


visualize the future
leadership of your
organization.


- Collaborate on multiple succession plans
- Visualize breadth of talent company-wide
- Locate talent across entire organization
- Analyze candidates in 9 Box matrix
- Identify gaps in bench strength

acquire **Succession***



A woman with dark hair, wearing a black button-down shirt, stands with her arms crossed and a smile. She is in an office environment with a large window in the background showing greenery. A man in a suit is partially visible in the background to the right. A semi-transparent dark blue box is overlaid on the bottom left of the image, containing white text.

**Aquire Succession.
Change: It's constant and
inevitable, but it doesn't
have to be difficult.**



Whether it's opening new markets or acquiring another company, your business is in a constant state of flux — and so is your workforce. Leaders retire, up-and-comers are poached by competitors, and a single internal promotion can produce a domino effect of transfers and open positions. Succession planning isn't just for the C-level players. You need to plan for long-term, strategic leadership changes. To keep top talent engaged and the leadership pipeline full, you need to create a comprehensive succession plan that can be updated and managed simply. Forget manual processes with clunky spreadsheets that are neither accurate nor timely, and certainly never both. Likewise, forgo monster succession planning tools that require such significant investments in time, money and training that you will never get them off the ground. Instead you need a solution that implements quickly and finally makes succession planning manageable.

That's where Aquire Succession comes in. With more power than OrgPublisher Premier's individual user succession-planning capabilities, but just as intuitive to use, Succession lets you collaborate with multiple department heads, senior leaders and HR team members to collect and analyze the most complete data about your successor pool. With input from leaders throughout the company, you can strategically select your company's future leadership. Input from multiple decision makers produces a complete picture of your talent landscape. And when you can visualize your talent graphically, evaluate them in 9 Box matrices and compare their skills and strengths in side-by-side profile views, you can devise the best possible plan.

Failing to plan is planning to fail. But you're better than that.

Strategic succession planning gives you the opportunity to decide roles that need successors, assess your current bench strength and identify talent gaps. Who are the crucial players in your company? What would happen if one of them were promoted or left the company? You know — the people who are considered irreplaceable. The positions that are critical to the successful leadership of the company; the linchpins, as it were. These are the people who need to have successor options in place at all times. Don't stop there, though. Keep in mind that you need successors for those critical players working at every level of your organization. And while you're at it, don't forget to evaluate the bench strength of successors for specific positions. Because you never know when things will change.

Aquire Succession enables you to manage that change both securely and efficiently. You'll have a central place to store position requirements, assessments and succession plans that staff members (with appropriate permissions, of course) can leverage from a single, secure home page. The ability to visualize gaps — upcoming retirements, flight risk — is also at hand. Simple and secure group collaboration by the key people in the organization — it's all there.

Why it pays to develop the talent you already have rather than shopping for it in the marketplace.

Jim Collins, author of *Good to Great*, heralded the fact that the greatest companies are run by executives who have come up through the ranks of the business itself. What if you could easily assess the talent pool of your entire workforce through visually-rich graphics populated with the information that already exists in your current ERP system, even when that data changes from day to day with hirings, transfers, even newly created positions? Rather than wading through piles of spreadsheets, what if you and your senior executives could quickly see and assess your talent pool across the entire organization — vertically and horizontally? Aquire Succession empowers your team to design the best possible succession plan (even multiple plans) in days — not months — with its quick implementation, time and intuitive tools.

And as for those outdated spreadsheets? They're old school. Only Aquire's OrgSync™ can keep your plans up-to-date by automatically syncing the latest HR information with Succession daily. You'll never be the last to know that a top successor option is no longer an employee.

Protect your investment. Show your star talent that it makes sense to stay.

Employees who are on a career path stick around. They want to grow with the company. Since you've already made that initial investment in bringing on new talent, it makes sense to continue betting on a good thing. And with the ability to create multiple long-term succession scenarios, you can nurture talent you already have to excel in future roles.

Side by Side Profile				
	Laura Grape	Karen Smith	Cal Kramer	Brandi Nelson
Contact				
Title	Financial Officer	Media Buying Director	Media Planning Director	Creative Director
Phone	999.555.3025	999.555.2004	999.555.2005	999.555.3039
Location	Palo Alto	Palo Alto	Berlin	Paris
Manager	Open position	Amy Stepp	Amy Stepp	Frank Melbram
Succession				
Successors	Drop here	Drop here	Drop here	Drop here
Succession Path				Frank Melbram
Assessment				
Potential	High	High	High	High
Performance	Excellent	Excellent	Good	Good
Retention Risk		High	High	High
Demographics				
Hire Date	1998-11-12	1992-07-22	1997-01-18	2001-04-15
Birth Date	1971-01-01	1972-11-27	1965-03-26	1965-03-20
Degrees	M.B.A.	M.B.A.	M.B.A.	M.B.A.
Languages		English	English, German	French, English, German
Certifications	CPA, PMC		Higher National Diploma (HND)	CPM
Ethnicity	White	White	White	White
Salary	\$31,250.00	\$74,000.00	\$89,000.00	\$71,000.00

Side-By-Side Talent Review

Compare employee profiles side-by-side to choose successors efficiently. Easily drag-and-drop candidates directly from the org chart or 9 Box into Side-by-Side Profile views. Within the Profile view, drag-and-drop from one profile into another to assign a successor.

Find those needles in the haystack.

A truly effective succession plan is only as complete as the information used to devise it. But in an organization with 1,000 or even 10,000 employees, how do you identify and evaluate your bench strength? Sometimes the best choice is not the most obvious one. Sure, Paul in Finance seems to be a natural successor, but you may have a diamond in the rough in your overseas division that would knock your socks off if given the chance. How will you know without input from key leaders throughout the company?

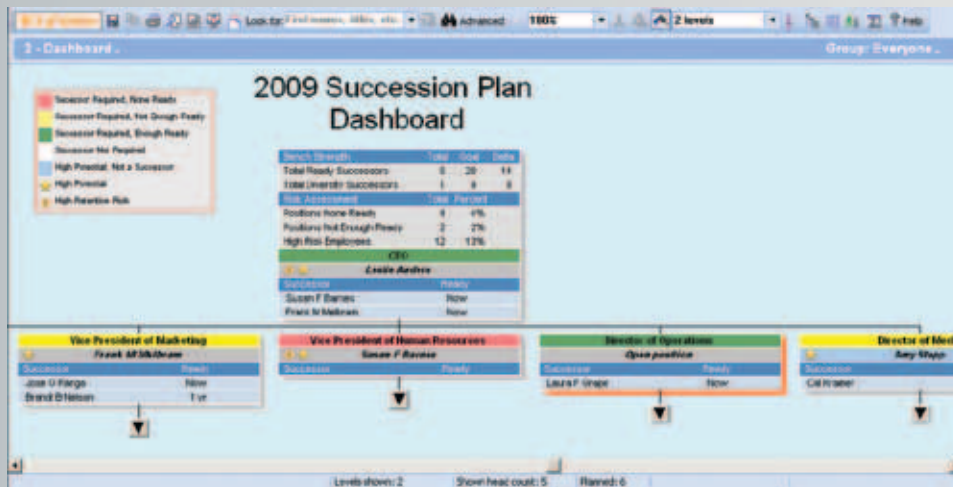
On the other hand, you may have some upcoming strength gaps that have gone unnoticed. That's why you need a succession planning solution that allows not only you, but multiple members of your organization to collaboratively identify which skills are needed for each position, assess bench strength and easily match positions to potential candidates. By pooling knowledge of positions and individuals throughout the entire organization, you'll get the breadth of candidate choices you need to create a truly comprehensive and effective succession plan. At last — no combining of spreadsheets or PowerPoint slides required! Everyone will be able to visualize each step of the process through an easy-to-use Web-based application.

Search and seize the best possible talent.

Use the search function to find those employees outside each position's individual circle of influence — those hidden treasures. Compare their data side-by-side with some of the more apparent successor choices and against the position's skill set to ensure you're considering every option objectively. Aquire Succession provides the cleanest, most complete metrics in dynamic dashboard views to make the succession planning process a snap.

Old(er) dogs know plenty of tricks.

The beauty of identifying successors within your organization is that they already know the culture and the goals of the company. They're familiar with what's worked in the past and what hasn't. They don't have to reinvent the wheel. Instead they can make that wheel better by combining their past experiences with new ideas.



At-A-Glance Bench Strength Dashboard

From a color-coded org chart view, you can focus on any point of the organization to visualize and assess bench strength, span of control, leaders, high potentials, flight risk and other metrics.



Powerful 9 Box Reporting

Build a talent pool for 9 Box evaluations based on talent pool criteria, span of control, or a combination of both. Drag-and-drop candidates to easily move them within the 9 Box, within Side-by-Side Profiles, or from one view to another — even to and from the org chart view.

You've found them. Now use the 9 Box to know where to put them.

Once you've identified a pool of candidates in your current organization, use Succession's multiple 9 Box tools to evaluate each candidate's performance vs. potential. Track performance reviews, promotions, and terminations. Keep up-to-date on various candidates' ranking and readiness, years of service, even flight risk. Remember, a succession plan is a continually changing view of the future that is dependent on your current talent pool — a thriving group of accomplished people. At any moment one of them could be snatched up by the competition. Or you may discover a new rising star that outshines a current candidate.

See your future. It's looking bright.

Now that you have some successor options in mind, use Aquire Succession to model the impact of choosing various candidates. You may find gaps in your plan, but that's okay — now that you see them, you can all work together to fix them. You can be confident that you are proactively designing the best future possible for your workforce and your organization.

More solutions. Better results.

In addition to Succession, Aquire offers more collaborative solutions. Use Aquire Modeling to create and analyze workforce scenarios, to conduct annual budgeting and headcount planning, and Aquire Integrity to cleanse and maintain workforce data on a continual basis.

Delve deep into your workforce initiatives.

Aquire InSight™, the hierarchy-driven workforce planning and analytics solution, allows you to analyze workforce trends within virtually any segment of your organization. Determine which segments of your organization are the most productive and analyze critical workforce trends such as growth rates, employee turnover and quality of new hires. You can even analyze talent movement trends — including hiring, promotions, transfers and attrition — by department, position, critical role, cost center, region and more. With InSight you can address the most complex workforce decisions and ensure your workforce initiatives are aligned with your strategic business plans.

Aquire's Unifi™ Platform.

Aquire solutions leverage the company's Unifi Technology Platform — an innovative and flexible technology base that enables all of Aquire's solutions to work seamlessly together. The platform is also designed so that Aquire solutions can be configured and extended to meet your specific workforce planning and analytics requirements. With the Unifi platform as the underlying technology, you can be confident Aquire solutions will meet your needs today and well into the future.

About Aquire

Aquire gives companies the wisdom that can only be derived from visualizing and deeply understanding the trends and future needs of their organization. Through a team of dedicated people, and a host of innovative solutions, a strategic partnership with Aquire helps companies make evidence-based decisions about their workforce investments. With Aquire solutions in hand, companies can build and communicate plans that differentiate their workforces to maximize their productivity and profits. More than 15 years of workforce insight gained from serving thousands of customers has helped Aquire grow from an industry pioneer into a recognized innovator with a portfolio of software solutions that support today's vital workforce planning and talent management challenges.

North American Office

400 E. Las Colinas Blvd.
Suite 500
Irving, TX 75039 USA
Phone: +1 214.574.5020
Fax: +1 214.574.5014
Toll-free: 888.674.2427

Aquire United Kingdom, Ireland and Africa

Enterprise House
5 Roundwood Lane
Harpenden | Hertfordshire
AL5 3BW | United Kingdom
TEL: 0845 371 7085
TEL (outside the UK): +44 1582 463489

Aquire Europe and Middle East

BCB Bachstrasse 1
CH-9606 Bütschwil,
Sankt Gallen
Switzerland/Schweiz/Suisse
TEL: 044 5007159
TEL (outside Switzerland): +41 44 500 7159

Neumarkt Galerie
Richmodstraße 6
50667 Köln
Germany
TEL: 0221 92042 430
TEL (outside Germany): +49 221 92042 430



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