# ADP® Succession Management

As pressure to perform and the war for talent continue to intensify, building and retaining a world-class workforce is more vital than ever before. That's why growing companies turn to **ADP® Succession Management**. Part of the ADP Talent Management suite, this enterprise succession planning solution makes it easy to gauge bench strength and depth, define career paths, identify key talent and nominate qualified successors — and sleep better knowing you've got a plan for succession success.

Your Challenge

When research shows that more than half of companies couldn't immediately name a successor to their CEO if they needed to[1], do you wonder if yours is among them? What about critical roles outside the C suite? To avoid costly talent gaps, forward-looking companies know they must expand succession planning to every level of their organization. But the reality is that most lack the integrated tools and data required for effective succession management.

The Solution

ADP Succession Management is an enterprise-level application that lets you proactively plan for succession at all levels, avoiding talent gaps by identifying key talent and high-potential employees and defining succession plans for vital positions. At the same time, it empowers your employees to create career paths that reflect their specific experience, skills and career interests.
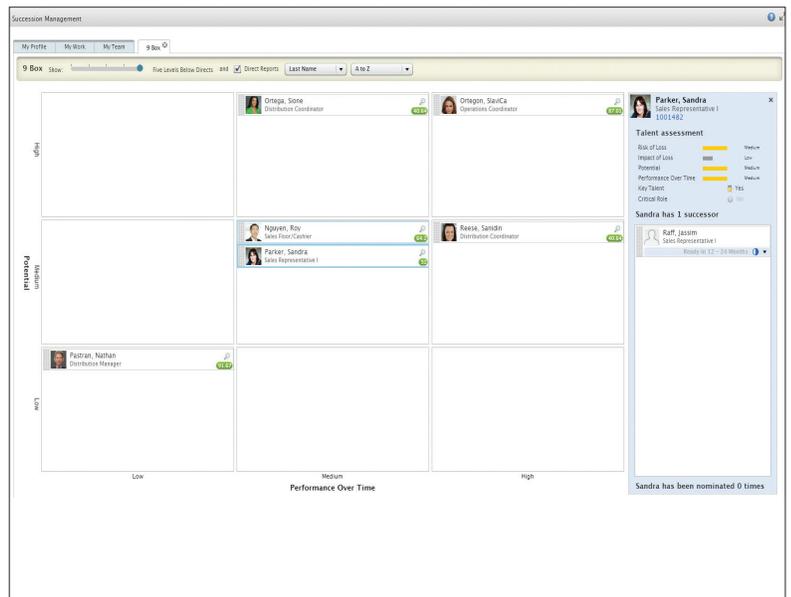
1 Survey on CEO Succession Planning, Heidrick & Struggles and Rock Center for Corporate Governance at Stanford University, 2010

HR. Payroll. Benefits.

Leveraging the power of integration

We know that managers and employees simply don't have time to learn a new system, dig for data or re-key information that's housed elsewhere — time better spent on more strategic tasks like assessing skills gaps, cultivating high potentials or helping a rising star define a career path.

That's why ADP Succession Management integrates with other applications in the ADP Talent Management suite. By leveraging shared data, ADP Succession Management guides employees through the process of defining career paths and helps managers evaluate and identify successors. As a result, your organization can more easily maintain a robust talent bench while keeping employees engaged and advancing in their careers.

The Advantages

Proactive insights to close succession gaps

How do you know if an employee is poised to take his or her career to the next level? ADP Succession Management gives you the organization-wide ability to drill down into successor lists at the individual employee level.

One-stop visibility into bench strength

Having the resources to compete today just isn't enough. Succession planning is all about ensuring you've got the depth to stay on top well into the future. ADP Succession Management provides at-a-glance visibility into bench depth at every level so you can begin building a strong pipeline of qualified successors.

Smarter succession decisions

Because ADP Succession Management was designed to share data across the ADP Talent Management suite, you have the total picture — including competencies, compa ratio and performance history — to guide your decisions.

Greater employee engagement in defining their career paths

Who doesn't want more control over their career? Easy-to-use tools enable employees to build and update their profiles, search for potential positions and career options, and create a forward-looking career path. Employees can even compare their current competencies with what they need for a future position, and use that knowledge to prioritize their professional development.

Accelerate business success

Your technology investments are made to drive specific business results. But even the best technology is only as good as the people and processes supporting it. That's why ADP blends the right technology with the right people and a focus on the right process improvements to help you reach your business goals.

Highlights

Enhanced recommendation engine

ADP Succession Management is algorithm-based to handle the heavy lifting, so you can focus on the more strategic aspects of succession planning. Query the system to find employees who share key competencies, and you'll be presented with potential successors in a side-by-side comparison format.

Powerful informational capabilities

ADP Succession Management supports a wide range of aggregate and detailed succession information to drive better succession decisions, including:

- 9-box
- High potential
- Critical role
- Readiness level
- Bench strength
- Talent pools

Support for key succession criteria

Managers can search for successors based on multiple criteria within or outside their reporting hierarchy, with rules and filters that provide maximum visibility while supporting data privacy.

YOUR COMPLETE SOLUTION FOR SEAMLESS TALENT MANAGEMENT:

- Recruiting management
- Performance management
- Succession management
- Learning management
- Compensation management

ADP