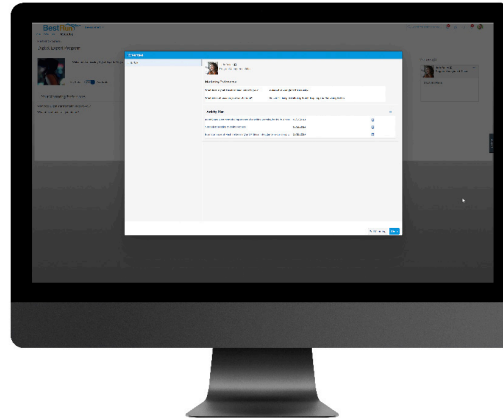
Create Meaningful Career Development Plans

Gain Workforce Insights

Create Meaningful Career Development Plans

Engage and Motivate Employees with Meaningful Development Plans and Career Opportunities

- Empower employees to proactively explore career paths, assess readiness, and address gaps through targeted development plans to prepare for future roles by using the Career Worksheet
- Explore “good fit” role recommendations to find positions that match employees’ skills and interests by using the Suggested Roles capability
- Engage in frequent dialogue about development activities and provide employees the guidance they need through ongoing feedback and coaching
- Accelerate development and foster growth with intelligent mentoring programs that automatically match mentees and mentors
- Use talent pools to develop high-potential talent and build bench strength



Intelligent mentoring automatically matches mentors and mentees providing a simple yet powerful way to accelerate employee development

Assess Employee Potential

Enable Strategic Succession Management

Create Meaningful Career Development Plans

Gain Workforce Insights

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Uncover Workforce Insights and Provide Talent Visibility for HR, Managers, and Executives

- See talent depth across the organization with an interactive Succession Org Chart
- Use side-by-side comparisons of configurable talent cards to find the best succession candidates
- Enable HR leaders to support strategic talent review conversations with managers and executives (through SAP SuccessFactors Presentations)
- Use advanced permission controls to protect sensitive data while supporting access for multiple roles



SAP SuccessFactors Presentations allows you to present and share live talent information so you can easily engage in strategic talent conversations

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