The Talent Gap

Having the right people in the right place to effectively execute on strategy every day is a challenge felt by many organizations. In fact, studies show that 84% of companies feel they are not using their workforce to its full potential. Even in a relaxed labor market, the talent gap can be severe inside an organization simply because workers are not always in the roles where they can add the most value. Or the unexpected departure of an executive or key employee can leave a profound talent gap that is difficult to fill. The cost to businesses is real and felt in the form foregone opportunities resulting from leadership gaps, high replacement costs, and failure of companies to manage and align proper talent pools, especially for senior and executive positions.

How prepared is your organization to ensure the development and readiness of your employees to execute on your business strategies? What would be the impact to your organization’s bottom line if one or more of your key players suddenly walked out the door? Would your organization be properly aligned to promote talent seamlessly from within, without disrupting necessary daily business? Can your company afford to trade quality of business execution for time to talent search?

Ensure you have the right people in the right place for Maximum Execution

SuccessFactors Succession Management gives your organization the visibility it needs to identify and anticipate the talent gaps in your organization as well as provide the insight required to help you bridge those gaps. With support for individual, role, and position succession models, SuccessFactors Succession Management will help you:

- **Know your Talent** - Collect valuable information about your employees that provides insight about their backgrounds, experience, expertise, performance, and career aspirations.
- **Identify Talent Gaps** - Easily identify where current and potential talent gaps lead to poor execution within your organizational structure. Assess the impact of loss to your business and gain visibility to your bench strength.
- **Broaden the Nomination Pool** - Expand your talent search beyond your immediate sphere by leveraging robust nomination capabilities and a company-wide talent search engine.
- **Promote the Right Talent** - Identify the right candidates to fill leadership gaps quickly and objectively using competency-based search capabilities and side-by-side comparisons of top candidates.

“SuccessFactors’ technology has given us more visibility into our talent pool and an easy to use platform for all team members in our succession group. This succession information is the lynchpin of our whole succession planning strategy. We’re now able to focus on supporting, motivating and developing our talent rather than face the cost and headache of replacing them.”

Anthony Chen
Director of Talent Management
Hilton Hotels
Feature Snapshot - Quickly Identify and Eliminate Talent Gaps

SuccessFactors Succession Management helps organizations proactively plan for organizational change by giving visibility to existing talent pools and potential talent gaps, and by providing the tools, reports, and search capabilities needed to identify quality successors, and by arming organizations to be ready for sudden and necessary succession changes. Some key capabilities include:

- **Succession Organization Chart** displays a dynamic, easy to read visual summary of existing and potential leadership gaps.

- **Talent Search** facilitates company-wide successor searches using comprehensive search criteria.

- **Performance-Potential Matrix** plots employees along an easy to read chart that clearly identifies top and under performers.

- **Side-by-Side Comparison** allows easy candidate comparison by dimensions such as education, experience, and more.

- **Employee Scorecard** provides vital metrics for each employee in a single baseball card-like snapshot.

- **Instant Nominations** let leaders instantly search for successors and nominate them on the fly.

- **Succession Lineage Chart** gives insight into the “domino effect” that could take place if a high-level succession plan is put into action.

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**About SuccessFactors**

SuccessFactors is the global leader in business execution software. Our suite of on-demand applications is relied upon by companies of all sizes around the world to align their businesses to their strategies, arm their organizations for success and incite their employees to greatness - every day. For more information, visit [www.successfactors.com](http://www.successfactors.com) or call 1-800-809-9920.