

SumTotal[®] Succession

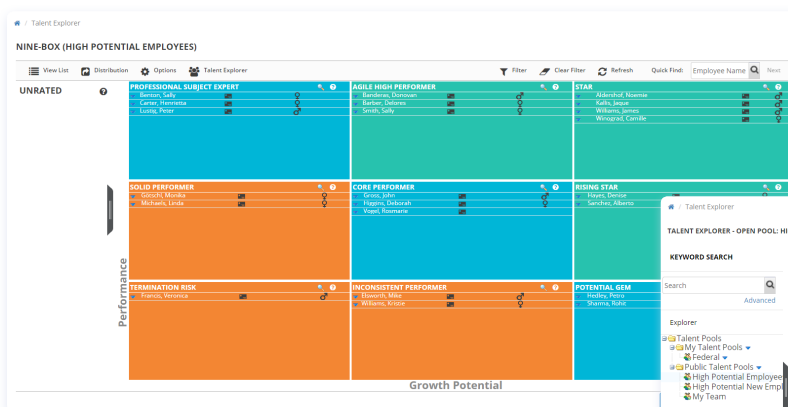
Build a roadmap for your future organization

Organizations are often ill-prepared when it comes to specialized talent. Rather than hire externally, build the bench strength of your organization with the most qualified individuals who have the right skills to fill the right roles when they arise.

Succession planning is more critical than ever to create a flexible, sustainable business with a strong pipeline of ready candidates. When looking to the future of your organization, succession planning is not just for leadership roles—it applies across the workforce. While knowing and growing your employees is critical, you also need to ensure that you are nurturing potential leaders and managers for leadership continuity. With the SumTotal Succession module, you have visibility into your talent pipeline which becomes actionable insight when you begin to identify at-risk positions, understand skills and competence gaps, and take the actions needed to increase bench strength to minimize business risk. Succession planning helps support internal career mobility, which will have a big impact on your overall retention efforts.

“We needed one system that could provide visibility to all our talent information across the globe and let us create effective processes to retain and grow our engineering talent. The SumTotal Talent Expansion Platform was the only system that met our unique, global needs.”

David Tough, Global HR Operations Manager, Howden Group



Drag and Drop 9 Box Grid: Visualize your organization and understand the impact of employee moves

Employee	Title	Placement	Job Family
Aldershof, Noemie	Vice President - Manuf...	Training Department	Trainer
Banderas, Donovan	Corporate Flight Crews...	Corporate Operations	Flight Attendant
Barber, Delores	Call Centre Agent	Corporate Operations	Call Center Agent
Benton, Sally	Business Development ...	Corporate Sales US Cor...	Business Development ...
Carter, Henrietta	Account Executive - APAC	Corporate Sales APAC...	Account Executive
Elsworth, Mike	Vice President - Finance	Training Department	Customer Support Dire...
Francois, Veronica	Call Center Agent	Corporate Operations	Call Center Agent
Gosch, Monika	Corporate Sales EMEA...	Corporate Sales EMEA...	Account Manager

Talent Pools - Create lists of potential successors and assign learning and training plans to increase bench strength

Know and nurture your talent pipeline

You can increase visibility into your talent pipeline, build bench strength, improve talent identification of at-risk positions, and improve your ability to hire internally. With SumTotal Succession, you can manage business risk and ensure leadership and critical-role continuity across all levels of an organization. With the Drag and Drop 9 Box we make it easy to evaluate employees against performance and potential. Talent pools provide global visibility into the talent pipeline and overall bench strength of your organization. It allows you to discover and expand talent – including your high performers – deep within the organization to ensure proper retention strategies are in place. Managers can use SumTotal Succession to evaluate the overall talent of the organization and establish learning and training plans to strengthen the bench.

Employees that can see their career path are more likely to stay with your organization. SumTotal enables employees to explore their fit for future roles by identifying skills, learning and behavior gaps. Managers and employees can identify the precise learning needed to resolve those gaps. Our machine intelligence can create career path recommendations based on traditional career paths and actual career path data continually mined from peers and predecessors and career progression.

Features

Capture and search for employee competencies, skills, certifications and experience from talent profiles

Drag and Drop 9 Box Grid to rate employees against readiness, potential and performance

Create dynamic talent pools to group employees by user-defined criteria

Model the future state of your organization

Talent Explorer combines talent pool functionality with advanced search capabilities

Calculate and view bench strength

Benefits

Identify at-risk positions

Improve bench strength

Ensure critical leadership continuity

Provide development opportunities for top performers







Evaluate overall talent readiness

Reduce employee turnover

Anticipate and plan for leadership gaps



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