

OrgPlus Enterprise Succession



- OrgPlus Enterprise Succession is a practical solution for identifying successors. It is designed for users to create succession plans in minutes – not weeks or months – using a combination of HR system data and inherent Management knowledge. By accessing OrgPlus Enterprise Succession from the familiar starting point of the org chart, users can quickly list potential successors, evaluate their readiness and fit for the potential position, insert succession-specific information and document the plan.

OrgPlus eliminates the false steps, intense staff work and subjective appraisals that hamper other succession planning efforts. With our streamlined solution, creating a complete succession plan that places the right candidates in the right positions has never been easier or more affordable.

Intuitive, Org Chart-based Navigation and Interaction

From senior-level executives to line managers, everyone is comfortable with navigating an org chart. OrgPlus Enterprise Succession leverages this familiarity to significantly reduce the learning curve, enabling you to create and understand succession plans quickly.

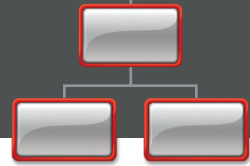
- Analyze and navigate succession plans directly within org charts
- Use intuitive drag & drop tools to create and edit succession plans
- Simultaneously view org charts and 9-Box matrices to understand both position and performance
- Access formal and informal HR data to help in decision making process.

Simple Candidate Evaluation and Assignment

Identifying candidates has never been easier. The visual nature of the org chart, paired with information-rich profiles, enables you to validate that candidates have the skills, performance, location or other required criteria and quickly identify them as successors.

- Candidates Panel** allows you to identify candidates and analyze your talent pipeline
- Built-in directory search** supports simple or complex queries, enabling you to search for talent with specific skills and competencies
- N-Box (9-Box) grid** allows you to analyze any group of employees (i.e. an ad-hoc group of candidates, a particular department, or a particular position type at a location) for fit with a target position
- Talent Profile** makes it easy to analyze multiple succession criteria at once - such as performance, potential, flight risk and location

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Flexible Information Management

Formal HCM systems often lack the 'informal' information that is important to the succession decision such as readiness, willingness to relocate or availability. OrgPlus Enterprise Succession allows you to enter ad hoc information into the profile, so all succession related knowledge is in once place and easily accessible. Security rules assure that data access is restricted to those who need to know.

- Update or enhance employee information on the fly (for example, update a "willing to relocate" field)
- Update succession plan information instantly (for example, set "Readiness" or "Available Date" field values for a successor)
- Security roles control who can view or edit any given succession plan

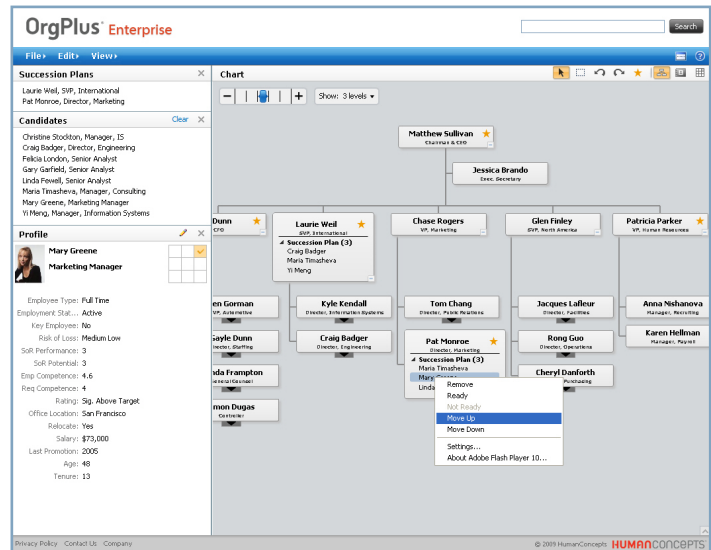
Integration with HCM systems

OrgPlus Enterprise Succession can be integrated seamlessly into ERP systems such as PeopleSoft, Oracle E-Business, SAP, Lawson and more.

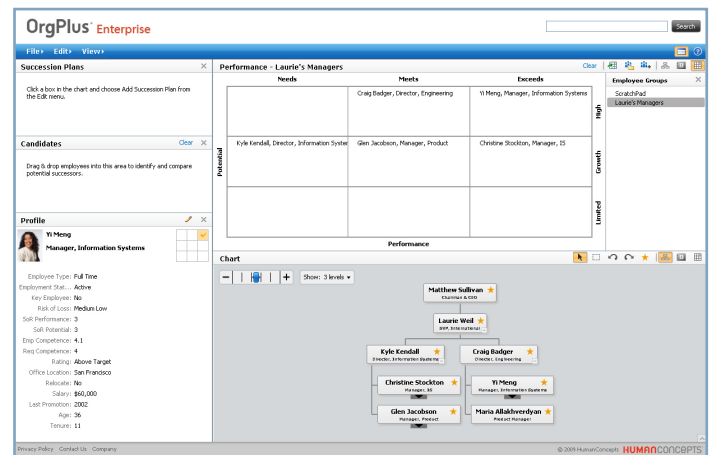
Easy Review and Presentation

As visual platforms, org charts are natural presentation tools. Their graphical format makes projected hierarchies, promotion candidates and succession timeframes immediately apparent to colleagues and stakeholders. With OrgPlus Enterprise Succession, chart information can also be exported and published in more data-centric formats such as PDF.

- Workflow provides path for managing plans from creation to approval
- Simple role assignment allows you to identify the planners, auditors and reviewers responsible for each succession plan
- Reviewer or review committee can use N-Box report to calibrate performance/potential or other criteria within an employee group
- Succession plans can be exported to PDF for further analysis
- Reports containing a succession plan or career plan for one or more employees can be quickly published as PDFs



OrgPlus Enterprise Succession shows plans within the context of the OrgChart



Easily access plan and candidate details