# SAP SuccessFactors Succession & Development

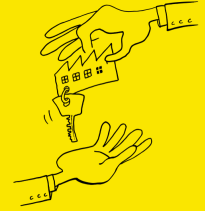## Software for successful succession planning

Promotions, job changes or retirement: the positions in your company are constantly changing. That's fine if you have established the succession at an early stage. With SAP SuccessFactors succession & development, you identify the appropriate candidates across all levels and develop talent in a targeted manner. You promote employee retention and have a comprehensive, objective overview of all employees. Gaps in your talent can be reliably detected and filled.

## Identify key positions with SAP SuccessFactors Succession & Development

You already know which personnel requirements will arise in the future. In this way, you can ensure that your company strategy can be implemented in the long term. You will find the appropriate successors for all important positions. Then you prepare them for their future roles in a targeted manner. Keep an eye on critical information about each employee – from work experience, expertise and achievements through to goals.

## Know all stations

Every change within your company is automatically noted. You quickly recognize which competences employees have acquired during their careers. This simplifies targeted training. With individual plans for further development, you will motivate your employees. You accelerate lifelong learning and avoid talent gaps. Use comparable criteria to ensure that employees are evaluated objectively and precisely.

## Highlights

- Software for successful succession planning
- 100 % cloud-based technology
- Mobile solution
- Identification and management of key positions
- Self-services for employees and supervisors
- Calibration of employee evaluations
- Graphical comparison of talent data across team boundaries
- Administration of individual development and career plans