

ORACLE SUCCESSION PLANNING



KEY FEATURES:

- Identify key jobs, positions and people to proactively plan succession.
- Search for suitable successors using suitability matching, Nine Box matrix and compare profile report.
- Search among employees, applicants and contingent workers in your enterprise.
- Use Nine Box Matrix to group your talent pool based on Performance vs. Potential and Performance vs. Retention.
- Use Compare Profile Report and Suitability Analyzer to identify and rank successors.
- Create Succession plans with multiple successors per Individual, Job and Position
- Engage HR Professionals, Managers and Employees in succession management.
- Identify talent gaps that need to be developed in successors and find suitable training courses for them.
- Use succession planning region in the Talent Profile to track succession readiness.
- Launch Succession actions like Promotion, Job Change and Compensation change from Talent Profile.

Oracle Succession Planning is a comprehensive and integrated talent management application that helps enterprises to obtain an extensive understanding of their workforce talent and manage succession plans for key jobs, positions and people. Managers can monitor succession plans and launch self-service actions to initiate transitions such as promotion, job change from Oracle Succession Planning's Talent Profile feature.

Identify Scope for Succession Planning and Streamline Your Processes

A methodical approach to Succession Planning is required for every role which impacts the company's performance. Talent Managers and HR Professionals should identify these key jobs, positions and individuals keeping in mind the overall business strategy, goals and the talent 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 configure and easy to implement.

Benefit from Comprehensive Talent Profile

Talent Managers require a comprehensive understanding of their talent to carry out talent management processes. This information has to be collated from different systems like Workforce Management, Learning Management, Performance Management, and Compensation to get a complete understanding of their workforce talent.

Oracle Succession Planning provides enterprises with the Talent Profile feature, which helps talent managers to obtain complete insight into the talent profile of their workforce. Talent Profile consolidates information on employees' competencies, qualifications, other professional qualifications, previous employment, learning certifications, training history, appraisal rating history, performance objectives, succession plans, job history, career path, work preferences and compensation in a single page. Managers can launch talent management processes including succession planning from the Talent Profile page. Managers can also record notes and associate tags to their workers' talent profiles.

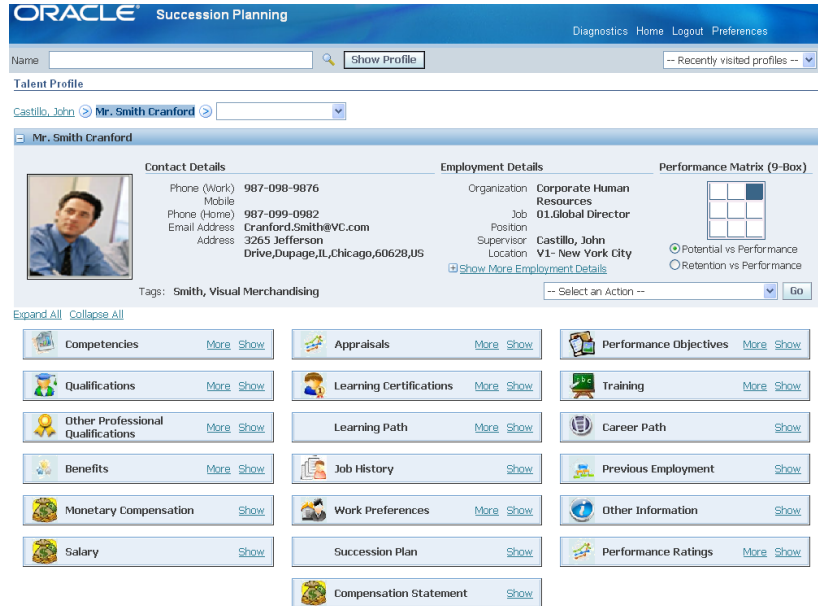


Figure 1: Talent Profile

Use Nine-Box Matrices to Create Talent Pools

Once Talent Managers develop a clear understanding of the available talent, they need to classify and group talent for succession planning. They need to assess the current talent profile of their people, their risk of loss, their future potential and identify competency gaps. Nine Box Matrix is a widely used model to group talent into nine different talent pools and rank the talent pools. It also helps talent managers to design tailor made action plans for each talent pool.

Oracle Succession Planning provides a user-friendly Nine Box matrix where talent managers can review the classification of their workforce talent profiles. Enterprises can configure the performance, potential and retention rating scales for Nine Box analysis depending on their business requirements. The Nine box matrix classifies the workforce based on Performance and Potential or Performance and Retention prospects. If there are multiple people in the high performance-high potential category, talent managers can use the Talent Profile compare report or the competency based suitability analyzer to further analyze the talent profiles and rank them.

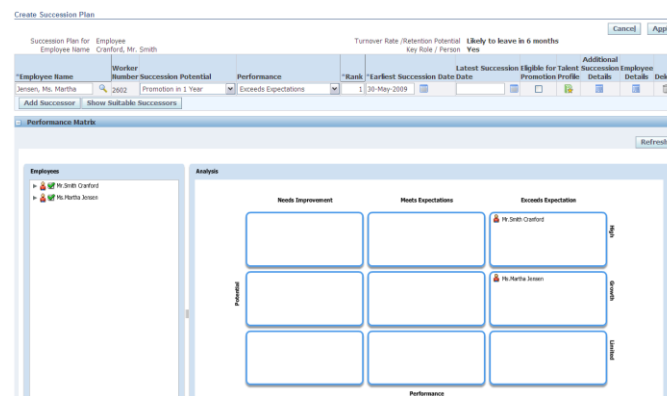


Figure 2: Succession Planning with 9-Box Matrix

Proactively Manage Talent Mobility

Enterprises need to take a proactive approach to manage talent mobility due to three main reasons

- Talent mobility within and outside the organization is bound to create disruptions in business
- Managed Succession facilitates and ensures business growth than reactive replacements
- Career management is important for talent retention.

Oracle Succession Planning provides a simple and easy to use interface that encourages continuous and proactive succession management. Talent Managers can search for potential successors from their enterprise based on the competencies defined for a job, position or incumbent. Managers can widen their search to applicants and contingent workers also. They can build a strong talent pipeline for vital jobs, positions and people from the internal and external talent pool and rank them. This helps enterprises to respond with spontaneity when mobility happens.

Take Advantage of the Intuitive and Integrated Solution

Oracle Succession Planning provides an intuitive web based user interface for managers and HR Professionals involved in succession planning. Talent Managers can traverse the hierarchy to find potential talent or they can use secure enterprise search feature. The Nine Box matrix and Competency based Suitability analyzer features uses Adobe Flash interfaces that provide animated and spontaneous response to user actions. Talent Profile also provides configurable reports to print and compare profiles.

Oracle Succession Planning is well integrated with the Talent Profile module which in turn draws information from various applications to define the talent profile. Apart from the profile information, the retention risk and employee potential required for managing succession could be drawn from Oracle Performance Management. Oracle Succession Planning leverages the suitability matching feature to find potential successors. Talent Managers can also find relevant training in Oracle Learning Management once a potential successor's talent gaps have been identified.

Excellence in Succession Planning

Oracle Succession Planning enables enterprises and talent managers to achieve excellence in succession planning. Oracle Succession Planning enables enterprises to move succession planning beyond top management and make it enterprise-wide. Enterprises will benefit from managed talent mobility, highly engaged and motivated workforce, high retention and assured business performance continuity.

KEY BENEFITS

Oracle Succession Planning is a web based integrated talent management application that helps to identify areas for succession management, search for suitable successors, create and manage succession plans. Using this application, talent managers and HR professionals can monitor readiness level of successors and implement succession plans. Oracle Success Planning offers the following benefits:

- Enterprise wide succession planning and management
- Identify and build a strong talent pipeline with multiple successors
- Proactively manage risks in talent mobility
- Engaged and motivated workforce
- Ensures readiness amongst successors
- Ensures business performance continuity

RELATED PRODUCTS AND SERVICES

Oracle Succession Planning is a product in the Oracle E-Business Suite Human Resources Management family of applications and a key component of Oracle's integrated Talent Management suite, is integrated with the following products:

- Human Resources (core)
- Oracle Self-Service HR
- Oracle Learning Management
- Oracle Performance Management
- Oracle Compensation suite of products

RELATED SERVICES

The following services are available from Oracle Support Services:

- Oracle E-Business Suite Accelerators
- Oracle Application Solution Centers
- Oracle University
- Oracle Consulting

Oracle E-Business Suite —The Complete Solution

Oracle E-Business Suite enables organizations to efficiently manage human capital 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 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, please visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



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