



Discover the Talent Within.



SUCCESSION PLANNING

In today's dynamic and challenging business environment, organizations will be unable to survive, much less grow, without the ability to effectively develop and deploy employees' skills to optimize performance. viaPeople's Succession Planning software helps you manage the talent within your organization by identifying, enriching, and deepening the talent pipeline to ensure a perpetual stream of current and future leaders.

The viaPeople Succession Planning module is part of our integrated suite of products and facilitates:

- Talent Assessment
- Organizational Charting
- Position/Talent Profiles
- Position/Talent Matching
- Talent Planning, Forecasting and Modeling

Succession Planning Product Features

Insightful Diagnostic Tools – Our unparalleled suite of talent assessments help you to identify the individuals who possess the business experiences, competencies and critical characteristics required for success in leadership positions.

Comprehensive Tracking Capabilities – Monitor and track competencies, technical skill sets, projects, leadership and work experience, training certifications, language abilities, development needs, promotion readiness, retention risk, and performance history for real-time reporting.

Position/Talent Pool Profiles – Define requirement profiles for critical leadership positions (e.g. cross-functional experience, competency performance, language abilities, etc.) and/or specific talent pools (i.e., high potentials, "irreplaceables") and identify successor pools and talent readiness for advancement.

Talent Matching and Succession – Search for talent to best match a specified combination of knowledge, skills, and experience for the purpose of staffing a team or filling a current assignment; identify employees who have the potential to move into high-level or other key positions to ensure a steady flow of potential successors.

Career Pathing – Build career path criteria in the system, enabling you to convey requirements to employees and assess individuals against the respective levels within career ladders.

Organizational Charting – View the talent within your organization in a dynamic and visual environment. Create succession scenarios with organizational charting tools that display real-time talent data (See Organizational Charting description for more detail).





Discover the Talent Within.



SUCCESSION PLANNING

Succession Planning Product Features (continued):

9-Box Grid – Map the performance of a team of individuals using a variety of criteria or grid boxes. The viaPeople software can accommodate 9-box, 6-box, 4-box or other options as well as performance plotted with potential, readiness plotted with job role or other criteria that best suits your needs.

Powerful Reporting – Generate individual talent profiles, leadership pipeline reports, potential successor reports and “high potential” distribution reports to assist in forecasting and modeling; make changes dynamically during succession planning meetings and view the results instantly; data and all reports can be downloaded to PDF, Visio, Microsoft Excel, PowerPoint and Word.

Process Monitoring – Manage the assessment and succession planning process from behind the scenes through reports that will allow you monitor participation and identify potential obstacles.

Easy to Use – The viaPeople team of Industrial-Organizational Psychologists has designed the Succession Planning module with robust features and powerful reporting while still maintaining its ease of use.

Fully-Hosted, Web-Based – All of the viaPeople software modules are hosted and delivered via the Internet allowing for easy access. There is nothing for your company to install and little time investment from your IT organization.

Highly Scalable Web Technology – Reach all of your employees with a solution that will grow with your company and bring consistency to the succession planning process.

Full Integration – Our open architecture easily pulls-in performance data (360-feedback, employee engagement, performance evaluation, etc.) from a variety of sources to create a complete database of your human capital; compatible with any HRIS or other operating system.

Specialized Consulting Services

On-Line Expert Content – Assists employees and managers in completing succession planning processes using best practices.

Customized Talent Assessment Instruments – Use a single assessment instrument or any number of instruments that vary by job level and/or function.

Position Profile Development – Provide customized role descriptions and advancement criteria to target talent development.

Career Pathways Development – Offer a line-of-sight to guide career advancement both upwards and cross-functionally within the organization.

