



# Succession Planning

## Unify Employee Aspirations with Corporate Strategy

Succession Management enables organizations to identify and develop internal talent with the potential to fill critical leadership positions in the company.

Succession management enables leaders to determine key roles, identify potential employees who are ready to fill those roles, create dedicated talent pools and accelerate the development of skills required to be successful in key jobs. Organizations that implement succession planning solutions are more prepared to execute on their future business strategies because they have the talent ready for the challenge.

TalentGuard's Succession Management software compares jobs considered to be at the core of the organization and matches them against experienced and capable employees ready to fill roles now and in the future. Once identified, our software manages the process for recognizing, developing, and retaining top talent. By automating succession management, companies are able to respond quickly to organizational changes as well as competitive ones.

**“TalentGuard’s succession planning software helped our company assess and identify talent within our company to ensure that we had the talent we needed to grow in the future.”**

--Del Kolbe - Partner-in-Charge, Paradigm Tax Group

### **Business Continuity**

Succession Management helps build a leadership pipeline and talent pool to ensure the fulfillment of future management needs and business continuity.

### **Developing Talent**

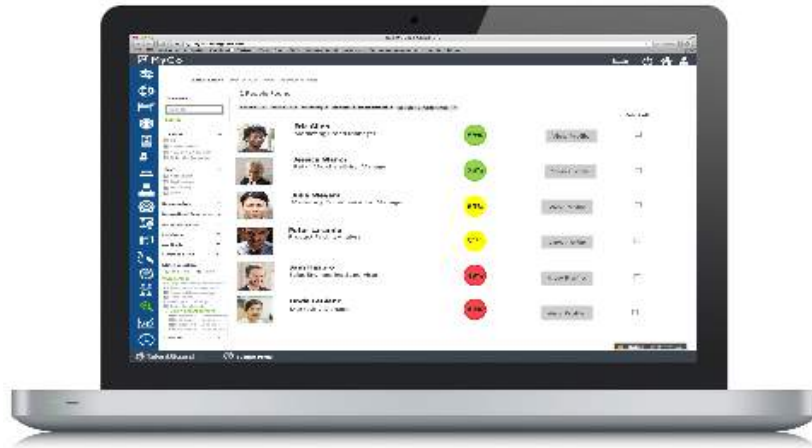
Our solution helps your leadership team objectively identify and develop the ideal candidates whose strengths and skills will best fit the specific job roles your company needs today and tomorrow.

### **Return on Investment**

Concentrating managers and employees on a transparent talent development process will yield a greater Return on Investment (ROI).

# Comprehensive Features

Succession Management from TalentGuard bridges the gap between employee aspirations and corporate strategy. See what it can do for you:



## **Career Core Competency Framework**

With TalentGuard's Career Core Competencies (C3), you have access to a library of 550 general and technical competencies and over 900 competency-based job role profiles.

## **Talent Profiles**

Employees can build out a comprehensive profile including assessment of competencies, experiences, qualifications, work preferences and career aspirations. This profile is used by leaders to match and compare employees to critical job roles in your company.

## **Organizational Structure**

Review your company readiness in the organizational chart to visually represent succession, flight risk issues and vacancies.

## **Key Position Identification**

Knowing what jobs at various levels, if removed, would cause a significant loss to the organization, and which of these jobs represent the greatest retention risk.

## **Identify High Potential Talent**

Identify employees based on specific criteria that best fits certain roles based on skill and capability alignment, skill gaps, and development timelines.

## **Development Plans**

Significant investment to ensure that employees have appropriate and structured learning, development and training opportunities to fulfill their potential.

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## **About TalentGuard, Inc.**

TalentGuard offers predictive people development solutions that increase employee engagement and retention. Our competency-based talent management software suite integrates the vital human resource areas including performance management, career pathing, succession planning, 360 feedback, applicant tracking, learning management, development planning and coaching - all of which contribute to the creation of a high-performance culture.

for more information  
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