



Time to Rethink

Succession Planning



A more human resource.™

The future of your organization lies in the hand of its future talent pool, and being prepared for the challenges of tomorrow is necessary to secure your business' continuity and growth. However, a more flexible and demanding workforce in an increasingly competitive business environment not only makes the challenge of retaining leaders in key positions more difficult, it also means that companies must work harder to develop the skills that they need from within existing talent pools. Finding the right people with the right skills, and having robust succession plans in place for when key talent leaves, are growing concerns for companies like yours. In fact, recent research by PwC found that 72% of CEOs are worried about the availability of key skills, while 49% are focusing on changing their talent strategy for their leadership pipeline. (19th Annual Global CEO Survey, PwC, January 2016). However, despite the growing concern and talent management actions put in place to deal with these issues, only 14% of companies consider themselves as "strong" at succession planning. (Global Human Capital Trends, Deloitte University press, 2016).

The role of Human Resources as a more strategic business partner within the organizational structure of large companies requires that long-term talent strategies that are aligned with your company's overall business objectives are put in place. You need a long-term approach to talent management that enables you to build sustainable succession plans, alongside talent development programs that invest in the right talent.

ADP® iHCM is your integrated, cloud-based HCM solution – giving you and your managers the tools they need to ensure the successful evolution of your talent investment.

Grow your future talent pool

Communicate your succession plans

Ensure the success of your succession planning programs by making them visible, throughout your organization, to all your employees. Broad communication is the top performance driver for succession management (High-Impact Succession Management, Deloitte, 2014).

Identify key talent

Having the necessary systems and processes in place allows you to identify the available talent to fill key positions. Having a clear overview of the talent within your organization will help prevent talent shortages.

Stay in control of recruitment expenses

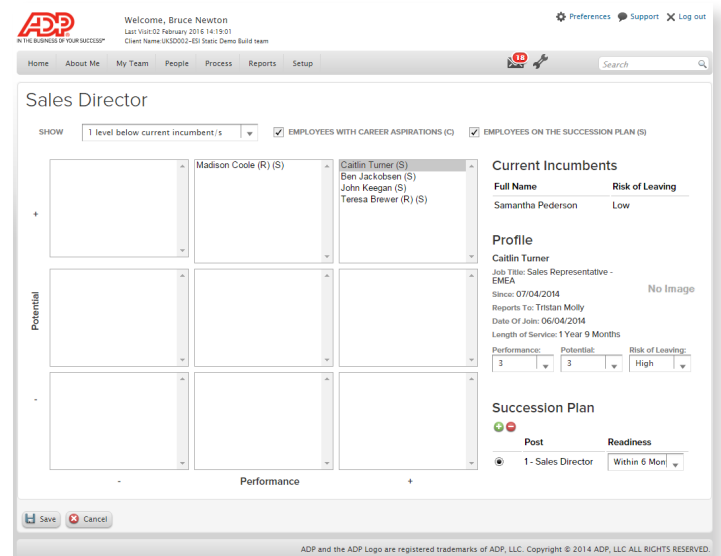
Keeping your employees engaged by involving them in career and talent development plans helps prevent high employee turnover and resulting costs. The efficient use of external recruitment for key vacancies can also help keep costs under control.

Integrate your workforce data

With ADP's integrated HCM solution you can access all your employee data, including performance review results, managers' feedback, networking and personality assessments, in one place. This makes it easier for HR to find the most suitable successors for key positions and build solid succession plans based on your business' needs.

Safeguard your business' future

With ADP® iHCM you'll be able to identify key talent, know which positions are critical, define talent gaps, build a solid talent pool and create succession plans that safeguard your organization's future. Having all your talent management data and processes accessible in one place means you have a complete overview of your organization's talent pool and the ability to outline an efficient talent and succession strategy aligned with your overall business objectives. But ADP® iHCM is much more than just succession planning; it is an integrated Human Capital Management solution that allows you to manage your entire employee lifecycle from recruitment to retirement, offering HR administration, talent management and payroll solutions through one, user-friendly portal.





- 100% Cloud-based.
- Experts on the ground provide support and help you stay compliant with local laws and regulation.
- Proven track record of HR and HCM excellence.

Reinvent succession planning with ADP® iHCM

Succession plans

With ADP® iHCM you will be able to identify the most suitable candidates for key positions and set objectives and training requirements to build personalized career development plans and keep track of each employee's progress. This way you can prepare and line up qualified replacements to fill key positions without delay should an employee unexpectedly leave.

9-box matrix

The 9-box matrix allows you to assess the talent available for a particular position by assessing your employees based on their past performance and future potential. The tool gives your managers an instant overview of the potential candidates ready to fill a vacancy.

Talent profiles

In the talent profile of each employee you will find a detailed overview of their performance and other key data, including their career history and aspirations, mobility preferences and training history. With this information at hand your HR people can help support your employees' career development and determine their suitability for other positions within the organization.

Talent management planning

ADP® iHCM will help you to evaluate the bench strength of your organization and develop a strong pipeline of qualified successors by giving you an overview of all suitable candidates for any given role.

Interested to know more?

To find out more about ADP® iHCM and how it can benefit your organization, please go to www.adp.co.uk or contact your local business partner on 0800 1707 677. You can find more general information about ADP® iHCM in our overview brochure. View our tailored brochures for more detailed information on how ADP can specifically benefit CEOs, Finance, HR and IT Managers. Available for download at www.adp.co.uk



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