



ORACLE®

SOFTWARE. HARDWARE. COMPLETE.

Oracle E-Business Suite – Succession Planning

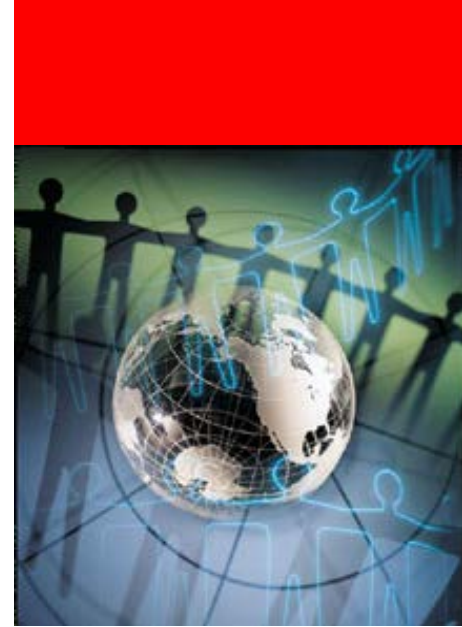
Annelien Vorster & Mariëtte Hattingh

What is Succession Planning?



- Business succession planning is the process of preparing to hand over control of the business to others in a way that is the least disruptive to the business's operations and value.
- Identification and development of potential successors for key positions in an organization, through a systematic evaluation process and training.

Source: *BusinessDictionary.com*



Product Strategy

Continued Releases And Innovation

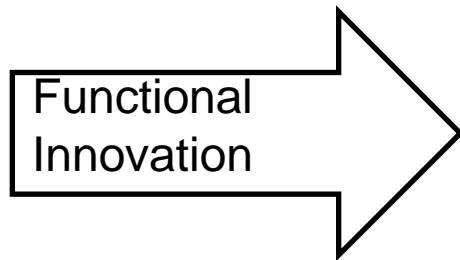
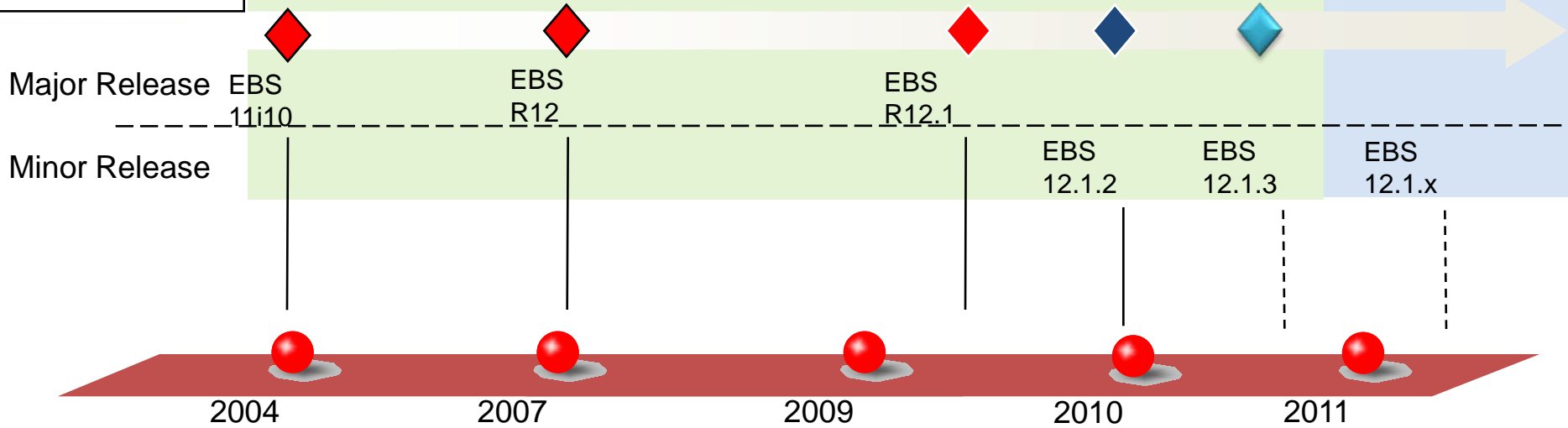
Ongoing Consumable Low Upgrade Cost Point Releases



ORACLE
E-BUSINESS SUITE

Released

Planned



Financials, Technology

Procurement, HCM, Service, SCM, Projects, Financials, Technology, MDM



Succession Planning Strategy



- Core Product – Release 12.1.1
 - Succession Planning available through –
 - Oracle Store
 - Electronic Product Delivery (EPD)
 - Part Number V17202-01
 - Talent Profile - Patch 8562960
- Futures
 - Usability Improvements

Integrated Talent Management



Integrated Talent Management



- Reduce cost and additional maintenance of multiple product offerings and keep employees engaged
- Increase ability to win the war for talent through recruitment, performance, succession, and compensation best practices
- Increase visibility into processes and data resulting in key knowledge about your talent pool

Oracle Succession Planning

Integrated Talent Lifecycle

deliver the

PROMISE

www.saoug.co.za



- ✓ Find the Best Talent
- ✓ Align with Performance
- ✓ Reward Your Employees
- ✓ Develop and Grow Your Talent
- ✓ Measure Employee Effectiveness

Integrated Succession Planning



Strategic Advantages

- Best Business Practices
- Business Intelligence
- Integrated Business Processes
- Embedded Decision Aids



Operational Advantages

- Single Sign-on
- Same User Experience
- Integrated Data Model
- Consistent Communications
- Unified Security and Approvals

Succession Planning

Best Practices



Aligned to Business Strategy

Systematic & Holistic

Proactive & Ongoing

Enterprise wide & Consistent

Pool of Successors \ Talent Pipeline

Performance-Potential-Readiness

Measure Success

Succession Planning

Oracle Succession Planning



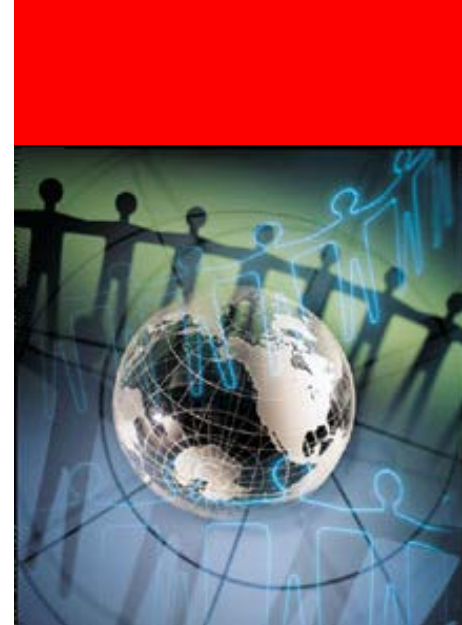
● Oracle Succession Planning

Part of Integrated Talent Management Suite

- Oracle EBS HR Customers looking to buy EBS Talent Applications or expand existing Talent footprint with Succession Planning
- Customer requires manager driven succession planning with user experience consistent with other self-service applications
- Customer requires suitability matching based on competency as part of succession planning



Product



Oracle Succession Planning



Position



Individual



Succession Planning for -
Identify Critical Jobs, Positions and Individuals

Oracle Succession Planning

Objective Decisions



- Comprehensive Profile Matching capability.
- Superior Succession Decisions.

Performance – Potential - Readiness

Oracle Succession Planning

Global Talent Pool



- Many to Many relationship
- Pipeline of Successors & Ranking of Successors
- Successors from Employees, Applicants & Contingent workers.

Build Strong Talent Pipelines

Succession Planning Lifecycle

Integrated Closed Loop Process



Talent Profile – 360 Degree employee profile including snippets on personnel information, qualifications, skills, career aspirations, mobility preferences, appraisals, compensation, training and other Talent related information

Profile Comparison – Succession planning follows a talent review meeting. During a talent review, managers, supervisors and HR personnel bring talent profiles to compare employees based on a variety of criteria including qualifications, skills, career aspirations, mobility preferences, performance ratings to identify “Top Talent”.

9-Box – McKinsey 9-Box is the most common tool used to assess and develop bench strength in an organization. 9-Box grid groups employees based on potential and performance allowing managers, and HR personnel to quickly visualize bench depth, make corrective actions and identify Top Talent.

Suitability Matching – Allows Managers and HR personnel to map competencies desired for a given job or position with 1 or many individuals competencies and skills graphically using a Spider Framework. This results in a clear visualization of who would form the right successor for a given position, job or person,



Oracle Succession Planning

Compare and Rank Successors



Compare



Rank

Talent Profile Compare Report



Oracle Succession Planning

Configurable and Flexible



- User defined ratings for Performance & Potential
- Talent Profile regions are configurable and personalizable.
- Reuses your HR Security Profiles for access controls.

Configure as per organization policies



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Development and Readiness





Oracle Succession Planning

Key Takeaways

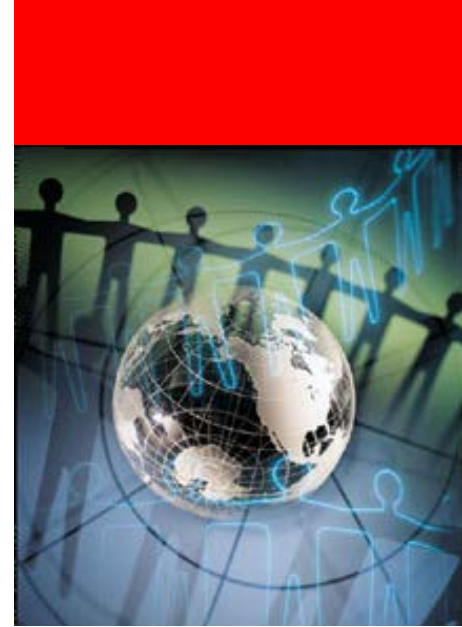
Organized Talent Mobility

Mitigate Talent Risks and build a strong Talent pipeline

Improve Employee Engagement and Retention

Institutionalize Excellence





Product Demo



- Talent Profile Management
- Visualise Talent in Nine Box
- Suitability Match to Find Successors
- Succession Planning

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