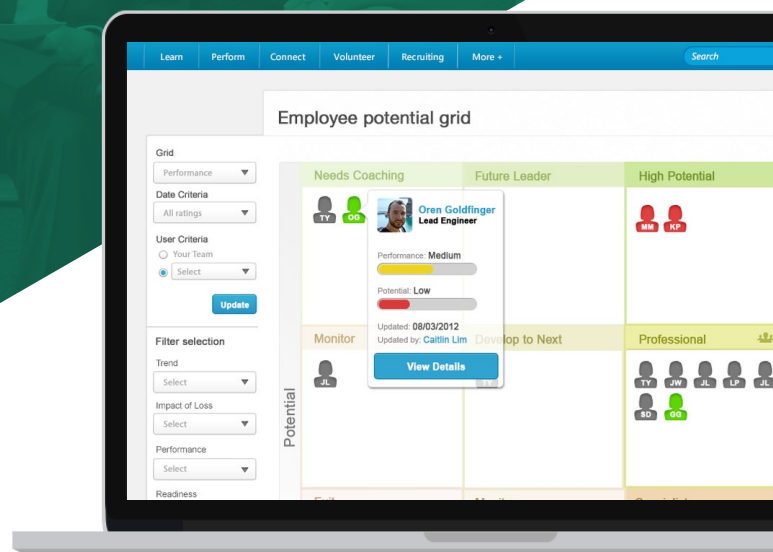# Succession

Streamline succession management and strategically face the future.

Building and cultivating bench strength creates a foundation for success, today and into the future. Designed to help organizations proactively plan for organizational change, Cornerstone Succession streamlines every aspect of workforce succession planning.

Serving both the employee looking for career advancement and the executive team planning for the future; Succession can easily build organizational models with automated metric grids of any size with drag-and-drop calibration. Additionally you can view an employee's most recent ratings in relation to competencies and create a new development plan on the fly directly from a succession planning scenario.

Easy Succession Management

Develop succession plans that prepare talent for future roles and map development paths years before a talent gap occurs. Measure employee retention risks and design development plans to challenge and promote talent.

Organizational Charting

Create highly graphical and interactive organizational charts that both reflect the current hierarchy of your organization (or specific business units) and allow for modeling potential changes within the hierarchy.

Visualize Your Talent Performance

Talent grid allows managers to visualize their entire organization in a "x-box" (i.e. 9-box) grid to see performance and potential information. By leveraging the drop-down filters, users also can dynamically access different graphical views of the data.

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Identify and proactively address workforce planning issues and opportunities before they occur, providing the ability to map out succession scenarios for any position within your organization.

9-Box Grid

- Visualize the entire organization
- Model the organization on the basis of performance, potential, or readiness
- Quickly understand the impact of personnel changes
- Identify high-potential talent with graphical summaries of performance versus potential

Internal Recruiting

- Search for internal candidates based on specific attributes
- Delegate recruiting responsibilities
- Automatically track candidates and all decisions regarding each candidate
- Identify overlooked employees and define development opportunities
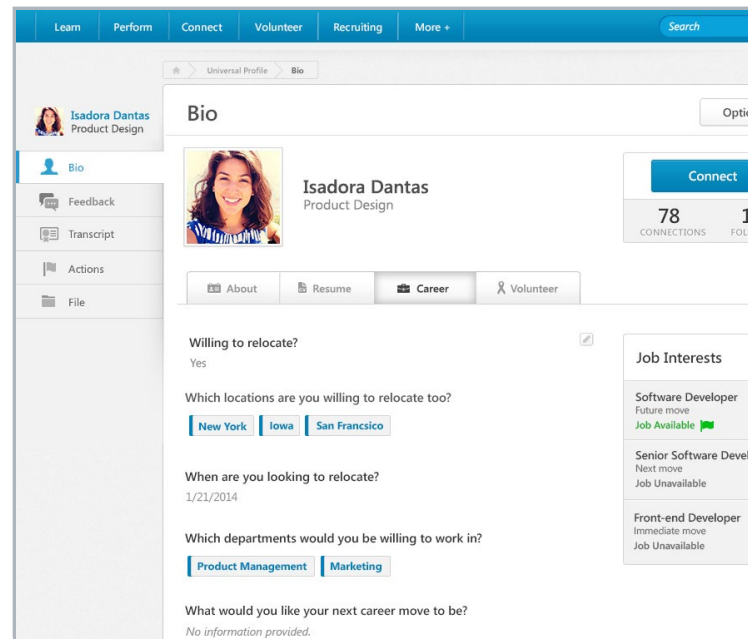
Succession Planning

- Develop multiple succession scenarios for any position
- Anticipate and plan for staffing changes
- Align employees with best-fit roles
- Generate lists of qualified potential successors with talent pools

Career Center

- Central location for managing career mobility and development
- Aggregate important employee data with internal resumes
- Provide transparency in promotion and development opportunities
- Empower employees to take a more active role in their career planning

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realize your *potential*

Cornerstone OnDemand is a global talent management software provider that is pioneering solutions to help organizations realize the potential of the modern workforce.

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