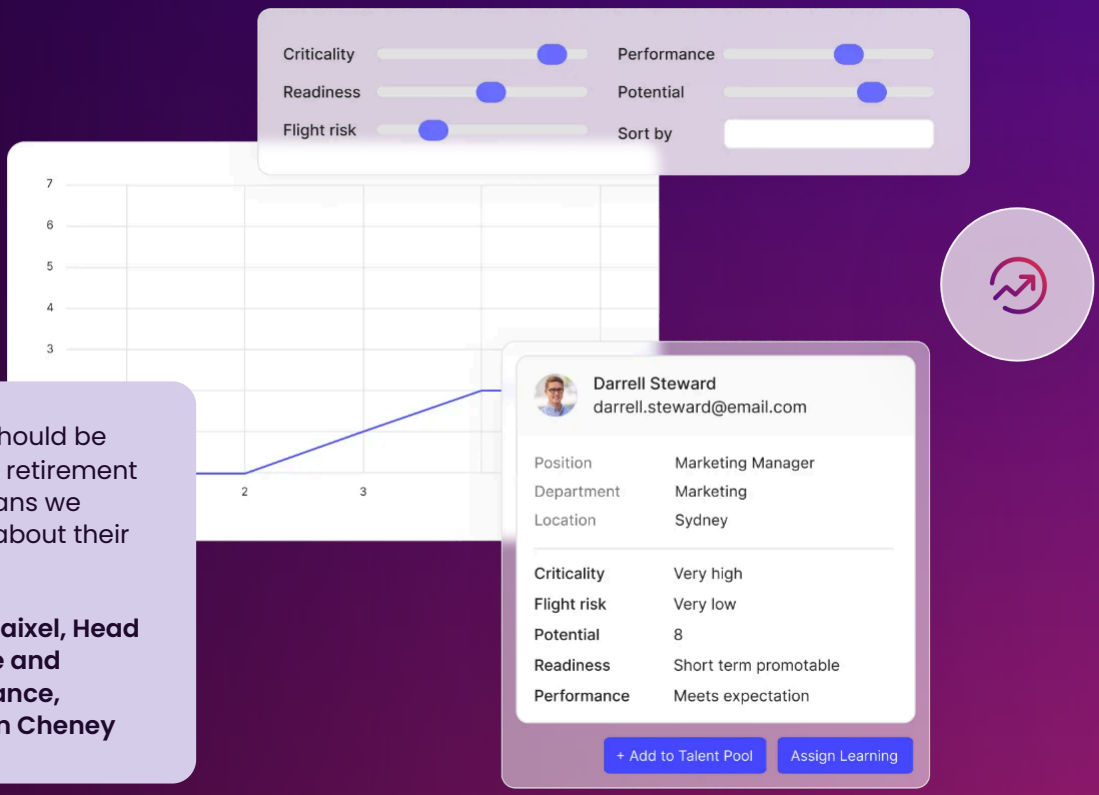
ELMO

Succession

Keep your future leaders in focus

ELMO Succession helps you protect business continuity across every role by planning for career moves, planned transitions and unexpected departures.



"Those managers should be thinking about their retirement plans, and that means we should be thinking about their succession plans."

Daniel Waixel, Head of People and Performance, Patterson Cheney

Poor succession planning disrupts your business.

No successors in place for critical roles leads to:

- High replacement costs
- Losing key talent
- Weak impact of development

The ELMO difference

Protect business continuity

Build a stronger pipeline of successors for critical roles, so you can see which positions are most at risk and act before a vacancy creates disruption.

Retain key talent

Give employees a say in where their career goes, and consider them for the roles they want, to retain capability and knowledge.

Reduce replacement costs

Promote internal talent before you need to recruit externally, reducing the cost and disruption associated with replacing employees.

How ELMO Succession works

1 Rate

Managers rate positions and employees

Managers rate how critical each position is, and each team member's potential, flight risk and readiness. Performance ratings flow in from their appraisals. Employees share their career preferences through a short questionnaire.

2 Calibrate

Calibrator adjusts and finalises scores

A calibrator reviews every rating and makes any adjustments needed to ensure consistency before ratings are finalised.

3 Develop

L&D enrols people in talent pools and learning

Add strong candidates to talent pools for future roles and enrol them in learning to get them ready.

4 Plan

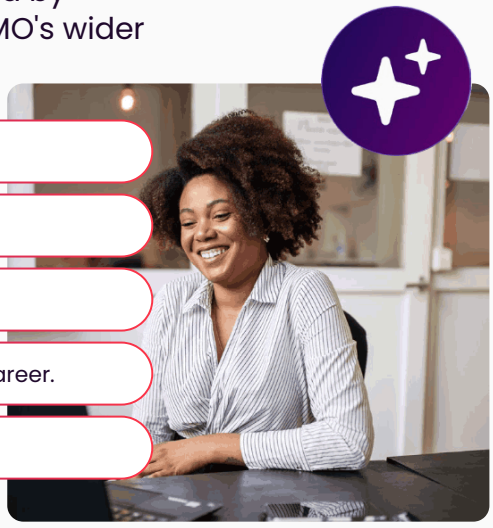
Hiring managers review critical roles and talent pools

Filter people and positions by criticality, flight risk, potential, readiness or performance, so leaders plan from consistent evidence and focus where a gap could disrupt the business most.

The *Complete* AI Workforce Platform™

Connect Succession to the processes around it, powered by ELMO Performance, Learning and Recruitment within ELMO's wider workforce platform.

- **Hire:** Find, hire and onboard the right people faster.
- **Schedule:** Build demand-driven rosters that keep you compliant.
- **Pay:** Pay your people accurately and reward them fairly.
- **Develop:** Grow capability, strenghten performance and develop every career.
- **Plan:** Design and plan for the workforce you'll need next.



Make talent decisions clearer

See how ELMO Succession can help you prepare for leadership transitions and increase talent retention to support business continuity.

Book a demo

ELMO

Founded in 2002, ELMO Software is The Complete AI Workforce Platform™, unifying HR, Payroll and Workforce Management on one connected data foundation. Trusted by 2,000+ mid-sized organisations and over one million end users across Australia and New Zealand.