

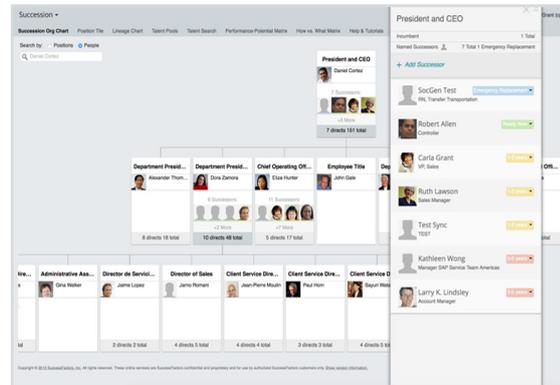


SAP SuccessFactors Succession & Development

For organizations to excel in today's highly competitive global marketplace, **succession management is imperative**. In fact, organizations that build up intellectual capital by continuously cultivating the next generation of employees can experience a distinct business advantage.¹ A comprehensive succession management process can increase employee engagement and retention, which facilitates organizational growth. Your organization's corporate health depends on the effectiveness, breadth, and depth of your succession efforts.

Part of the SAP SuccessFactors HCM Suite, SAP SuccessFactors Succession & Development is one of our industry-leading talent solutions.² SAP SuccessFactors Succession & Development helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals, while providing visibility and planning for future growth.

SAP SuccessFactors Succession & Development helps you increase employee engagement, foster professional growth and development, and maximize career opportunities for top talent, making your company the employer of choice. Our comprehensive mentoring capabilities support one of the most valuable



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.

1. PwC, 2014 US CEO Survey.

2. Gartner, 2014 Magic Quadrant for Talent Management Suites.



The Talent Pools home page provides a dynamic view into pool membership and supports easier administration and management of talent pools.

development opportunities.³ Additionally, you can better align your workforce to the critical needs of the business by using the complete SAP SuccessFactors skills and competency libraries.

Unlike other solutions, SAP SuccessFactors enables strategic talent review conversations by giving you access to real-time talent information in a presentation-ready format that you can present and share with others. SAP SuccessFactors Succession & Development is a comprehensive cloud-based solution that reduces organizational risk by ensuring you have the talent you need to drive better business outcomes, today and into the future.

Know your talent and objectively assess their potential

- Uncover hidden talent through an enterprise-wide talent search that uses comprehensive search criteria
- Identify employee competency and skill levels by using assessment tools
- Use a configurable nine-box grid matrix to identify top (and bottom) performers
- Objectively assess employee performance vs. potential with drag-and-drop calibration

Optimize organizational alignment and ensure leadership continuity

- Use skills and competency libraries to align your workforce with critical business needs
- Define career paths that align employee career aspirations with your organization's business requirements
- Assess the risk and impact of loss, and gain visibility into your bench strength
- Instantly nominate successors to key positions throughout the company
- Close talent gaps and build bench strength with development plans and learning activities (through SAP SuccessFactors Learning)

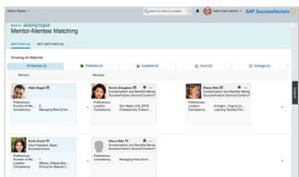
Uncover workforce insights and provide talent visibility for HR, managers, and executives

- 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

3. Bersin, Research Report, Predictions for 2016



With SAP SuccessFactors Presentations, you can present and share talent information in real time directly from SAP SuccessFactors through an interactive user interface.



Mentoring helps to create, match, guide and monitor mentoring programs linked with your business strategies.

- Enable HR managers 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

Engage and motivate employees with meaningful development plans and career opportunities

- Engage employees to explore career paths, connect with others in desired roles, and identify and address gaps to prepare for future roles by using the Career Worksheet
- Empower employees to create and manage goals for personal development
- Enhance career path development opportunities by innovative mentoring programs
- Accelerate learning through targeted development plans
- Promote user adoption and engagement with the elegant, easy-to-use interface
- Explore “good fit” job role recommendations to find positions that match employees' skills and interests by using the Suggested Roles capability on the career worksheet
- Use talent pools to develop high-potential talent

Enable strategic succession management to drive better business outcomes

- Leverage workforce planning insights to analyze talent supply and demand
- Reduce organizational risk by proactively addressing talent gaps with succession plans
- Understand the domino effect of enacted succession plans by viewing the succession lineage chart
- Define career paths to address critical workforce gaps before they occur
- Measure the effectiveness of succession plans and the impact they have on business outcomes (through SAP SuccessFactors Workforce Analytics)

With SAP SuccessFactors Succession & Development, you can create strategic succession processes that reach deep into the organization, align with business needs, and drive better business outcomes.

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