

# SUCCESSION MANAGEMENT

## HIGHLIGHTS

Having a well-trained workforce, with identified successors and individual career paths, is a critical component in any company's future growth, its ability to compete and its impact on employee retention and morale.

*Succession Management* ensures organizations have trained and capable employees who can move into new roles as your business changes.

### PREPARING FOR THE FUTURE

Succession helps managers identify, prepare and develop future leaders and define backup candidates for key positions within the organization.

Managers define a career path for each employee, which includes short and long term next positions, estimated readiness dates, and skill requirements needed.

Succession Management also provides organizational charts by position or people, with numerous display options, such as photo, number of levels, status and chart orientation.

The organizational chart also allows managers to perform "what if" analysis, visually, for planning and budgeting purposes.

- ✓ Organizational chart
- ✓ Gap analysis
- ✓ Backup candidates
- ✓ Automatically build employee career path (jobs)
- ✓ Next position; Readiness dates
- ✓ Employee and organizational Nine Box

The image displays two overlapping screenshots of the NuViewHR software interface. The top screenshot shows the 'Employee Development' screen for an employee named Austin, Steven. It includes fields for 'Next Planned Position', 'Next Position Readiness', 'Next Position Ready Date', 'Next Position Date', 'Long Range Position', 'Long Range Readiness', 'Long Range Ready Date', and 'Long Position Date'. The bottom screenshot shows the 'Position Suggest Backups' screen for a position titled 'EX-CFO (Chief Financial Officer)'. It lists skills such as 'ANALYSIS Financial Analysis 4', 'Mgmt Management 3', and 'PUBLIC Speaking 3'. Below the skills, there are tables for 'Position Occupants', 'Assigned Backups', and 'Best Matches' with columns for Employee Name, Employee ID, Employment, and Score.



# FUNCTIONAL AREAS COVERED

## MANAGER

- Organizational chart
- Identify backup candidates
- Employee development plans

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## ABOUT NUVIEW SYSTEMS

NuView Systems is a global provider of HR & Payroll software tools that enable business strategy through advanced HR technology, across the enterprise, on a worldwide basis. Designed for organizations with a strategic HR vision, which utilize our flexible technology to achieve that vision, NuView's clients are leading organizations that have improved organizational effectiveness and earned global recognition for the strategic delivery of HR & Payroll services to their respective organizations.

NuView's web native product suite has won numerous awards, including "Top Ten HR Products of the Year" by Human Resource Executive magazine, and a Human Resource Technology Excellence Award for Innovative & Creative Development of HR Technology Solutions – HRMS.



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HR & BENEFITS ADMINISTRATION  
SELF-SERVICE (ESS & MSS)  
RECRUITING MANAGEMENT  
CANDIDATE SELF-SERVICE  
COMPENSATION MANAGEMENT

TRAINING ADMINISTRATION  
PERFORMANCE MANAGEMENT  
TIME ENTRY  
PAYROLL  
REPORTING

METRICS  
LEGAL LINE  
GLOBAL CAPABILITIES