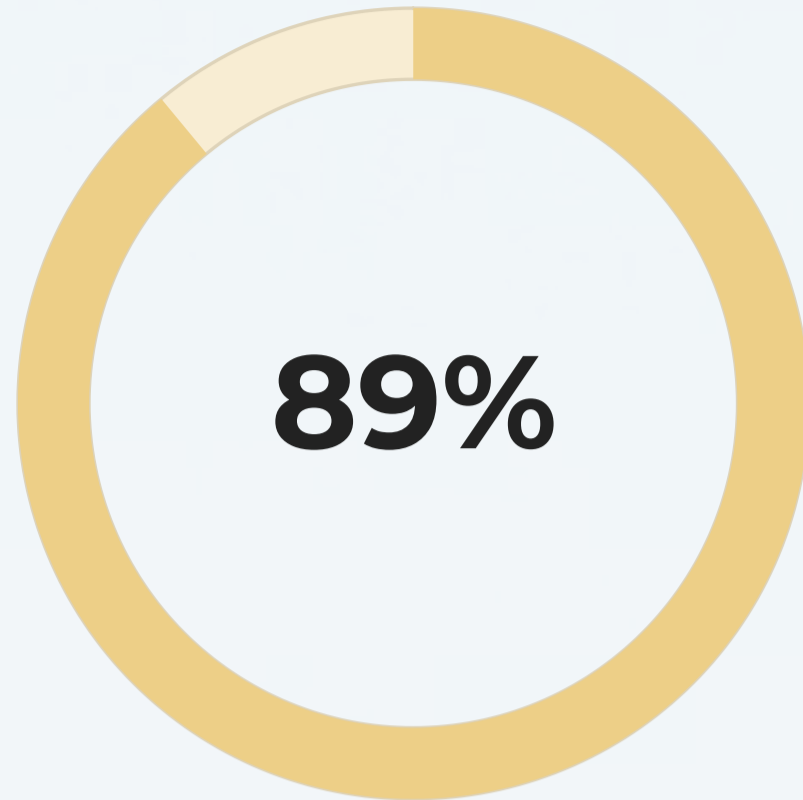




Succession Management Technology

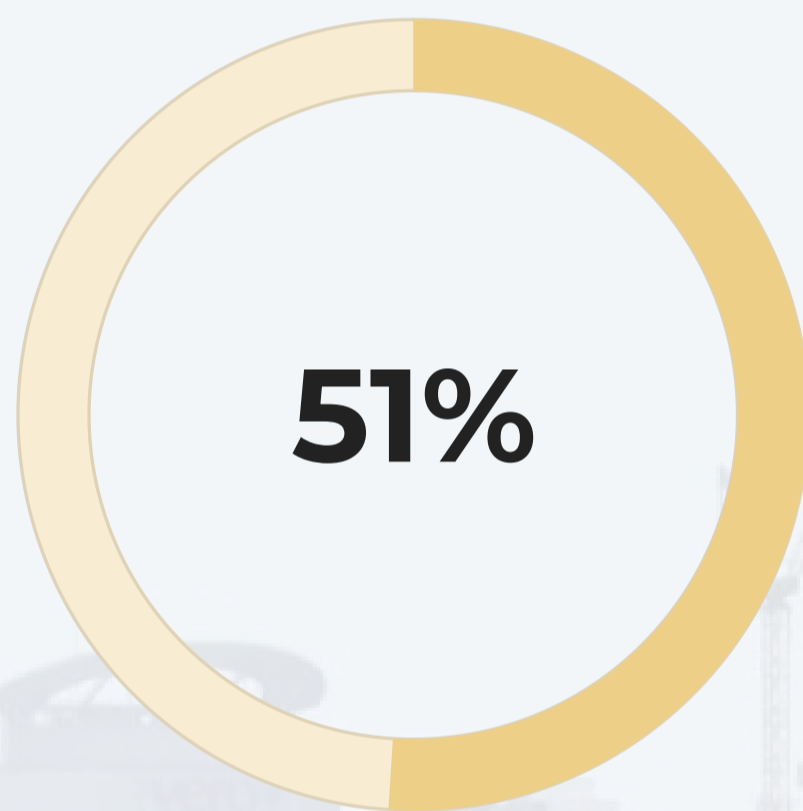
Essential features in a software solution

The Leadership Crisis



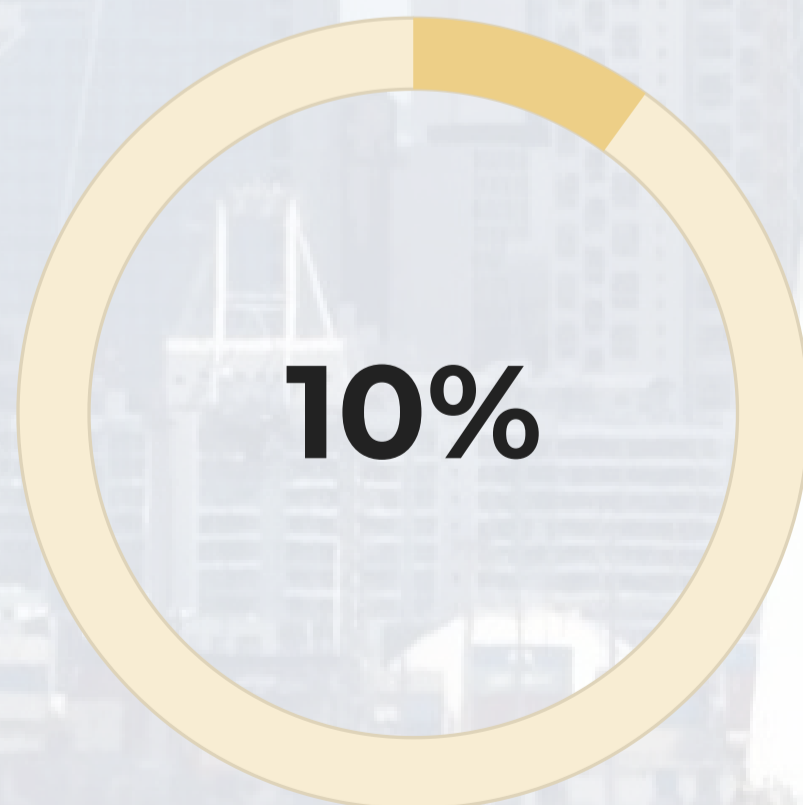
Executives Cite Leadership Gaps

Urgent barrier to workforce objectives



Weak or No Programmes

Organisations lack effective succession planning



Excellent Programmes

Only small fraction have strong plans



How Software Transforms Planning



See Talent Across Tiers

Identify high-potential employees across entire organisation



Assess Departure Risk

Predict who might leave and business impact



Strategic Capabilities

1

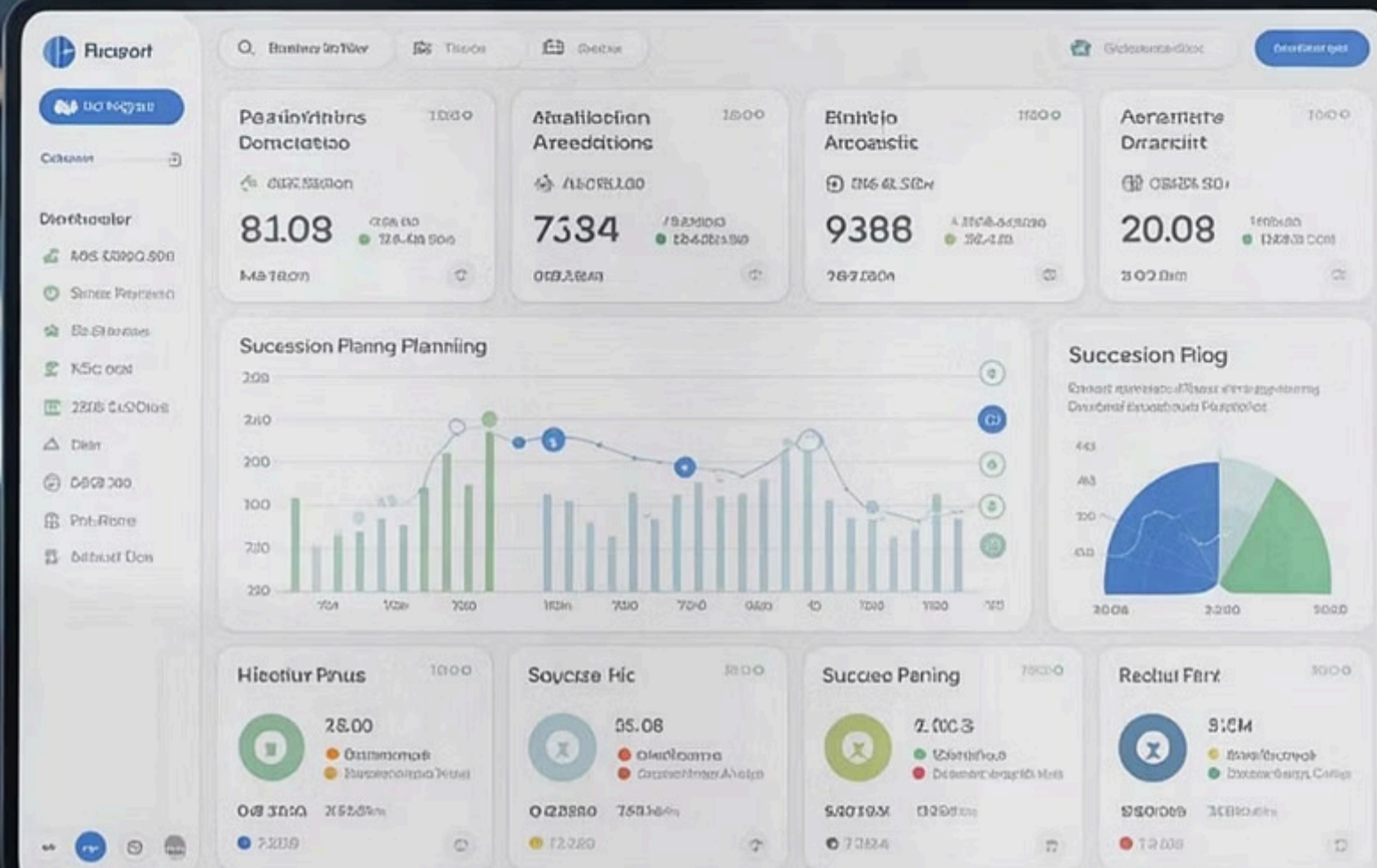
Map Career Paths

Display progression routes between current and future roles

2

Evaluate Readiness

Identify candidates ready to step into key positions



Essential Features to Evaluate

01

Integrated Talent System

Connects with existing HRIS and talent management suite

02

Collaborative Visibility

Enables managers to see successors nominated across organisation

03

Multiple Review Cycles

Accommodates various succession management practices and timelines

04

Analytics Dashboard

Provides metrics at group, divisional and company levels



Value-Adding Features

1

Identify and Nominate Talent

Analyse performance data, potential ratings and competency assessments

2

Plan Succession

Secure key positions with adequate action plans

3

Talent Review Meetings

Calibrate ratings and confirm succession nominations collaboratively



SaaS vs In-House Solutions

Software as a Service

- Less expensive initially
- Shorter implementation
- Rapid scalability
- Vendor handles updates
- Limited customisation

In-House Software

- Higher initial cost
- Longer implementation
- Needs IT expertise
- Client manages updates
- Expansive customisation



Ready to Transform Your Succession Planning?

Secure your leadership pipeline with the right technology solution

Get Expert Guidance

Contact [HR Unlocked](#) for tailored advice

Share this guide with your leadership team to start the conversation about succession management technology