

# Oracle Talent Review and Succession

Oracle Talent Review and Succession Management leverages the power of the talent profile to provide the most complete, integrated talent review and succession solution. Executives and HR professionals can assess talent, evaluate macro-organizational trends, identify and mitigate talent risk, develop a leadership pipeline, and review individual talent details such as potential and risk of loss. Additionally, succession plans and talent pools are part of a seamless succession process that includes talent review meetings.

## KNOW YOUR PEOPLE BETTER

The talent review dashboard uses an interactive, flexible and extensible matrix that allows you to look at both large scale trends in the organization, as well as review individual talent details. Using seven different ratings in various combinations to define single rating views or X versus Y views to analyze the workforce (for example performance to potential matrix) provides a complete picture of your talent landscape to facilitate good decision making. Managers can take succession actions from the directory (organization chart) where they see key succession data, as well as drill into more detail and view information on interim successors. They can also group candidates by plan or by readiness. All this rich and easily accessible information helps managers and leaders determine the bench strength for a planned succession. Talent Review and Succession Management also allows you to use formal data, such as past performance reviews, as well as informal data such as feedback shared by peers to make informed talent decisions. You can identify, assess and take action on your top talent to ensure they are recognized and develop the right talent for the right jobs.

## DEPLOY YOUR TOP TALENT ON STRATEGIC INITIATIVES

Not knowing your top talent makes staffing strategic projects challenging, especially in large companies. Talent Review and Succession Management enables you to quickly identify your best people while ensuring that your top projects get your top talent. The talent review dashboard provides a complete picture of your talent landscape and helps you determine the best fit for any initiative. You can drill into details to get a snapshot of each person - including career aspirations, experience, succession, performance, and compensation details. As part of the talent review discussion, you can calibrate an employee's position on the matrix. Once you identify the right person for the project, you can assign a goal to that employee to meet the key initiative. You can be rest assured that you have deployed your best people on your most strategic projects.

### Strategic talent review and succession management

#### Key Features

- Highly interactive and visual talent review dashboard
- Show progression of talent from one cycle to the next
- Track post-meeting action plans
- Flexibly create succession plans
- Create talent pools and assign development goals
- Interact with succession plans and talent pools within the talent review dashboard

## EARLY IDENTIFICATION AND MITIGATION OF TALENT-RELATED RISKS

Know and identify at risk employees before it is too late and see the impact of that potential loss. You can filter the talent population to a specific subset of employees and see where you have significant risk on the team. Once you identify a person at risk, you can discuss options to mitigate that risk and assign their manager the task of putting a plan in place.

## AUTOMATED PROCESS FROM START TO FINISH

While talent reviews are one of the most strategic talent processes within an organization, the preparation required for the meetings can be highly manual and result in a flat, binder-based talent discussion. Talent Review and Succession Management guides you through the meeting creation, provides the participants with a consolidated space to prepare the data, and allows you to visualize your talent data like never before.

## CREATE SUCCESSION PLANS AND VISUALIZE THEIR STRENGTH

Talent Review and Succession Management offers flexibility so you can tailor succession plans for your organization. While you may have very specific individuals you want to create incumbent-based plans for, you likely also need the flexibility to create job or position-based plans. Succession overview allows you to quickly visualize the strength of your succession plans. The plan strength gauge displays the number of candidates available in each readiness category. This helps you to quickly identify plans that are at risk with a small number of candidates or those with too few candidates who are ready now so you can take action. With Talent Review and Succession Management, you can simultaneously interact with both related succession plans and talent pools during the talent review meeting, view candidate slates, add and remove candidates, and assign or adjust readiness ratings. The succession process becomes a seamless part of the talent review discussion.

## CREATE TALENT POOLS AND ASSIGN DEVELOPMENT GOALS

Using the powerful compare feature, you can search for succession plan and talent pool candidates based on skills and experiences. By comparing employees, you can cast the net wider and deeper within the organization to ensure robust succession plans and talent pools. With Talent Review and Succession Management, you can manage your leadership pipeline through the use of talent pools, develop talent by tying development goals to talent pools and prepare your talent for the next opportunity. Additionally, you can leverage the rich analytical tools available to find the most suitable candidates for your succession plans.

### Key Benefits

- Know your talent so you can take timely and appropriate actions
- Identify high-potential and hidden talent with an interactive & visual tool
- Decrease talent risk by assessing potential, risk and impact of loss
- Manage succession plans and gauge bench strength to ensure you cover for contingencies
- Improve your leadership pipeline through the use of talent pools

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## Integrated Cloud Applications & Platform Services

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