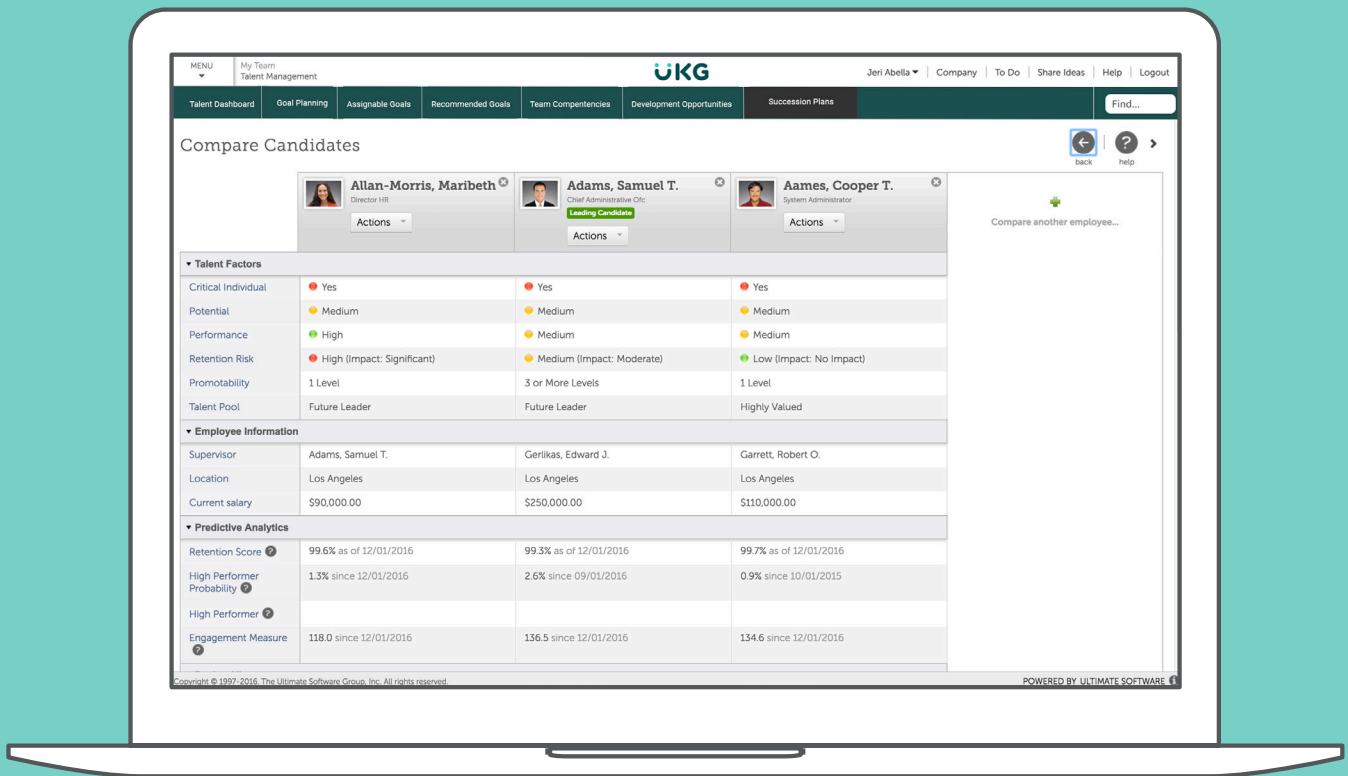


# Succession

Create flexible, comprehensive, and executable succession plans at **all levels of the organization.**

By proactively managing your talent, you can develop people’s readiness to step into key roles while reducing costs associated with talent acquisition. UKG Pro™ Succession (formerly UltiPro® Succession Management) enables you to create flexible, comprehensive, and executable succession plans at all levels to help your organization prepare for a successful future.



### Develop People’s Strengths

Personal development plans help employees nurture the talents that contribute to an organization’s success. With Pro, your people can achieve the skills and competencies they need for career advancement and personal fulfillment.



### Identify Potential Successors

Gain a better understanding of your current talent and future pipeline with Pro Succession. You can find, track, and compare individuals to identify and evaluate potential successors for specific roles within your organization.



### Gain Rich Talent Insight

With Pro you can utilize robust people analytics and reporting capabilities to empower informed decisions about the mobility of your talent throughout the organization, providing a complete view of your workforce in one place.

# Key benefits

## For Managers

Evaluate talent factors such as leadership potential, performance, and promotability.

Instantly view people's strengths and opportunities for improvement.

Find, track, and compare individuals companywide to determine potential successors.

Make informed decisions about the mobility of talent throughout the organization.

## For Employees

Create and maintain personal development plans.

Record key information, such as education, skills, certifications, and more.

Ensure leaders are aware of readiness for future roles.

Take ownership of career advancement.

## Better Understand Talent Needs

- Arrange details and tasks related to development plans
- Track completed activities and measure progress
- Generate recommended learning options tailored to individuals
- Instantly view strengths and opportunities for improvement, via embedded analytics
- Evaluate talent factors by candidate
- Examine candidates with the highest potential
- Explore successor impact

## Leverage Unbiased People Analytics

- UKG Pro Retention Predictor: Forecast an employee's flight risk within the next 12 months
- UKG Pro High Performer Indicator: Identify top talent throughout the organization
- UKG Pro High Performer Predictor: Quantify the likelihood of an employee becoming a high performer
- UKG Pro Engagement Measure: Determine an individual's engagement level relative to others in the organization
- Proactively impact an employee's success and retention with UKG Pro Leadership Actions—a library of suggested activities to help managers coach and engage their people



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