

# SUCCESSION MANAGEMENT

Keeping an eye on the future.

**ELMO**



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.



## Manage succession plans

Create and manage succession plans for any position, to be prepared for anything across your organisation.



## Empower employees to take charge

Give employees the power to develop their career goals, and provide clear, actionable steps to help them achieve them.



## Identify critical positions

Reduce staff turnover and business disruption by identifying flight risks early, and taking proactive steps to re-engage employees before it's too late.

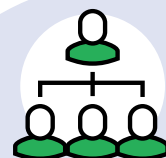
## Why you'll love it

Easily filter and sort employees based on their criticality, readiness, flight risk potential and performance ratings for future succession development.

Uncover trends and plan effectively with our comprehensive reporting tools, which have been engineered to help you make informed, data-driven decisions that remove the guesswork from driving success.

Manage talent pools to identify the strength of your overall succession plan. With ELMO's customisable questionnaire, you can collect important insights on your team's career aspirations, and hold information on their career preferences that ultimately feeds into your talent pool suggestions.

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All of the administrative processes we have in place are now quicker thanks to ELMO. As a sole HR manager in a 200-strong organisation, it really is like having another team member.

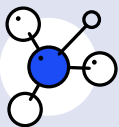
- Emma Liston, Human Resources Manager at Lipman

### 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

# WE BUILD HR SOLUTIONS THAT RELEASE YOUR FULL POTENTIAL.

Tailored to meet your needs today and tomorrow.



## HR Core

Centralise and automate your people management in one place.



## Learning Management

Build a culture of learning and develop your people with eLearning.



## Onboarding

Start your new employee's journey with a personalised onboarding experience.



## Performance Management

Empower your teams to achieve their goals and thrive.



## Payroll

Navigate the complexities of pay with secure and accurate payroll.



## Recruitment

Find and hire the right talent for your business.



Founded in 2002, ELMO Software is the trusted provider of cloud-based HR technology solutions to 2,500+ mid-sized organisations and over one million end users across Australia and New Zealand.

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