

PEOPLESOFT SUCCESSION PLANNING



PeopleSoft Succession Planning is a part of PeopleSoft's integrated talent management solution, providing you the ability to improve talent retention while mitigating risk by identifying and tracking who is best suited to eventually replace employees currently holding key positions within your organization. PeopleSoft Succession Planning enables managers to develop and maintain succession plans for individual jobs, employees and positions as well as track and manage employees in pre-defined talent pools.

Succession planning has traditionally been an annual task performed by a designated group of administrators for only a select few C-level positions. This group typically included core HR professionals, board members and executive staff. As a result of a renewed focus on talent management, organizations have come to recognize the importance of developing succession plans for a number of strategic key positions, especially during major organizational changes that result from mergers, acquisitions, restructuring or loss of key talent.

Organizations are now looking for ways to get line managers more involved in identifying key positions – and developing plans for these key positions -- since managers are typically more familiar with their employees' talents and capabilities.

During times of a talent shortage or fierce competition in the marketplace, succession planning becomes important to employers increasingly concerned about the impending loss of skilled employees to competitors or even retirement. In order to ensure smooth transitions in and out of key roles, organizations are finding it mission critical to have a detailed succession plan in place for key jobs across the business unit, not just executive positions. Providing manager and employee self-service access to career and succession planning enables this process to be continuous, instead of a static, annual task that is often outdated the moment it is completed.

SUCCESSION PLANNING

KEY FEATURES

- Succession plans with and without position management – create plans for individual employees, job codes, and positions
- Identify, track, and manage key employees in talent pools
- Visualize a real-time hierarchy of incumbents and successors, including relevant profile data
- X-Y grid configuration for rating boxes that can be used to track user-defined criteria such as performance, potential, and readiness, to rate talent pool members or successors.
- Integration with Profile Management to support matching and identification of skill gaps between potential successors and incumbent or job profile

KEY BENEFITS

- Identify critical positions within the organization
- Assess key skills and competencies required for key positions
- Maximum flexibility in lateral and upward mobility in the organization
- Assessment and development of key employees for future responsibilities
- Support for Top-Down or Bottom-Up approach to succession management
- Meet the expectations of Gen Y and iGeneration workforce with career path progression
- Minimize disruption from organizational changes, reductions in force or sudden departure of talent

Best Practices

Access to skilled external talent has become easier with the pervasiveness of mobile technology and social media, but often the best candidate with the least amount of ramp up time is already an employee.

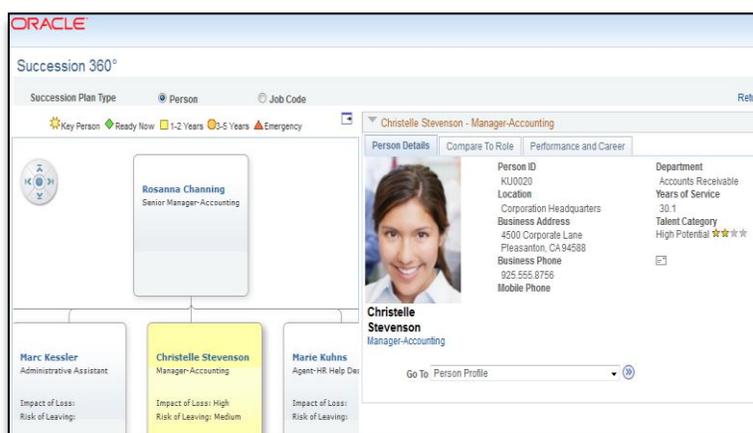
Organizations recognize the benefit of investing in internal development and succession planning to align with anticipated talent gaps. Internal development in conjunction with regular talent reviews ensures that the careers of key individuals match the critical immediate and long term needs of the organization.

Technology is a key factor to the success of any talent management plan. Providing an integrated Succession Planning solution with Human Resources, Career Planning, Performance and Learning processes enables an organization to use the most accurate information for their succession plans, thereby increasing the credibility and likelihood of implementation.

PeopleSoft supports a top-down approach to Succession Planning where key jobs or people are identified with successors. Also supported is a commonly used bottom-up approach where organizations define and manage talent pools of high potential employees, targeting them for key positions for succession.

Succession 360

PeopleSoft provides Succession 360 functionality which allows a manager to review individual details as well as job details within the context of their own organization. Through self service, managers view successors for each key position as well as compare incumbents to successors, compare talent profiles of possible successors, and conduct role analyses with other talent.

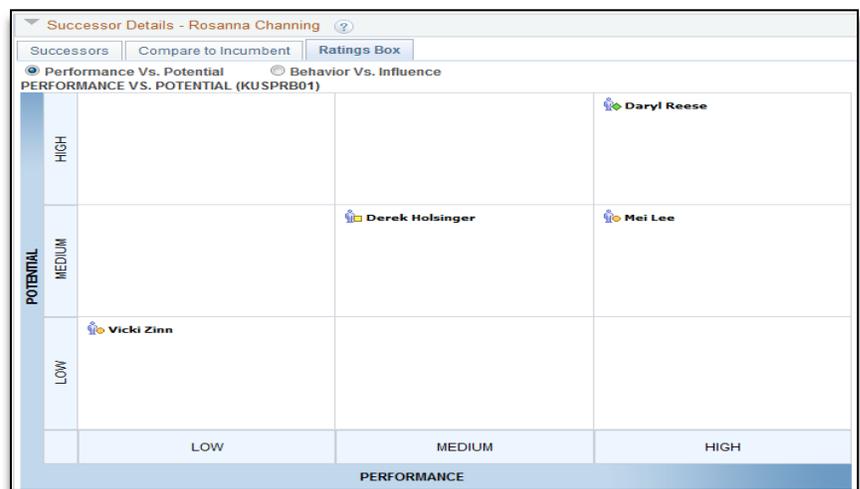


Succession 360 Page: one-stop-shop for managers to plan and take action on successors for their key positions or personnel

Managers may also assign assessment values for successors (readiness level, date of readiness, impact of loss, risk of leaving). Managers also have access to employee performance ratings and reviews.

With Succession 360, a manager rates his/her employees using configurable grids known as rating boxes or 9-boxes as commonly referred to in the HR community. The axes are configurable and can be used to rate performance, potential, readiness or other criteria.

Typically, organizations will define their rating box as Performance vs. Potential as shown below. This enables managers to determine at a glance when an individual is ready for their next opportunity within the organization or modify it as necessary.



Potential vs. Performance

Career Planning

PeopleSoft provides Career Planning functionality that goes hand in glove with Succession Planning. Career Planning tracks the employee’s job and mobility preferences, career progression path, goals, strengths and weaknesses, and training and development plans.

Career Planning allows for assigning values for “Impact of Loss” and “Risk of Leaving” so that the value of each employee to the organization is clear to the line of business management and Human Resources.

The new generation of workers entering the workforce today value having visibility into their intended career path.

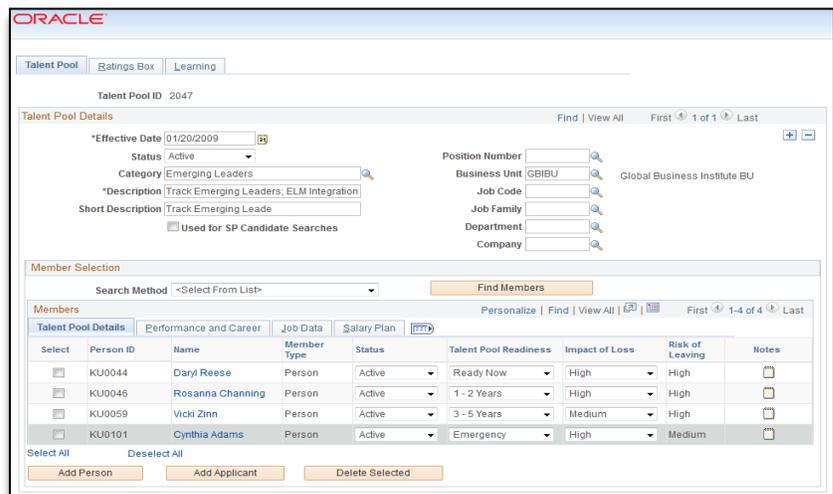


Employee Career Path Planning

Employees have self service access in PeopleSoft to be able to edit, update, and change their career path progression as agreed between the employees and their manager.

Talent Pools

Creating a talent pool is often more effective and efficient for an organization than individually selecting successors one employee at a time. Talent Pools provide flexibility in selection of a leadership team since all employees shown in the pool may be measured and tracked together.



Managing Talent Pools

Talent Pools are centrally administered to allow for consistency across the organization based on common business evaluation practices.

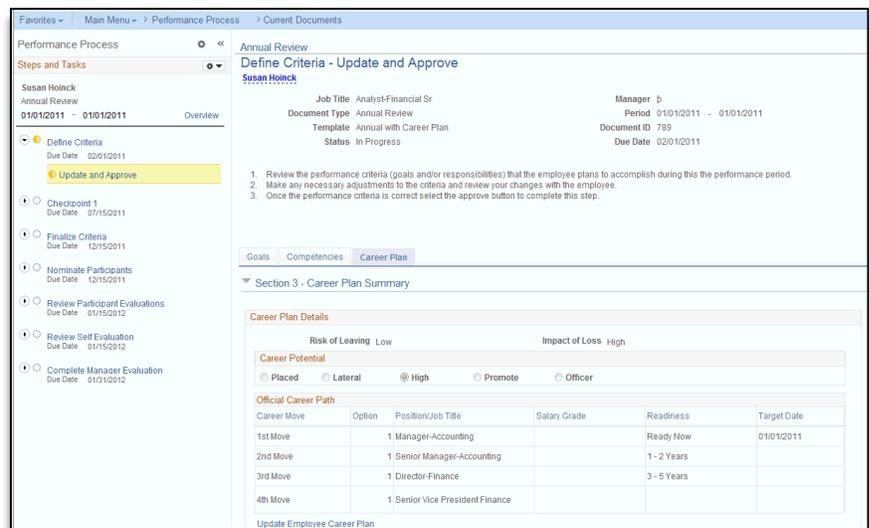
Efficiency through Integration

Process integration plays a key role in the application of any Succession Planning solution. It is critical to align succession plans with potential successor's career paths, performance and goals, as well as assigned learning to meet their goals.

PeopleSoft Succession Planning provides you with an integrated Talent Management solution to accommodate this process.

Integration points available in Succession Planning include:

- Integration with Enterprise Learning Management to allow review of learning needs and enroll in related courses. Additionally, you can also associate learning programs with talent pool members.
- Integration with ePerformance to allow review of development plans. Managers can complete timely career assessments as part of ePerformance process. Current career assessment values entered in ePerformance are displayed in Career and Succession Planning.



Example of Career Planning integrated with Performance Management

- Integration with eProfile Manager to support matching and identification of skills gaps between potential job code or position profiles and employee or current job profiles.

PRODUCT NAME

PeopleSoft Succession Planning

RELATED PRODUCTS

PeopleSoft Succession Planning is a fully integrated solution that works seamlessly with other PeopleSoft products. For more information on related applications, refer to product datasheets on the following:

- PeopleSoft ePerformance
- PeopleSoft eDevelopment
- PeopleSoft Enterprise Learning Management
- PeopleSoft eProfile
- PeopleSoft Recruiting Solutions

Visit [PeopleSoft Information Portal](#) for further updates and announcements on PeopleSoft products

- Integration with Recruiting Solutions to support matching and identification of skills gaps between open job codes or positions and employee or current job profiles.
- Integration with eDevelopment to allow review of additional items such as mobility preferences, career plans, and experiences.

**CONTACT US**

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

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Hardware and Software, Engineered to Work Together

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