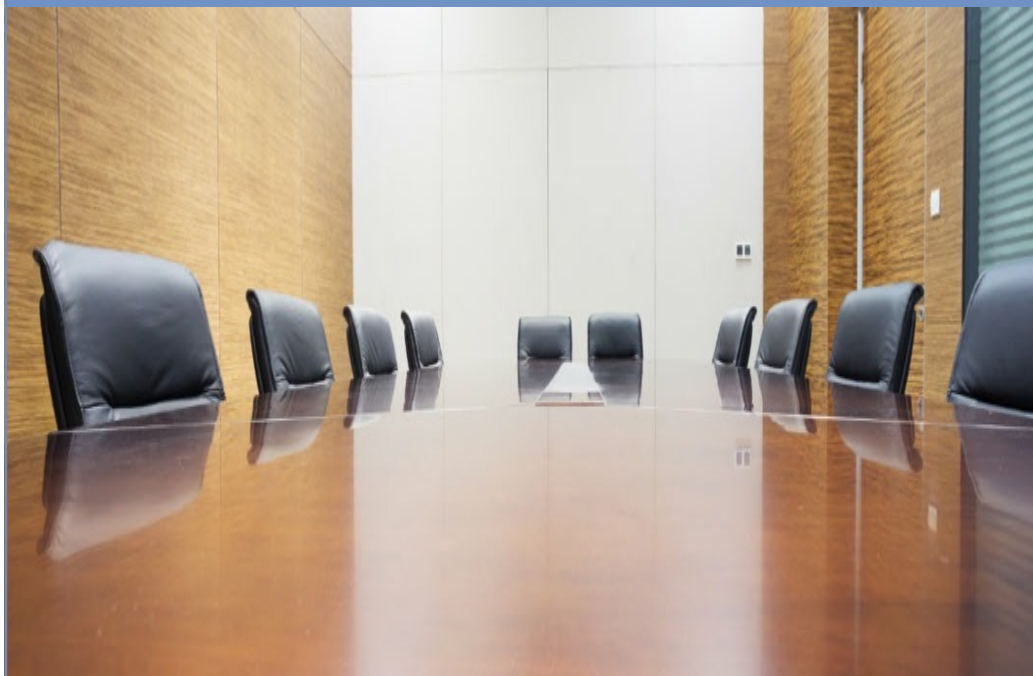




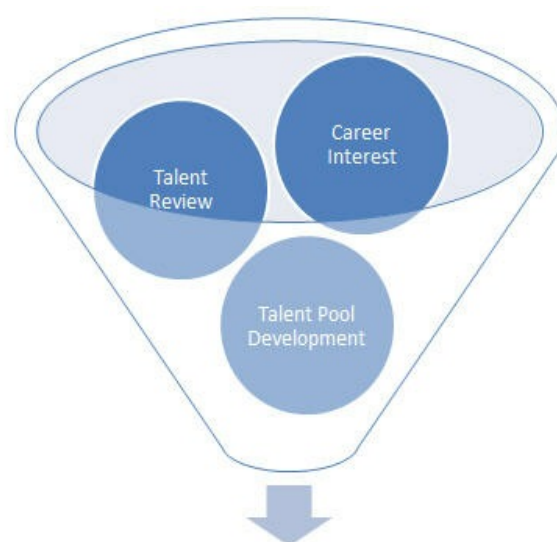
Centranum®

Talent Pipeline & Succession Management Software



Capture, analyse and review in real time all the information you need to ensure a sustainable talent pipeline.

- ☐ Define Career Pathways
- ☐ Capture Career Interest
- ☐ Review staff for advancement potential
- ☐ Define Success profiles
- ☐ Create competency based talent pools
- ☐ Identify critical roles
- ☐ Build a successor pool
- ☐ Identify and close successor competency gaps



Successor Development

Request demo: <https://www.centranum.com/succession-planning-software-demo-2/>

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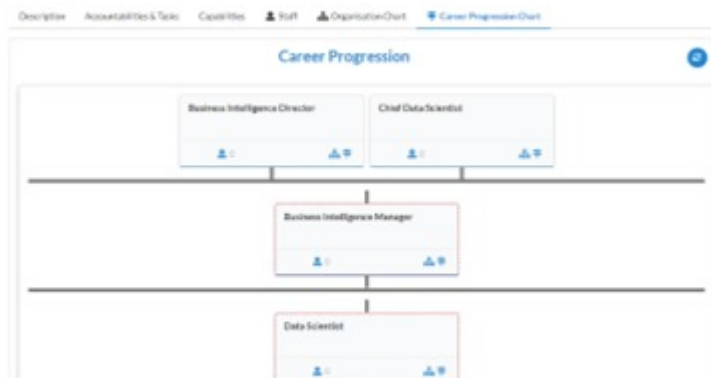
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[https:// www.centranum.com](https://www.centranum.com)

Build a sustainable talent pipeline



Career Pathways

Define Career pathways for staff to review in interactive charts of job responsibilities and competency requirements

Career Interest and Development

Publish capability, competency and performance expectations of all job roles, along career pathways. Enables staff to see career opportunity, indicate roles of interest, identify their competency gaps and relevant learning resources to close the gaps.



Technical/Clinical Competency				
Technical/Clinical Competencies: Overall Summary				
	Required Level	Achieved	Required Level	Achieved
Management	2.000	2.000	Level 2	Level 2
Expert skills & Knowledge	2.000	2.000	Level 2	Level 2
Leadership	2.000	2.000	Level 2	Level 2
Mentorship	2.000	2.000	Level 2	Level 2
Research & Evaluation	2.000	2.000	Level 2	Level 2
Develop and Evaluate Research Protocols	2.000	2.000	Level 2	Level 2
Building Working Relationships	2.000	2.000	Level 2	Level 2
Teamwork & Collaboration	2.000	2.000	Level 2	Level 2
Expert Professional Practice	2.000	2.000	Level 2	Level 2
Patient Care Responsibilities	2.000	2.000	Level 2	Level 2
Professional Autonomy	2.000	2.000	Level 2	Level 2
Reasoning and Judgement	2.000	2.000	Level 2	Level 2
Continuing Professional Development	2.000	2.000	Level 2	Level 2

Managers confidentially nominate staff for particular roles with readiness indicator and notes. Capture suggestions for short, medium and long term career moves.

Talent identification



Fully customizable multi cell grids. Use the generic variations provided or design your own to identify hi-potentials, flight risk and training priorities. Use our Assessment of Potential grid to confidentially rate staff according to proven predictors

of performance. View current position, age and last performance rating and click through to full staff Profile. Consolidated reports are available for the whole organisation.

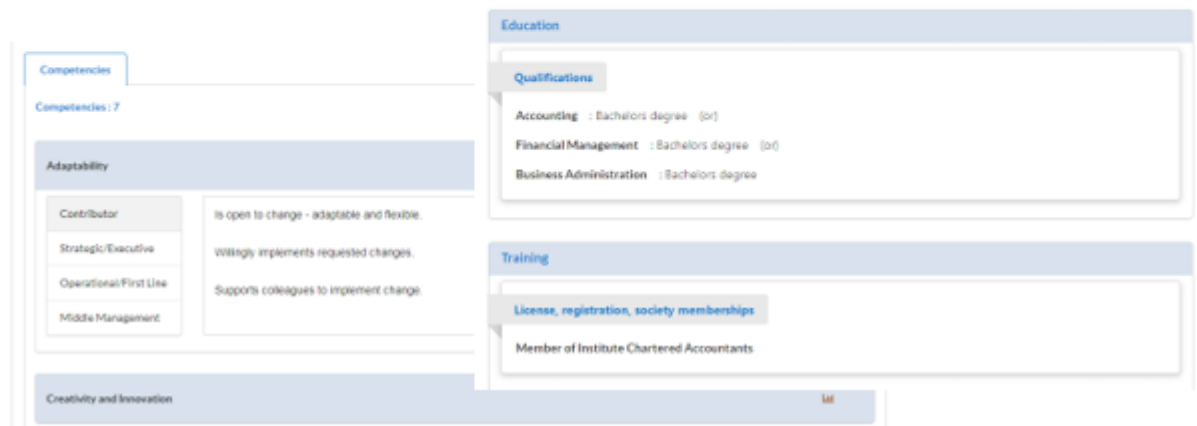
Talent Pool Development

Assign staff to talent pools by leadership levels as well as technical/clinical career pathways. Use the talent pool management tools to define competencies and appropriate development experiences, assess and track progress.



Success Profiles

Define requirements for success based on the person's core abilities and motivations, their qualifications and experience, fit with the values of the organisation, and their competencies: leadership and technical/clinical.



Competencies
Competencies: 7

Adaptability

Contributor	Is open to change - adaptable and flexible.
Strategic/Executive	Willingly implements requested changes.
Operational/First Line	Supports colleagues to implement change.
Middle Management	

Education

Qualifications

- Accounting : Bachelors degree (or)
- Financial Management : Bachelors degree (or)
- Business Administration : Bachelors degree

Training

License, registration, society memberships

- Member of Institute Chartered Accountants

Capability Intelligence

Access reports on competency levels across the organisation.

Review all dimensions of capability including qualifications, job experience and training completed.

Search for particular skills and match individuals against job requirement profiles.

Review capability gaps against position requirements for each nominated successor.

Education	
Formal education	
Profile	Employee
• Sixth form UE	• Tertiary
Highest Qualification level	
Profile	Employee
• Bachelors degree with honours	• Bachelors degree
Qualifications	
Profile	Employee
• Business Studies	• Information Technology

Competency Feedback



Gather information on strengths and weaknesses against success profiles and design and track development programmes to address competency gaps and improve leadership behaviours.

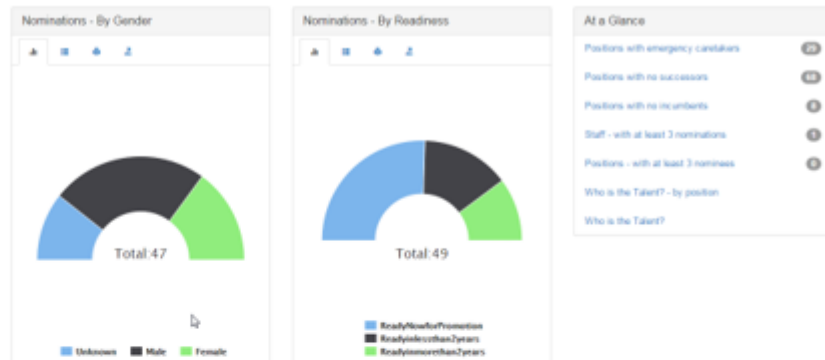
Succession Dashboard

Comprehensive information
at a glance

Confidential Succession Planning

Use the confidential planning tools to ensure development of successors for critical positions at any level.

The at a glance dashboard provides information on the number of positions with and without successors as well as rich information on emergency plans, succession nominations, nominated successors and incumbents.



Interactive Succession Charts

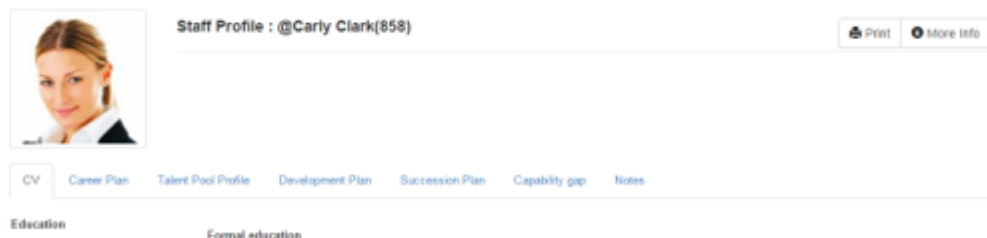


Interactive colour coded organization charts provide a quick view of the current and previous organisation and succession plans.

Create and update multiple succession scenarios so you can see the trickle down effect of promotions and other contingencies.

Staff Profiles

Rich information on each staff member in a single tabbed page, including position history, performance record, talent assessment, CV, development plans and progress, career interest, career potential, successor nominations, capability gaps against positions of interest and successor nominations.



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