



# SUCCESSION PLANNING

**#HireToRetire  
Software**

ASL Consulting, a division of ASL Enterprises Inc. (ASL), is a leading provider of Human Capital Management Systems Software and Professional Services. Since 1989, ASL has provided software and professional services to private, public and not-for-profit organizations globally supporting multiple languages, currencies and country regulations. Today, our software is used in over 49 countries. For more information visit our website at [www.aslconsulting.com](http://www.aslconsulting.com)

# Succession Planning



## Integrated Succession & Development Planning

Succession Planning is an integral part of HR Director™ Human Resources Management System enabling an end-to-end solution for talent management for organizations globally. No need to perform cumbersome import/export functions using standalone solutions for Succession Planning, Compensation and Performance Management. For organizations with international requirements, the system utilizes standardized, predictive analytics in multiple languages in a secured, role-based, environment.

### Business & Leadership Continuity

For the majority of organizations, minimizing or even eliminating business disruptions is of vital importance. One of the principal sources of disruptions is the loss of key High Achiever employees and leaders. According to recent talent surveys, sixty-seven percent of organizations incorrectly identify High Achievers because they lack the tools and technology. Using interactive, real-time, charts and graphs mean that HR can quickly share strategic talent plans with managers and executives to identify critical talent gaps even before they occur.



### Predictive & Actionable Insights

Unlike many of today's systems, our Succession Planning system uses sophisticated, proven, 2nd and 3rd generation predictive analytical models. These tools enable organizations to see around the corner and identify future business risks based on organizational behavior, individual psychology, demography, market forces, risk appetite and more. Not only are you able to identify risks but you will also see the underlying causes and potential impact.



### Talent Transparency

Transparency is extremely important to Millennials and Gen. Z and the ability to match an individual's skills and capabilities to suitable positions to enable success is crucial. Talent pools allow high achiever employees to be tracked and developed. Development plans may be created to identify gaps and the learning required for career success. Succession Planning allows you to assess bench strength throughout the organization so that you can almost guarantee successful outcomes.



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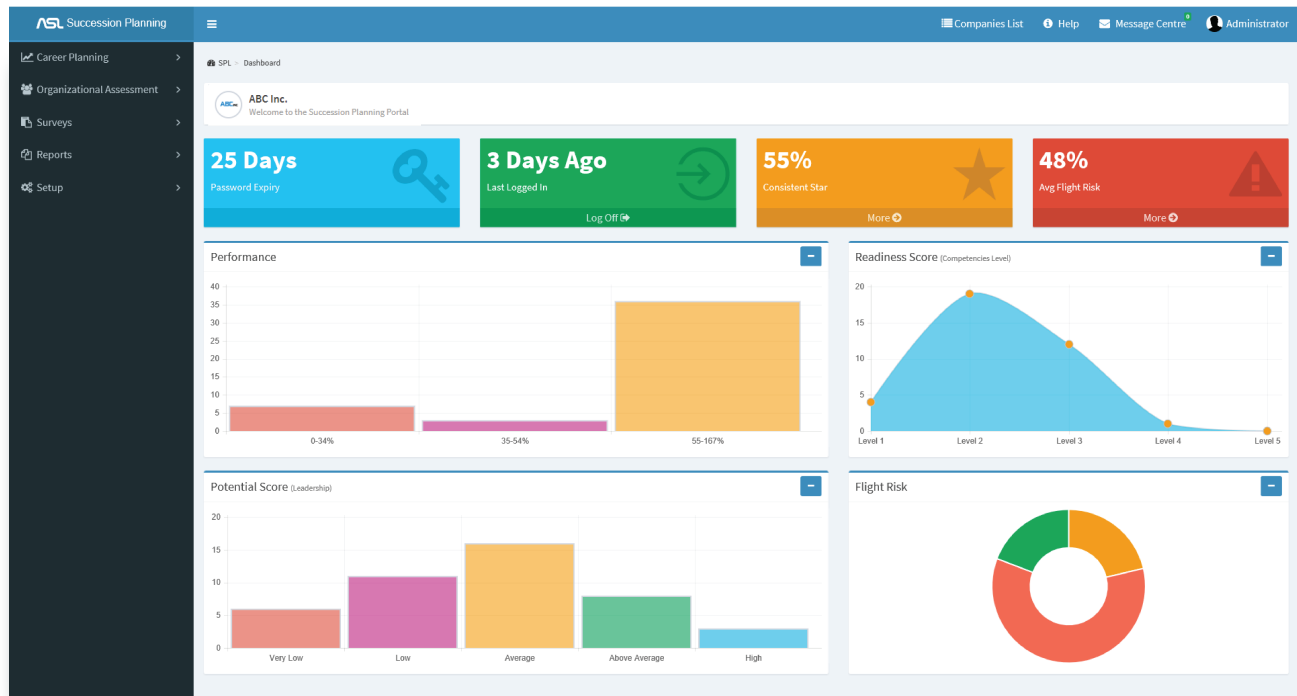
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# Succession Planning



## Powerful and Easy to Use

Because we use browser-based, Internet Self-Service Technology and workflow functionality to provide step-by-step guidance, minimal manager and executive training is required. Integration means that plans are automatically available to management, HR and executives for review.

- Familiar browser-based user interface
- Step-by-step configurable workflow to guide users



## Flexible Reporting & Analytics

The system allows users to configure Talent Pools, competencies, ratings, weightings and more. Users can also print Risk Assessment and standard reports such as Succession Charts and more.



## Guaranteed Service and Support

With over 30 years of excellence in providing powerful Human Resources Information Technology solutions, we are uniquely positioned to provide and support our applications. Personalized assistance is available directly from our highly skilled and respected customer support specialists or by self-service via the Internet. Access is available 24/7 via self-service and you'll get answers to your questions from our product experts.



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## Single Solution

Allow authorized users a single solution for Succession Planning without the need for separate systems for Talent Management.

## Management Reports

Standard succession, development planning, risk profiles, audit and exception reports are included.

## Powerful Rules-based Engine

Setup plan rules as well as risk profiles to simplify generation of succession plans by HR, executives and managers.

## Predictive Analytics

The system utilizes sophisticated 2nd and 3rd generation predictive analytics to help you look into the future with increased certainty.

## Actionable Insights & Knowledge

Gain insightful knowledge that you can take action on from organizational behaviour, demography, employee psychology and risk appetite.

## Electronic Dashboards

Allow users to see real-time statuses, plans completed, at-risk positions, departments, employees etc. in a graphical dashboard format

## Talent Pools

Define unlimited talent pools for positions with configurable inputs so that the system can automatically generate ranked succession plan lineage.

## Secure Access to Succession Plans

Integrated multi-level security prevents unauthorized access to confidential data and avoids potential legal proceedings

## Organizational Standards

Setup standardized libraries of achievements, ratings, weightings, competencies and more.

## Integration with ASL Software Suite

Succession Planning is fully integrated within ASL's HRMS Suite so all data is provided in real-time. Any changes to data or plans are automatically saved and available for review.



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