

*“Success by succession planning is an investment that business leaders are recognizing as an important strategy in achieving the long-term vision of their organization.”*

*- Galt Western Personnel Ltd.*

Through effective Talent Management, organizations can determine talent gaps, anticipate future recruitment, deployment and development needs and opportunities, and take action to address them.

To facilitate the effective implementation of Talent Management processes, organizations require up-to-date and relevant information about people and the job/talent pools that require filling, and an effective means of matching the two.

The matching process has at least two outputs - , succession/deployment plans and development plans. The former optimize the return on current talent investment. The latter ensure employees acquire the appropriate skill sets for the roles they may undertake in the future.

Pilat offers tools and processes to enable you to effectively manage your talent, including:

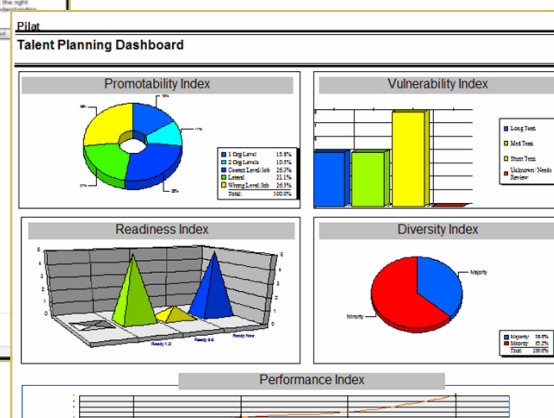
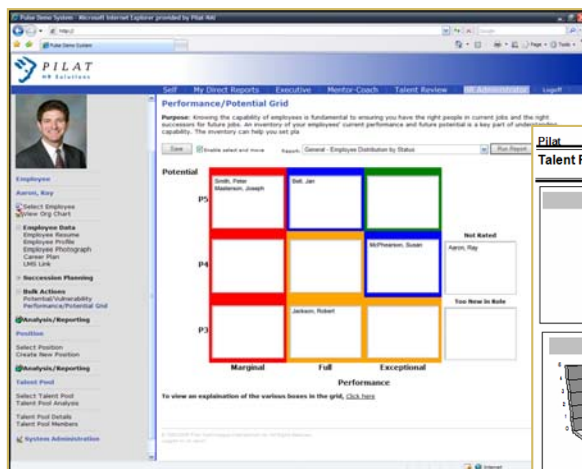
- Succession Planning
- Transition / Redeployment Management
- High Potential Identification
- Talent Pool Management
- Retention Management
- Talent Risk Assessment
- Career Planning

**Succession Pulse™** is part of the HR Pulse® product suite of truly flexible and scalable Human Resource systems. It can be tailored to drive and sustain your chosen processes; rather than dictating them. Succession Pulse supports the most simple to the most sophisticated processes and can evolve as your needs and practices dictate.

### Key Features

Succession Pulse offers the robust features and powerful functionality of HR Pulse® base systems and can be tailored to provide all the features needed to manage a sophisticated Talent Management strategy including:

- Employee self-service résumés
- Person-to-person, role-to-role and matrix reporting, as well as, job families and development pools
- Talent pools
- Vulnerability analysis reporting
- Cascading succession impact reporting
- Individual job profile matching
- Setting and tracking individual development plans
- Ad-hoc data export to Excel
- Succession plans creation and tracking
- Candidate search against competencies and capabilities
- Ad-hoc querying and reporting
- Supports ‘Position Control’



## What Are The Key Barriers to Effective Succession Planning?

- A lack of quality data about employees; managers often only see the narrow tunnel of people immediately below and around them
- A difficulty in integrating information from multiple sources, e.g., self report, 360 degree assessments, performance appraisal, development planning systems
- The lack of a solid competency model and capability to drive both the matching process and the development of key skill sets for the future

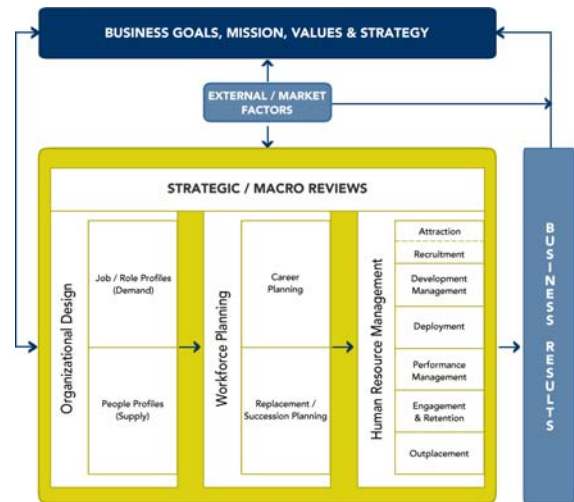
Succession Pulse assists organizations in circumventing these barriers. A web-based system that can be deployed on either your corporate Intranet or via the Internet (with appropriate security), it offers widespread accessibility to the functionality required by employees, managers, senior executives and the HR function.

## Flexible and Extendible

Nothing in business is static. Many organizations start implementing succession planning for only a few hundred key roles. However, the benefits of better talent management and workforce utilization are key requirements for the entire organization.

The Pilat solution is extendible in terms of additional functionality; integrating both Performance Pulse™ and 360 Pulse™, and can be adapted to the needs of the largest organizations without losing your initial investment. As time goes on, organizational needs change and HR Pulse™ modules will adapt with them.

## Pilat's Model for Delivering Effective Talent Management



## Why Pilat

With over 30 years experience in HR, business psychology, data analysis and software solutions, Pilat has been leading best practice in Human Capital Management. Pilat brings a unique combination of:

- integrating advanced HR processes and web-based software to trigger, drive, sustain and enhance desired behaviors
- partnering with clients to ensure that interventions contribute directly to the achievement of business goals; it adds genuine value
- bringing innovation, pragmatism, enthusiasm and determination; we make things happen.

Hundreds of the world's major corporations have benefited from Pilat's solutions throughout Europe, Canada, USA, Africa and the Pacific Rim. We have a reputation for being market leaders and trusted advisors in Talent Management with flexible, creative and high ROI solutions.

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