

SUCCESSION PLANNING & MANAGEMENT MODULE

80%

EFFECTIVENESS

empowers leaders to measure the effectiveness of success plans

90%

TIME SAVING

HR no longer need to do repetitive and transactional works.

65%

EFFICIENCY

Comprehensive view of internal talent impact on business outcomes and continuous improvement.

Succession Planning & Management is aims to attract the best talent, retain those individuals, and develop them through well-targeted development efforts. Succession planning helps build the bench strength of an organization to ensure the long-term health, growth and stability.

WHAT SUCCESSION PLANNING & MANAGEMENT MODULE OFFERS



CREATE AND MANAGE TALENT POOLS

- Nine-Box Talent Matrix
- Identify Talent Gaps
- Nomination of Successors
- Proactive & Collaborative Planning
- Conduct Regular Talent Assessments



INCREASE RETENTION USING VALUABLE INSIGHTS

- Talent Dashboard
- Nurture High-Potential Employees
- Mitigate Potential Departure Risks



CAREER DEVELOPMENT & PLANNING

- Real-time Tracking of Successors' Progression
- Learning and development Programs for Successors
- Create Tailored Succession & Leadership Programs



SUCCESSION ORGANISATION CHART



MENTORING PROGRAM

BEFORE TALENTCLOUD.AI

LACK OF INTERNAL TALENT REVIEW

Lack of formal process and platform for talent review. Talent data are scattered and not digitalised.

REACTIVE MANAGEMENT APPROACH

Succession plan usually does not work because leaders do not take responsibilities and HR has a hard time to get them to select, develop the employees without a proper and unified platform.

NO ENFORCEMENT ON SUCCESSION PLANNING

As it can take time to find and prepare a promising candidate for a leadership role, most managers dawdle with this and do not track the effectiveness of their plans.

WITH TALENTCLOUD.AI

COMPREHENSIVE VIEW OF INTERNAL TALENT

See talent depth, workforce planning, career paths and side-by-side comparisons to gain comprehensive view of internal talent.

ESTABLISH LEADERSHIP ACCOUNTABILITY FOR TALENT PIPELINE

Talentcloud facilitates and empowers leaders for the selection, development and ascent of their employees and hold them accountable.

CONTINUOUSLY MEASURE & IMPROVE EFFECTIVENESS

Insights and Analytics enable to measure the effectiveness of success plans and impact on business outcomes and continuous improvement.