

# PeopleFluent Succession Planning



TM

## Identify and Develop your Future Leaders for Sustainable Results

**PeopleFluent Succession Planning** helps business managers and their HR partners build strong, sustainable leadership pipelines for their organizations. It allows them to easily harness the bench strength behind critical roles and to build and maintain talent pools and succession slates to quickly fill those roles with high performing, high potential individuals, positively impacting their business strategy.

This solution provides easy-to-use capabilities, flexible analytics and reporting that provides deep visibility into a broader talent pool of successors who can be engaged, managed and developed to meet their full potential and future needs of the organization. As part of the PeopleFluent Talent Engagement Cloud, succession planning moves beyond an annual exercise to an ongoing, strategic imperative, effectively preparing organizations for critical talent change.

### Key Benefits

- High engagement levels for employees slated for future roles
- High Retention rates by prioritizing internal mobility
- Clear vision regarding bench strength for key roles
- Speed time-to-fill positions while ensuring quality of fit
- Enables fast decision-making and analysis

Succession Plan

EVP of Marketing & Corporate Communication

Position Holder: Malcolm H Cleveland | Manager: Lynn B Hobart | Job Title: EVP Global Sales | Organization: Sales | Position Code: 9010 | Previous Position Holder: Keisha G Matthews

	Luc L Andersen	Allison McKesson	John G Stanley	John N Donofrio
Rank	1	2	3	4
Candidate Current Title	VP Sales EMEA	VP Sales Operations	Senior Product Manager	Manager Planning and Metrics
Candidate Readiness	Ready 3-5 Years	Ready 3-5 Years	Ready Now	Ready 1-2 years
Candidate Potential	Medium	Medium	High Potential	High Potential
Successor's Successors - Count	2	2	2	2
Successor's Comment				
Successor's Manager	Malcolm Cleveland	Malcolm Cleveland	Chip Fields	Darren Woolf
Successor's Development Activities	0	0	0	0
Current Employee?	Yes	Yes	Yes	Yes
Delete	No	No	No	No

Compare the readiness and potential of candidates for a specific position



## PeopleFluent Succession Planning capabilities include:

**Build strong internal talent pools:** Capture valuable talent information to better understand talent readiness and promotability.

**Identify key positions:** Target key positions and manage quality bench strength that is as deep as it is cross-functional.

**Mitigate talent risk:** Identify top performers who are flight risks and take appropriate action to retain them.

**Proactive career development:** Design visual career paths and targeted development plans for high performers.

**Return on Investment:** Track the effectiveness of your succession investment by monitoring internal mobility trends.

**Rich Talent Profiles:** Easy access to talent profiles that includes experience, skills, interests, performance and career preferences.

**Succession Calibration:** Evaluate talent across teams and on multiple dimensions (9-Box) to ensure consistency.

## Key Features

Succession Identification

Succession Organizational Chart

Talent Profile

Job Profile

Bench-Strength Health Monitor

Employee Development

Candidate Comparison Grid

Talent Management Reviews

## About PeopleFluent

PeopleFluent, the leading total workforce HCM technology company, redefines Talent Management with an innovative Talent Engagement Cloud that is built around people and not HR processes. PeopleFluent has worked with over 5,100 organizations in 214 countries and territories to engage employees to drive better business results. Today, 80% of the Fortune 100 relies on PeopleFluent as part of their talent management delivery strategy, helping them successfully achieve their talent aspirations.

