



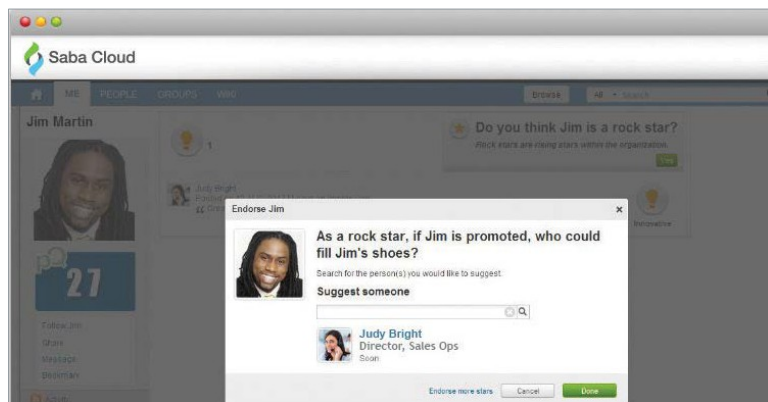
Succession@Work

To thrive in today's fast-paced and hypercompetitive business climate, organizations need to identify, attract, develop, and retain top talent. Saba's award-winning solution brings together best-in-class capabilities for succession management, career development, and workforce planning on the same unified platform as learning, competency, and performance management to address today's integrated talent management challenges. Saba's unique, collaborative intelligent talent management platform enables organizations to develop and nurture your leaders, optimize organizational performance, and reduce risk.

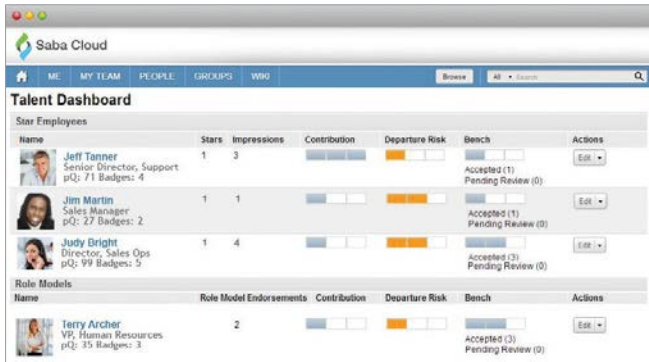
Next-Generation Talent Management

While many succession-planning solutions focus on top executive positions, Saba's Succession@Work enables organizations to manage succession, mobility, and career development for any individual or role within the organization, particularly pivotal talent holding core competencies of an organization.

Gain insights into your workforce and ensure talent continuity by augmenting people's rich enterprise profile with performance, certifications, social impressions from colleagues, manager's input regarding the appropriate next career step, readiness for future positions, and key talent indicators such as potential rating, retirement risk, and flight risk.



Succession@Work's innovative use of crowdsourcing to identify top talent and successors greatly simplifies one of the hardest problems in succession management — identifying the rising stars.



Succession@Work's talent dashboard provides comprehensive insight into your people performance, peer recognition, departure risk, and bench strength.

Succession@Work Key Features and Benefits

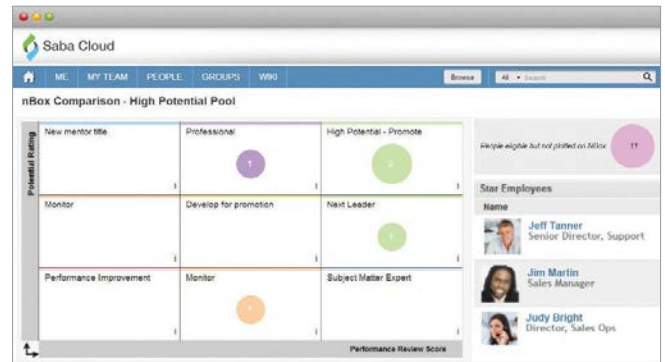
Succession@Work will provide your organization, partners, and customers with a vibrant culture, leadership continuity, and business growth so your organization is ready for tomorrow's challenges.

Crowd-Sourced Workforce Analytics

- Patented People Quotient (pQ) and Dynamic Network Analysis (DNA) to help you understand your employees' influence as well as the value of their contributions
- Performance and potential ratings: understand the contribution of each employee based on a composite score of performance review scores, potential ratings, rock star or role model nominations, and mentorship
- Risk and bench strength scores: prioritize your efforts on positions that have the highest risk or the lowest bench strength scores

Easily Develop Bench Strength for Key Positions to Provide Talent Continuity

- Innovative high-potential identification via employee-nominated rock stars and role models
- Intuitive succession and calibration tools
- Flexible talent pool creation
- Industry-leading search capabilities to identify talent for critical positions: Detailed search criteria, including education, competency proficiency, language skills, experience, and much more can be documented and ranked, enabling managers and talent professionals to identify the "best fit" candidates on a percentage basis



Succession@Work's n-Box Comparison makes assessing employees for leadership positions easy and effective.

- Candidates can be compared side-by-side, as well as viewed on an extensible n-box grid to help aid decision-making
- Rich analytics, reports, and dashboards simplify processes and demonstrate value

Comprehensive Insight and Greater Retention Across Your Entire Workforce

- Know all your high-potentials and rising stars as well as departure risks
- Enable employees to take ownership of their personal development
- Gain HR time savings with innovative and intuitive succession management and development tools
- Track the experience, exposure, education, connections, and reputation of key talent with managers' interactive dashboard into the succession activity of their team and detailed, networked people profiles

Leadership and Career Development

- Formal and informal development tools like certifications, virtual coaching, and mentoring
- Career planning and development personal assistant
- Recognize and bridge the talent gaps across your organization
- Smart Lists and Smart Roles simplify and automate program administration



Organically developed unified talent management workflows enhance productivity, user experience and drive engagement.

Integrated Talent Management Platform

Succession candidates can be directly assigned goals and targeted learning activities to help build the skills necessary to take on the position in the future. Their progress can be tracked both by the owner of the succession pool, as well as by their managers. This enables managers to anticipate risk within their team.

A high-potential team member who is a candidate in several pools likely requires his or her own list of successors so that careful planning for one role does not create a crisis in another. Leverage a smart search for identifying and comparing candidates for a succession pool.



>> Contact us to schedule a live demo and preview!



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