

data sheet

Saba Succession

Benefits:

- Reduce and manage operational risk
- Proactively develop and prepare bench strength
- Enhance workforce effectiveness and retention

Features:

- Manage detailed talent profiles
- Empower line managers to actively manage succession for their team via their team talent dashboard
- Rate and track key talent measures, such as flight risk and potential
- Manage talent pools for succession and/or career development
- Manage internal recruiting processes
- Search for succession candidates utilizing detailed, ranked criteria
- Rank, visually compare, and track the readiness of candidates
- Assign goals, competencies, and targeted learning to candidates
- Perform extensible 9-box grid analyses
- View dynamic organizational charts
- Provide collaboration tools for mentoring and knowledge transfer



Criteria	Specification	Jeff Tanner	Patricia Marks	Todd Oakley	Steve Wright
Profile Information					
Potential Rating					
Rating	Medium	Medium	Medium	Medium	High
Internal Employment History					
Competencies					
Business Making	>= 3	3	3	3	3
Leadership	>= 1	5	2	3	3
Customer Service	>= 4	3	5	2	4
Internal Licenses and Certifications					
Languages					
Performance Rating					
Len Rating	>= 75%	92%	81%	73%	81%
Education					
External Licenses and Certifications					

Side-by-side comparisons empower succession pool owners with easy, visual access to candidate suitability information.

People are a company's most important resource. But many companies fail to track, manage, or develop the valuable knowledge and experience of their workforce. When key employees leave a company, they walk out the door with critical domain, product, and customer knowledge. Failing to replace important domain experts creates an immediate void in knowledge, translating into work inefficiencies and lower productivity.

Saba® Succession is specifically focused on the development and management of key talent to mitigate the risks that occur when talent leaves the company. This unique solution enables the creation of talent pools for key positions and allows managers to track and manage processes related to succession, career management and internal recruiting. With Saba Succession, identified talent is proactively prepared to inherit identified positions. This process enables organizations to actually develop the bench strength they need to be successful and avoid talent gaps which may lower business productivity.

Proactive Planning Reduces Operational Risk

Without a succession management process in place, companies leave themselves open to operational risk. Key employees leave the company, critical positions may remain open and unfilled, and new roles require internal expertise that must be developed. These situations can materially harm unprepared businesses, resulting in a risk of missed deadlines, customer commitments, and revenue targets.

Saba Succession provides a number of tools to help identify and mitigate this risk. Key talent measures, such as flight risk, retirement risk, and potential, can be captured and tracked by management and HR professionals. Critical positions and individuals without a list of potential successors are visually flagged. Detailed analysis tools, such as dynamic organizational charts, side-by-side comparisons of talent, and extensible 9-box grids, help the organization identify risks and plan development strategies accordingly.

Identify Critical Talent

Studies have shown that the cost of filling a position from within is much less expensive to the organization, and results in meaningful career paths for individuals across the organization. While many succession planning

Saba Advantage

Focus on Customer Success

Saba provides comprehensive services to ensure customer success: strategic consulting to develop governance, content, and competency models; complete implementation services; initial and ongoing education services; and world-class customer support. We focus on all aspects of the project lifecycle, driving success in meeting business objectives.

Global Capability

With 17 offices located on five continents, 23 product languages, and support centers in five different time zones from San Francisco to Tokyo, Saba is committed to global business. Our capabilities are extended by a partner ecosystem of leading global technology and services providers, such as IBM, Deloitte, and HP; local partners in more than 30 countries; and hundreds of learning and competency vendors around the world.

Industry-Leading Experience

With more than 10 years of industry experience, Saba has more strategic people management expertise than anyone else in the marketplace. From the first enterprise Learning Management System in 1997, to the first unified learning and performance management system in 2001, to the first enterprise people management platform with real-time collaboration in 2006, Saba's solutions have continuously drawn on this expertise to become the world's most advanced platform for managing formal and informal people processes.

Flexible Delivery and Deployment

Saba offers a full range of deployment models, from on-premise and hosted to a fully OnDemand solution. Saba OnDemand solutions provide customers with the same world-class capabilities offered in a highly economical software-as-a-service model. Regardless of how they are deployed, Saba's solutions cost-effectively address your unique business needs and provide best practices captured from the most admired organizations in the world.

solutions focus on top executive positions, Saba Succession enables organizations to manage succession and career development for any individual or role within the organization. With Saba Succession, managers have an interactive dashboard into the succession activity of their team, and detailed people profiles help the organization track the experience, exposure, and education of their key talent.

Saba Succession also provides industry-leading search capabilities to identify talent for critical positions. Detailed search criteria, including education, competency proficiency, language skills, experience, and much more can be documented and ranked, enabling managers and talent professionals to identify the "best fit" candidates on a percentage basis. Candidates can be compared side-by-side, as well as viewed on an extensible 9-box grid to help aid decision-making.

Manage Internal Recruiting

In addition to managing succession, organizations can further drive employee engagement and retention by empowering the employee to play a more active role in their career progression. Saba capabilities for the management of internal recruiting includes providing individuals with the ability to search internal opportunity boards and apply to public talent or succession pools that they find are a good fit for their ambitions. Managers and administrators are also empowered with the ability to represent external candidates in their pools, and link out to external profiles on sites such as LinkedIn.

Develop Talent for Future Success

Organizations can significantly improve retention of key talent through access to development opportunities. When used in conjunction with other pieces of Saba's unified platform for people management, such as Saba Learning Suite and Saba Performance Suite, talent pool candidates are prescribed goals that can directly include courses, curricula, and certifications from Saba Learning to guide the development of these individuals. These assignments automatically populate the individual's "My Success Plan," providing a seamless view of all their performance and career development activities.

Saba Succession is the ideal environment to support the proactive development of talent for future success. By focusing on succession, career development and internal recruiting, leading organizations are reaping the rewards of increased retention of high-potential individuals and individuals in critical roles, while reducing risk and enhancing workforce effectiveness.