

TalentLAB Succession



The Resourcingnet Proposition

1. Resourcingnet is a leading provider of HR software solutions ranging from performance, talent management and employee engagement to training evaluation.
2. Our HR specialists will work with you to establish a robust succession planning solution utilising the online TalentLAB-Succession toolkit.
3. TalentLAB-Succession is an online 'Software as a Service' (SaaS) software application providing a cost effective solution that means low cost of ownership, fast deployment and the highest level of support and maintenance.

TalentLAB-Succession Features

1. Hosted web solution for succession planning, talent management and performance management.
2. Supports an integrated approach to succession planning, talent management, growth and development aligned with your internal processes and strategy.
3. Analysis and reporting tools to support organisational planning and decision making with boardroom ready output.
4. Integration with existing HR systems.

"Talent management and, by association, succession planning becomes more not less important in an economic downturn, when it is more important than ever to know how to develop people to meet short and long-term business critical issues"

CIPD War on Talent? Survey Report 2009

Develop a High Performance Culture

A high performance culture is essential to attract and retain talented employees. TalentLAB-Succession supports your people agenda.

Succession Planning

In a climate of enduring skills shortages interest in developing internal talent has been revived. TalentLAB-Succession analyses and reports the opportunities for development or immediate progression into your highlighted roles; and also identifies critical risk areas where there is no suitable individual (either immediately or with development). This focus on succession planning will reduce the risk of your organisation losing key individuals, by establishing a talent pipeline for your key roles and developing individuals. Modern succession planning typically has a broad vision, greater openness and diversity and closer links to wider talent management practices.

Increase Productivity

All companies understand the real benefits of engaging with their teams. With succession planning, identifying and developing their own talent, they are increasing engagement, filling vacancies internally and as a result are saving time and money.

Engage your Employees

Through the ScriptLAB module of TalentLAB, we can fully integrate employee surveys, appraisals and development plans within a performance management framework to form part of your overall talent development strategy.

Build comprehensive talent and succession campaigns

The TalentLAB-Succession Toolkit

The TalentLAB-Succession solution allows a "what-if" scenario to be applied highlighting suitable individuals available to move into your key roles either immediately or after some development. Conversely it also highlights risk positions where there are no suitable current individuals.

Analysis and Reporting Tools

TalentLAB integrates a sophisticated analysis tool to filter and help the placement of the individuals into e.g. a traditional 9-box talent matrix.

This analysis will include succession planning using such material as appraisals and employee competencies, matching against the role profiles. Where a gap or risk is identified, development plans can be initiated and monitored.

Standard output reports include:

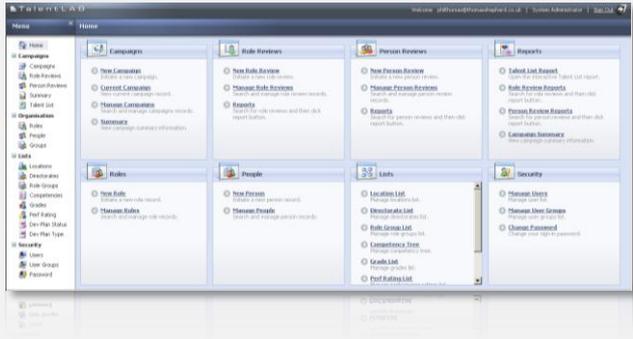
- Succession plan for key roles
- Individual graphical dashboard report
- Population graphical dashboard report
- Talent pipeline report

Drill-down reports and dashboards enable users to drill into the details of high-level reports. Management information can be exported from the system in a variety of formats and customised reports can be developed on request.

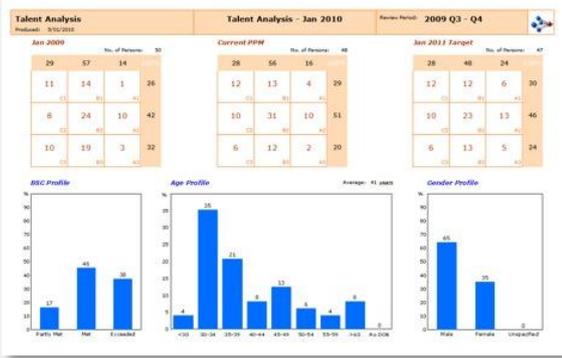
Where risk positions are identified then external recruitment processes can be initiated. With advance notification, these processes can be timely and low cost to the organisation, rather than relying on the traditional last minute agency channel, which provides typically an expensive solution.

"There is now a high level of board and CEO engagement in talent management programmes and this represents a big change compared with a few years ago."

CIPD Talent Perspective Survey Report 2010



Compare and analyse periodic reviews



Develop a traditional 9-box talent matrix



Comprehensive management information

Name	Group	Role	Performance Metrics
Charles, Guy	Group	Dir	5 5 5 5 5 5 5 5 5 5
Deane, William	Group	Dir	5 5 5 5 5 5 5 5 5 5
Director of Business Development	Group	Dir	5 5 5 5 5 5 5 5 5 5
Director of Strategy and Information	Group	Dir	5 5 5 5 5 5 5 5 5 5
Director of e-Strategy and Information Systems	Group	Dir	5 5 5 5 5 5 5 5 5 5
Director of Finance and Corporate Services	Group	Dir	5 5 5 5 5 5 5 5 5 5

