



## Cornerstone Succession & Career

### ENGAGE, RETAIN AND GROW YOUR PEOPLE

Your organization makes a significant investment in its efforts to hire the right candidates. By carefully managing the potential of these hires over time, your organization will grow its leadership pipeline, which impacts the bottom line. But planning for a healthy workforce is also about giving employees tools to become more active in appropriate career paths within your organization, driving engagement and retention along the way.

#### CHALLENGES

- Why are we losing our best performers?
- Which employees are best positioned for leadership roles?
- How can we drive higher levels of employee engagement?
- How can we give employees input into career development?

#### FEATURES

- Succession Plans
- Talent Pools
- Organization Charts
- Career Management
- Seamless integration with other Cornerstone platforms

#### BENEFITS

- Grow your bench strength
- Track critical roles and skills
- Improve employee retention
- Lower recruiting costs
- Plan for long-term organizational health
- Engage your people in their own internal career development
- Software-as-a-Service (SaaS) means no software to install or maintain

In the past, succession planning meant finding capable successors for your CEO and maybe a few other very senior leaders. Today's technology gives us the ability to drive meaningful succession plans deep within the organization – not just your C-level executives, but also managers all the way down the line. And it matters: Cedar Crestone's influential survey found that companies that drive succession planning deep within the business experience higher overall sales growth.

Want to track all high-potential employees or all junior engineers across the entire organization, regardless of the org chart? Talent Pools is the answer. Use easy-to-use traditional nine-box style succession charting or Cornerstone's Talent Pools to track skills, competencies, or custom criteria that are critical to your business.

More than just traditional top-down succession planning, Cornerstone Succession allows for proactive career management – getting your employees engaged in the development of their careers within your organization.

Cornerstone Succession & Career is part of the Cornerstone Integrated Talent Management Suite which is delivered as true multi-tenant Software-as-a-Service (SaaS).

*“Succession planning at Kelly Services is an interactive process. Using Cornerstone's software has allowed us to provide our employees with self-service career management tools, so that as we look ahead at the organization's talent needs, we can match them with a person's performance, expertise, and interests. Additionally, this technology can also be used to create an enterprise-wide talent repository.”*

*Nina Ramsey  
Senior Vice President of Global  
Human Resources  
Kelly Services*

Cornerstone Succession helps you to identify promising talent and critical roles within your organization and ensure that the right people are promoted to the right positions, driving down hiring costs and increasing retention rates. With Cornerstone go further and engage your employees in their own career development with Career Center.

## SUCCESSION MANAGEMENT

With Cornerstone Succession you can easily develop multiple succession scenarios for any position within your organization – not just your C-level executives. Build any type of custom grid and pull in the succession metrics that matter (like potential, retention risk, performance data, training history, and more).

- Build automated metric grids of any size (up to 5x5) and use drag-and-drop calibration for easy modeling of the organization
- Draw in competencies to display the most recent ratings for an employee
- Create new development plans on the fly directly from a succession plan

## TALENT POOLING

Break free from the traditional organizational hierarchy and start to track skills, roles, and competencies that are critical for your business. Pool high-potential employees or all employees with strong customer service competency, for example.

- Track retention risk among key groups
- Nominate high-potential employees with key skills
- Assign development activities to an entire pool (or to specific employees in a pool)



## ORGANIZATIONAL CHARTING

Cornerstone Succession enables you to produce highly graphical and interactive organizational charts that not only reflect the current hierarchy of your organization (or specific business units), but also allow for modeling potential changes within the hierarchy.

- Model the organization on the basis of performance, potential, or readiness
- Use org charts in your succession planning process to understand the impact of personnel changes

## CAREER CENTER

Cornerstone Succession provides career pathing and management capability to boost employee engagement and retention and help your business to align employees with best-fit roles.

- Allow employees to explore defined career paths within your organization
- Show matches between current state and desired job roles (on the basis of a wide range of factors like education, competencies, certifications, etc.)
- Generate development plans to prepare employees to move along chosen career paths

**Cornerstone**  
ON DEMAND Empowering People

Cornerstone OnDemand is a global provider of comprehensive learning and talent management software and services. Our solution is designed to help organizations empower their people and maximize the productivity of their workforce. To learn more, visit [www.cornerstoneondemand.com](http://www.cornerstoneondemand.com).