

The one tool you need to insure that you have the right people planned for the right positions for the future of the enterprise.

Every organization must identify and develop its leaders, critical thinkers and decision makers, and insure that those who can drive the organization are properly trained and challenged during their careers. Sapient Global Succession Planning is designed to help HR professionals accomplish this critical function.

A global tool for the growing multinational enterprise, Sapient Global Succession Planning enables you to:

- Identify and track senior managers and high potential employees
- Search and match individuals with key position requirements
- Assess management skills and talents
- Forecast management depth and continuity
- Build “what-if” plans to analyze the implications of succession moves
- Generate a range of reports including CV’s, replacement tables and succession analysis reports
- View organization structures, incumbents and candidates on-screen using built-in organization charting
- See position blockages, high risk employees and identify gaps in the organization where no successors are available
- Identify individuals who are eligible for promotion, or who are potential replacements for an unexpected vacancy...across your global employee base
- Reconcile and align succession plans with employee career plans, and manage individual aspirations

Competency Ratings - Person

Help

Rating Set: 2008 Managerial

Start Date: 01-01-2008
End Date: 12-31-2008

Rating Group: Supervisor

Competency Sets

- Functional Profile
 - Sales and Marketing
 - Human Resources
 - Finance
- Talent Profile
 - Personal
 - Teamwork
 - Leadership

Person Competency Ratings

Analytic Approach	5	0	<div style="width: 40%; height: 15px; background-color: #e67e22;"></div>	10
Comment	<input type="text"/>			
Negotiation	8	0	<div style="width: 80%; height: 15px; background-color: #e67e22;"></div>	10
Comment	<input type="text"/>			
Strategic Thinking	5	0	<div style="width: 50%; height: 15px; background-color: #e67e22;"></div>	10
Comment	<input type="text"/>			
Business Ethics	8	0	<div style="width: 80%; height: 15px; background-color: #e67e22;"></div>	10
Comment	<input type="text"/>			
International Business	3	0	<div style="width: 30%; height: 15px; background-color: #e67e22;"></div>	10
Comment	<input type="text"/>			
Communication	6	0	<div style="width: 60%; height: 15px; background-color: #e67e22;"></div>	10
Comment	<input type="text"/>			
Creativity	2	0	<div style="width: 20%; height: 15px; background-color: #e67e22;"></div>	10
Comment	<input type="text"/>			

Save

Global Succession Planning



While senior management succession is critical, so too is succession and development at every level of the growing organization.

Sapien Global Succession Planning is a perfect tool to:

- Identify skills shortages that may require targeted recruitment or management development programs
- Track key groups of employees, such as graduates, specialists or high-potential staff, to monitor their career progress and reduce the risk of losing them
- Identify individuals with the potential to address known gaps
- Discover talent deep within the organization; not just at the top

Nominate Date	Job Family	or Position Title	Ready Date	Expiry Date
06-30-2008		Group Managing Director	06-16-2009	
05-07-2007	Developer			
05-07-2007		Developer OSI	05-01-2008	
06-01-2006	Executive Team		01-01-2007	
01-01-2006		President OSI	01-01-2006	
08-01-2005		Group Marketing Director	08-01-2005	
01-01-2005		Managing Director OFS	01-01-2006	

Employee Candidacy

Nominate Date: 06-30-2008

Expiry Date: []

Job Family: []

or Position Title: Group Managing Director

Ready Date: 06-16-2009

Priority: []

Status: Approved 1

Ready Code: < 6 mths

Source Code: Mentor

Comment: []

Nominator: []

[Save] [Delete]

Employee Name	Current Position	Net Gap	Absolute Gap	Net Critical Gap	Absolute Critical Gap
Deremiss, Andrew (2241)	Managing Director OSL (1610)	3	33	0	0
Langlee, Andy (2547)	President OSI (2260)	-15	39	0	0
Benton, Samuel (2001)	Group Managing Director (1000)	-14	40	0	0
Atwood, Peter (2300)	Managing Director OML (1150)	-17	41	0	0
Valentine, Rachel (2549)	Vice President Sales OSI (2270)	-34	42	0	0
Braxton, Samuel (2420)	Managing Director OFS (1970)	-33	45	0	0
Kingston, Vera (2519)	HR Director OFS (1043)	-40	46	0	0
Murdoch, William (2031)	Group HR Director (1130)	-21	47	0	0
Shield, Diane (2346)	Implementation Director OSL (1850)	-27	47	0	0
Andrews, Michael (2024)	Group Financial Director (1110)	-30	48	0	0

Best Fit Results

Employee Name: Deremiss, Andrew (2241)

Net Gap: 3 Absolute Gap: 33

Net Critical Gap: 0 Absolute Critical Gap: 0

Current Position: Managing Director OSL (1610)

Current Job Family: Executive Team

Division / Company: Omnicron Software Limited

Location: London Function: General Management

Time in Position (Yrs): 8 Age (Yrs): 48

Performance Rating: [] Potential Rating: []

Readiness: []

[Delete]

Related Items: [Back to Best Fit Parameters] [Skill Breakdown]

Sapien Global Succession Planning integrates seamlessly with the entire global HRMS database, and with the system's Performance Management, Training, Recruitment, Multi-Rater, and Compensation tools to maximize the efficiency and effectiveness of the organization.



For more information, contact Sapien at 1-866-E-SAPIEN (1-866-372-7436)

Founded in 2005, Sapien is one of the most progressive, competitive and innovative providers of on-demand HRMS and HCM software resources, and of Human Resources Augmentation™ (HRA) services, and is emerging as the leader in the global evolution of HR solutions. Built on the SaaS platform, Sapien combines comprehensive HR management and planning functionality with the latest Internet and workflow technologies to help transform the way companies manage their HR functions. Sapien services a worldwide client base from its headquarters in Morristown, NJ. More information is available at www.sapiensoftware.com