

Imagine Knowing:

When and which employees are best equipped to meet the success profile for your key positions.

Imagine Analyzing:

Talent profiles to plan for the future.

Top talent is one of the most valuable assets of performance-driven enterprises. However, the best employees you have today are not guaranteed to stay with you tomorrow.

Finding and developing qualified candidates is costly and may take months if you hire externally. Or the process could take minutes, if you're prepared with a pipeline of identified internal candidates who can assume the next opportunity within your organization and help ensure business continuity.

Lawson Succession Management, a key application in the Lawson Talent Management Suite, helps you understand:

- Which positions are most critical to the success of your enterprise
- Who is most qualified to step up to new challenges and opportunities
- What it takes to prepare employees for target roles

Lawson Succession Management helps you understand the steps required to have the right staff in place and minimize the chance of being caught off guard.

Make a Powerful Impact

Lawson Succession Management helps you identify talent and talent gaps and reduce attrition and flight risk by administering:

- Talent profiles and succession pools
- High-potential and readiness indicators for multiple positions
- Successor listing for key positions

Lawson Succession Management helps you put into action the rich performance data and results your organization has about individuals. The solution equips you to make a powerful impact on your organization's success by recognizing and motivating high performers with development plans for future opportunities.



Lawson Talent Management

Lawson Talent Management delivers transformational tools that link together people, strategy, and execution. The only best-of-suite talent management solution fully integrated with core human resources applications, Lawson Talent Management includes the following applications:

- Lawson Global Human Resources
- Lawson Talent Acquisition
- Lawson Performance Management
- Lawson Goal Management
- Lawson Compensation Management
- Lawson Learning and Development
- Lawson Succession Management

Lawson Talent Management sends actionable information about people in support of business strategy directly to your preferred technology space. You gain a full view into all aspects of your workforce, positioning you to make calculated business decisions that can help maximize the value of your most important asset – your people.

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Information at a Glance

Lawson Succession Management operates with a visually appealing, intuitive user interface for managing current and prospective employees, including:

- “Always on” listings of target position succession candidates
- A list of high-potential candidates for key positions
- Gap analyses of talent profiles and future position profiles

With Lawson Succession Management, you gain the ability to recognize potential and talent in your employees and the applicaton's in-line analytics and reporting allow you to take action on data and transform graph and list-based information to PDF and Excel reports with a single click — anytime, anywhere.