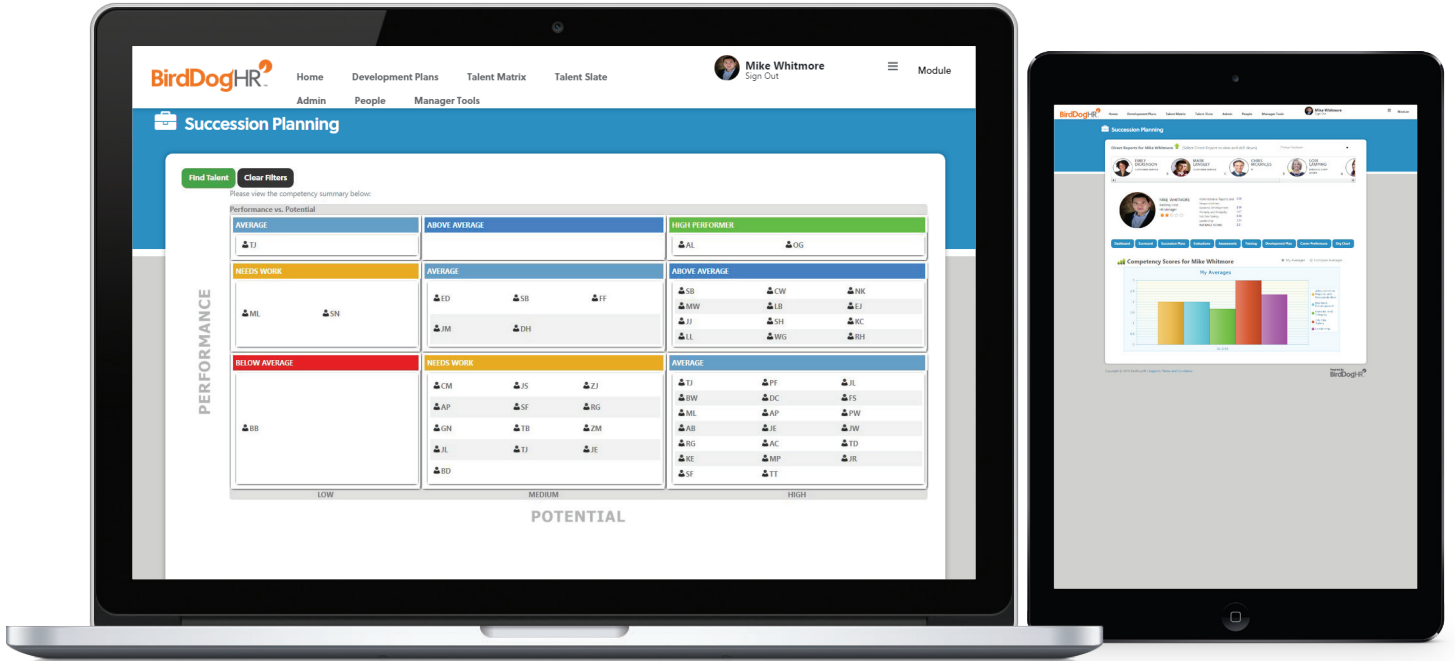


Succession



Succession delivers continuity

Succession planning, the process of identifying and preparing successors for key positions, is critical to create business continuity. Identifying the competencies and people needed to keep a company moving when attrition happens takes the guesswork out of planning for growth and sustainability.

BirdDogHR™ Succession is a cloud-based solution. It allows organizations to review employee performance and readiness with scorecards, comparative ratings and 9-Box Talent Matrices. This module also leverages performance data from goals, competencies and development plans. Centralizing the data allows an organization to have a real-time view into the existing and future talent bench.



Improve Employee Engagement

Empower employees with opportunities for advancement and growth opportunities. Help them develop a career path within your organization to improve retention.



Ensure Talent Continuity

Gain visibility into your existing talent pool, identify potential gaps, and prepare employees to take the next step.



Reduce Organizational Risk

Identify and address current and potential talent gaps to reduce the risk of being caught unprepared at the loss of specialized skill sets or domain expertise.



Your succession planning is only as good as your talent pool visibility. The easy-to-use BirdDogHR Succession module provides a real-time view into employee strengths and opportunities for improvement to clearly identify high performers who are ready to take the next step.



Individual Succession Plans

- Assign tasks and activities
- Establish development start and completion dates
- Record progress and notes
- Assign feedback partner



9-Box Talent Matrix

- Search using performance and subjective ratings
- Identify high potentials at a glance
- Access comprehensive profiles of evaluations, courses, 360s, certifications etc.



Competency Scorecard

- Display competency performance in green/yellow/red grid
- Filter by organizational structure
- Access comprehensive profiles of evaluations, courses, 360s, certifications etc.



Reporting and Dashboards

- Access 50 standard reports and 40 configurable widgets
- Export real-time results (Excel, Word, PDF)
- Integrate with your HRIS

Every leadership team knows what their company is worth. Without a succession plan in place, what is the true value of a company?