



# Succession Management Technology

Essential features to identify talent and minimise leadership gaps



# The Leadership Crisis

**89%**

## **Executives Cite Gaps**

Leadership gaps block workforce objectives

**50%**

## **Growth Hampered**

Lack access to right leaders

**10%**

## **Excellent Programmes**

Only 10% have strong succession plans



# How Software Helps



## See Talent Across Tiers

View potential across entire organisation



## Assess Risk

Identify departure risks and readiness



## Map Career Paths

Display progression between roles clearly



# Key Evaluation Points

1

## See Successors

Managers view nominations across divisions

2

## Multiple Cycles

Create talent review cycles flexibly

3

## Dashboard Analytics

Metrics at group and company levels

4

## Share Scenarios

Collaborate on succession planning discussions

# Essential Features

01

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## Identify Talent

Analyse performance data, potential ratings, talent flags

02

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## Plan Succession

Secure key positions with adequate action plans

03

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## Review Meetings

Calibrate ratings and confirm nominations collaboratively

04

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## Career Planning

Employees explore opportunities and development paths

05

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## Development Plans

Track goals and close competency gaps

06

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## Manage Mentoring

Build relationships supporting learning and growth



# SaaS vs In-House

## SaaS Solution

- Less expensive initially
- Short implementation time
- Rapid scalability
- Limited staffing needs
- Vendor handles updates

## In-House Solution

- Higher initial cost
- Longer implementation
- Requires IT expertise
- Unlimited customisation
- Full control over features



# Get Started Today

Transform your succession planning with the right technology solution

📄 **Need specific assistance?** Contact HR Unlocked at [lisa@hrunlocked.co](mailto:lisa@hrunlocked.co) for expert guidance on succession management solutions

Share this guide with your leadership team