

# Oracle Succession Planning



## KEY FEATURES

- Identify key jobs, positions and people to proactively plan succession
- Supports Search for suitable successors using suitability matching, Nine Box matrix and compare profile report
- Use Compare Profile Report and Suitability Analyzer to compare and rank successors
- Engage HR Professionals, Managers and Employees in succession management
- Use succession hierarchy to assess talent pipeline strength and impact across multiple levels
- Launch Succession actions like Promotion, Job Change and Compensation change from Talent Profile
- View Succession Analytics to evaluate and manage the succession planning process

Oracle® Succession Planning is a comprehensive talent management application that helps enterprises to manage succession plans for key jobs, positions and people. Managers and HR professionals can quickly locate key talent within the organization and develop that talent to meet short and long term critical business requirements.

Using Oracle® Succession Planning's Talent Profile, managers can monitor succession plans and initiate transitions such as promotions and job changes. Oracle® Succession Planning is part of the Oracle E-Business Suite, an integrated set of applications that are engineered to work together.

## Identify Scope for Succession Planning and Streamline Your Processes

A methodical approach to Succession Planning is required for every role that impacts the company's performance. Talent Managers and HR Professionals should identify those key jobs, positions and individuals necessary to realize business goals and strategy.

Oracle Succession Planning enables Talent Managers and HR Professionals to capture information such as key role, workforce turnover rate and succession potential. This information helps enterprises to plan and implement their succession strategy. Oracle® Succession Planning is robust, easy to both configure and implement.

## Benefit from Comprehensive Talent Profile

Managers require a comprehensive understanding of their workforce to carry out talent management processes. Talent Profile helps managers to obtain complete insight into the available talent. Using Talent Profile, you can consolidate information on an employee's competencies, qualifications, previous employment, training history, performance rating history, performance objectives, succession plans, job history, career path, and compensation - all in a single page. Additional succession related information such as career interests can also be configured for display.

## Use Nine-Box Matrices to define Talent Pools

Talent Managers can classify and group talent for succession planning. Using Nine-Box Matrix, they can also assess the current talent profile of their people, performance, potential, risk and impact of loss. Nine-Box Matrix is a widely used model to group talent into talent pools and conduct talent reviews. Talent managers also use it to design action plans tailor-made for each talent pool. Oracle Succession Planning provides a user-friendly Nine Box matrix where talent managers can review the

**KEY BENEFITS**

- Enterprise-wide Succession Planning and Management
- Build a strong talent pipeline with multiple successors
- Engaged and motivated workforce
- Ensure successors' readiness
- Ensure business performance continuity

distribution of their workforce. The Nine-Box Matrix classifies the workforce based on Performance versus Potential, Performance versus Risk of Loss and Risk of Loss versus Impact of Loss.

Performance Matrix

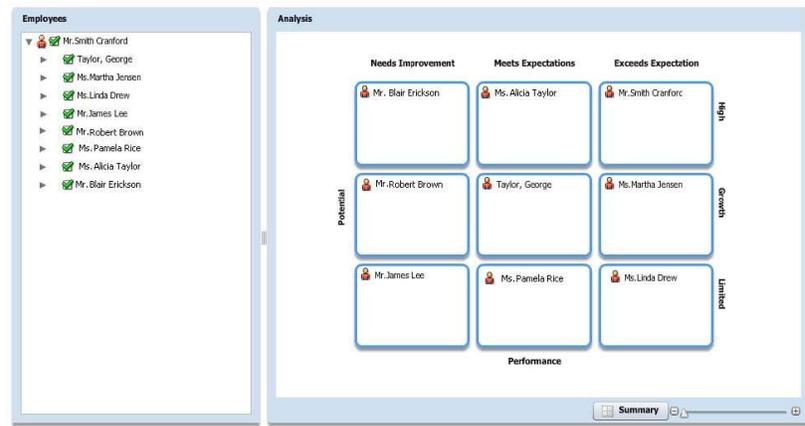


Figure 1: Succession Planning with 9-Box Matrix

## Create Comprehensive Succession Plans

Oracle Succession Planning provides a simple, easy to use interface that encourages continuous and proactive succession management. Analytics and hierarchy views highlight key workers for whom there is no active succession plan. Talent managers can search their organization for probable successors and create a succession plan with multiple probable successors. Managers can widen their search to applicants and contingent workers also. They can use the suitability analyzer and profile comparison report to compare and assess identified probable successors. They can update performance, potential, impact of loss and readiness ratings. When complete, the succession plan can be sent for approval according to organization requirements.

Best practices in succession planning recommend periodic review and update of succession plans. Oracle Succession Planning displays plans nearing their next review date in a separate dashboard. Assignment updates provide insight into changes that have occurred in the assignments of probable successors since the plan was created. Talent managers can assess these changes and update their succession plans accordingly. They can also review changes in their talent profiles and update ratings and readiness percentage.

Talent managers can use the succession hierarchy to ensure successors are identified at all levels and understand any gaps. This avoids shifting the risk and impact from one level to another while helping to provide a holistic approach to succession planning. A view of the entire succession hierarchy makes it easy for HR professionals to evaluate replacement planning at any level and ensure that workers are ready to fill new roles as soon as the need arises.

In summary, Oracle Succession Planning helps talent managers proactively manage talent mobility with comprehensive succession plans. This helps enterprises to nimbly respond the moment that mobility occurs.



Figure 2: Succession Planning Portal

## Use Analytics to Evaluate and Manage Succession Planning Process

Oracle Succession Planning analytical reports help enterprises to:

- Understand the risks associated with probable successors identified for key high potential workers
- Analyze the turnover details of probable successors
- Track key high potential workers with and without succession plans
- Evaluate effectiveness of the succession planning and management process based on the number of plans filled by successors identified for succession plans.

## Use Analytics to Evaluate and Manage Succession Planning Process

Oracle Succession Planning provides an intuitive web based user interface. Talent Managers can traverse the hierarchy to find potential talent or they can search using the suitability matching feature. Nine-Box Matrix and Suitability Analyzer are Adobe Flash interfaces that provide animated and spontaneous responses to user actions. Talent Profile also provides configurable reports to print and compare profiles. Talent Profile in Oracle Succession Planning draws information from various applications to define the talent profile. Apart from the talent profile information, employee potential and retention risk information can also originate from Oracle Performance Management. Oracle Succession Planning also picks up relevant changes in the probable successors' work assignment records to help managers make appropriate updates to their succession plans. It is an integrated system that supports defining succession planning scope all the way to performing succession transitions.

## Excellence in Succession Planning

Oracle Succession Planning enables enterprises and talent managers to achieve excellence in succession planning by moving succession planning from beyond top management to enterprise-wide. Using Oracle Succession Planning, enterprises

**PRODUCT NAME**

- Oracle Succession Planning

**RELATED PRODUCTS**

Other E-Business Suite products that are integrated with Oracle Succession Planning:

- Oracle Human Resources
- Oracle Performance Management
- Oracle Self-Service HR
- Oracle Learning Management

**RELATED SERVICES**

The following services support Oracle Main Product:

- Update Subscription Services
- Product Support Services
- Professional Services

benefit from managed talent mobility, a highly engaged and motivated workforce, high retention and assured business performance continuity.

**Oracle E-Business Suite: The Complete Solution**

Oracle E-Business Suite enables companies to efficiently manage customer processes, manufacture products, ship orders, collect payments, and more - all from applications that are built on unified information architecture. This information architecture provides a single definition of your customers, suppliers, employees, and products - all important aspects of your business. Whether you implement one module or the entire Suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.

**CONTACT US**

For more information about Oracle Succession Planning, visit [oracle.com](http://oracle.com) or call +1.800.ORACLE1 to speak to an Oracle representative.

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