Succession Management

Keeping an eye on the future

Develop and manage talent pipelines

Ask just about any employee why they are leaving an organisation and the answer is often the same: a lack of career progression or career pathway. Succession management is an invaluable way to retain employees, identify flight risks and build bench strength for business-critical roles. With 5 generations of employees in today's workforce, succession management is not only becoming increasingly complex, but critical for business longevity.

ELMO Succession helps meet the needs of both employees and employers. Employees benefit from the ability to hone their career aspirations and see the steps they must take to move to other roles.

Employers benefit from the ability to identify potential successors who have the potential to move roles. They can also keep track of bench strength, identify skills gaps and monitor develop plans – ensuring future roles can always be filled.

Other modules also available in

ELMO Retain

Rewards & Recognition

Remuneration

Performance Management

Identify High Performers

Find and develop top performers to create future leaders and fill key roles.

Manage Succession Plans

Increase your bench strength for critical positions across your organisation.

Empower Employees

Provide tools to employees so they can investigate their desired career path.

Key Benefits

ELMO Succession helps to build a talent pipeline to reduce business risk associated with the loss of key staff, and can identify suitable employees by assessing potential, performance, flight risk and readiness for new roles. It can also provide managers with a bird's eye view of succession options and help them evaluate the risk of leaving roles vacant.

ELMO Succession also empowers employees to identify career interests and preferences. Tools allow them to compare their current position to their desired position and obtain personalised development plans – meaning they can drive their career in the direction they want.

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Key Features

✓ Determine role criticality to ensure business continuity

✓ Identify top performers

✓ Mitigate employee flight risk by providing career pathways

✓ Understand employee career aspirations

✓ Enable employees to determine their desired career pathway with personalised development plans

✓ Monitor status of individual development plans

✓ Identify skill gaps

✓ Create and manage talent pools

✓ 9 box grid reporting for performance/potential

✓ Heat map for high flight risk and critical positions

Great alone, better together!

Harness additional benefits from ELMO Succession by adding these complementary modules:

Performance Management
Use the performance results from previous appraisals to gain a better understanding of an employee's performance and suitability for other roles in your organisation.

Remuneration
Ensure your high performers and critical talent are compensated appropriately to increase retention.

Rewards & Recognition
Identify your high performers and keep them engaged with a rewards and recognition program that allows for peer-to-peer recognition, allocation of points and trophies and more streamlined awards processes.

ELMO

United Kingdom
elmosoftware.co.uk
contactus@elmosoftware.co.uk
0800 711 7510
ASX:ELO