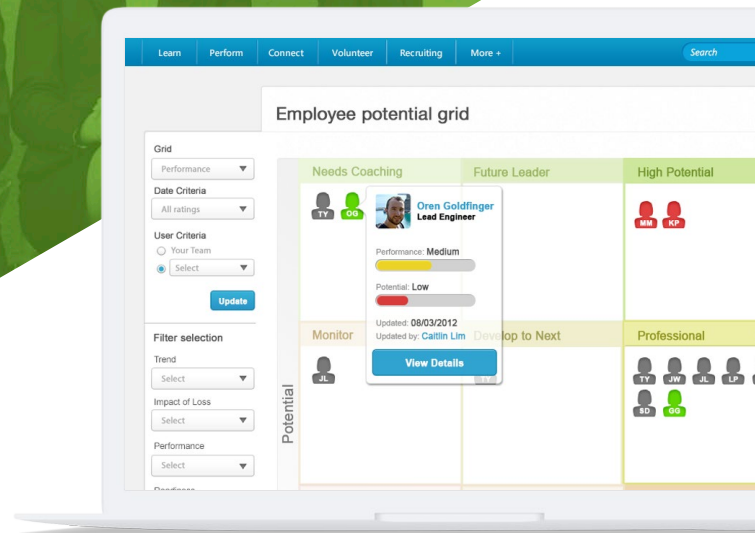




Succession Management



Identify and retain your best employees

With today's competitive talent market, organizations are challenged with developing leaders at all levels and retaining high-performing employees. Building and cultivating bench strength creates a foundation for success, today and into the future. Designed to help organizations proactively plan for organizational change, Cornerstone Succession streamlines every aspect of workforce succession planning.

Serving both the employee looking for career advancement and the executive team planning for the future, Cornerstone Succession can help you easily identify and develop a robust pipeline of high performers and leaders ready to take on new roles. Maintain your competitive edge by creating and managing talent pools for mission-critical roles, identifying skills gaps and aligning development opportunities to prepare your employees for current and future needs.

Know and Develop Your Talent

Powerful assessment tools allow you to quickly identify current employee competency and skill levels and compare them to the competencies, experiences, and skills needed to achieve future business goals. Link learning activities to skills gaps that may exist will ensure your organization has strong bench strength.

Build a Robust Talent Pipeline

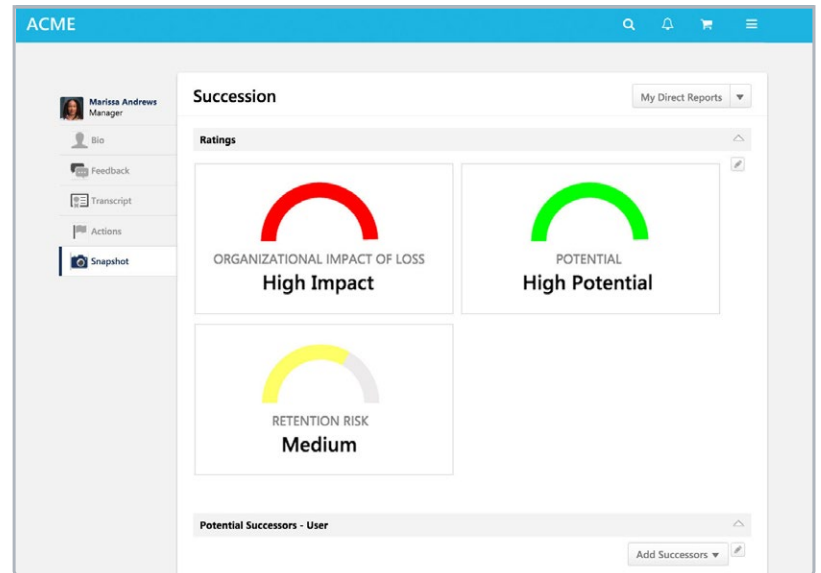
Proactively address workforce planning issues by building talent pools of high-performing and high-potential individuals who will be ready to take on new roles when a vacancy occurs. Develop multiple succession scenarios for any position and prepare for workforce changes such as the retirement of existing leaders to ensure future leadership capabilities and business continuity.

Boost Employee Engagement & Retention

Career Center allows employees to share career aspirations and discover development and career opportunities – empowering them to take a more active role in their career development. With career paths, you can increase transparency around career advancement opportunities, give employees the ability to chart their career progression to increase their engagement, and motivate them by helping them understand how to achieve their career goals.



Develop your talent pipeline for the future



9-Box Grid

- Assess talent based on past performance and future potential
- See the most important performance data for employees at-a-glance
- Get a balanced view of an employee's skills and growth areas
- Identify high-potential talent and those needing more development

Succession Planning

- Develop multiple succession scenarios for any position
- Anticipate and plan for staffing changes and talent gaps
- Align employees with best-fit roles
- Easily assess the risk and impact of loss of each employee

Talent Pools

- Create pools of strong candidates to be developed and promoted
- Track candidates and all decisions regarding each candidate automatically
- Identify overlooked employees and define development opportunities
- Share pools with hiring managers and recruiters

Career Center

- Provide a central location for managing career mobility and development
- Maintain internal resumes, specific career preferences, and career goals
- Empower employees to research career mobility opportunities with career pathing
- Allow employees to conduct job searches to seek out internal opportunities