



Centranum® HRadvance

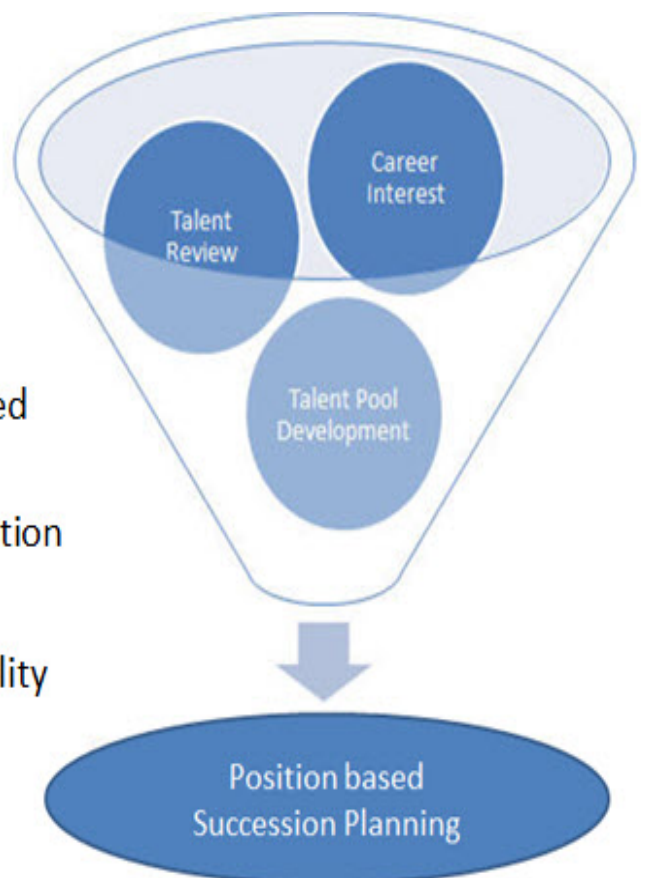
Leading Edge Fully Integrated Talent Management Platform

Web Based Tools for Succession Planning



Succession Planning

- ✓ Capture career development interest and plans
- ✓ Review staff for advancement potential
- ✓ Create and develop competency based talent pools
- ✓ Capture individual capability information
- ✓ Identify critical roles
- ✓ Develop successors by closing capability gaps



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Rich Information for Succession Planning

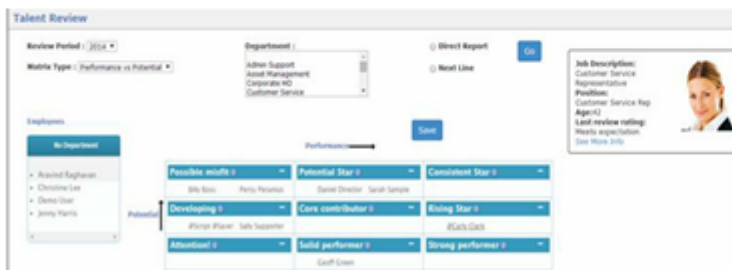
Career Interest and Development

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.



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

Talent identification

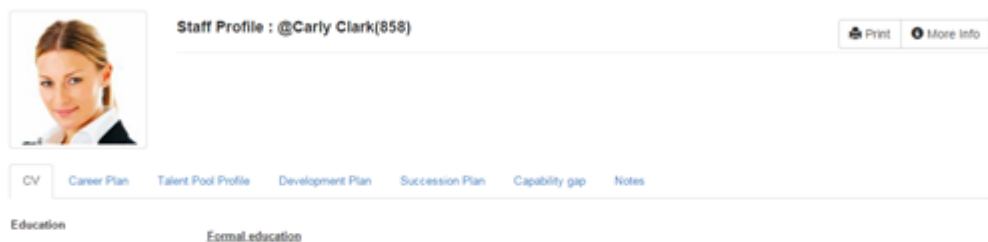


Fully customizable multi cell grids. Use the generic variations provided or design your own to identify high-potentials, flight risk and training priorities. Use our Assessment of Potential grid to confidentially rate staff according to proven predictors

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.

Full 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, and capability gaps against positions of interest and successor nominations.



Talent Pool Development

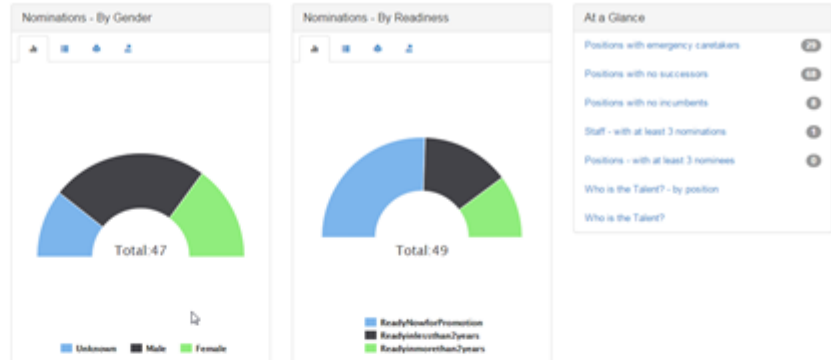
Assign staff to talent pools by leadership levels as well as technical/clinical career pathways. Use the talent pool management tools to define competencies and appropriate development experiences, assess and track progress.

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 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.

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

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.

Contact us today for more information and a demonstration

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