

# Prepare for the future with Eightfold Succession Planning **Powered by AI-driven skill-based role readiness**

Every organization desires to prepare and plan for the future by identifying and developing future leaders. And to do it all efficiently at scale for the whole organization. However, their current processes and systems aren't up to these challenges in most cases. Many existing solutions focus on past performance, process, and proximity. The future of talent management and succession planning requires a focus on potential, adjacent skills, upskilling opportunities, and the ability to identify and nurture emerging leaders.

With Eightfold Talent Management leaders can deliver transparent and guided employee experiences for developing organizational capability. Employees enjoy a compelling and personalized career hub experience to increase their visibility to opportunities and awareness of relevant training, career paths, and potential mentors. Managers can understand their team's full abilities with greater insight into their skills and potential. Leaders benefit from improved talent visibility and skills insights while leveraging talent insights to better prepare for the future. Additionally, with a skill based approach powered by AI, opportunities are created by considering skill adjacencies and learnability, broadening the audience for consideration and increasing opportunity across the enterprise.

As organizations prepare to be future-ready, Eightfold Succession Planning incorporates talent intelligence, and AI-driven insights to identify and expand the audience for consideration of critical and emerging leadership roles.

## Succession Planning in "The New Skills Reality"



### Emerging skills are in demand

And these emerging skills are surfacing at levels outside many current succession planning processes.



### Current evaluation methods block talent

Comprehensive skill profiles are hard to gather for job based HRIS resulting in hidden talent. Increasingly important in remote scenarios.



### Skills based talent creates transparency

Skills adjacency and learnability grow the talent pool. AI recommendations and calibration support inclusion.

## Succession Planning

# Product Capabilities

**Role Criticality** Identify, create, and manage succession plans for critical roles within a business unit, geography, or across the enterprise.

**User Configuration** Fine-tune access and permission controls for HR business partners, leadership, and managers

**Pipeline Heat Maps** Visibility to a succession plan 'heat map' - providing leaders with a quick snapshot of the most critical roles, succession plan 'strength,' diversity, pipeline readiness, and more

**Market Comparison** The ability to compare and view the potential talent pipeline for roles to inform role criticality, talent availability, and pipeline diversity.

**AI-Matching** AI powered 'recommended successors' for any role within the organization.

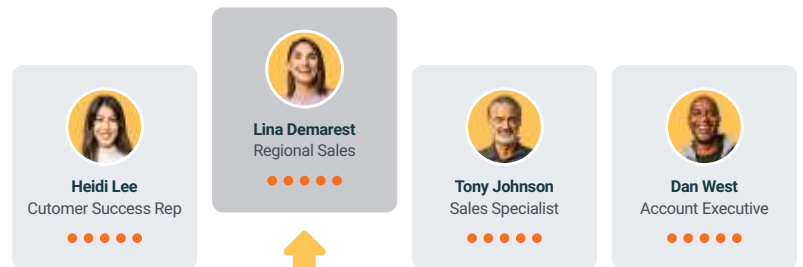
**Calibration** The ability to inform and adjust the skills and profile powering recommended successors supported by the Eightfold Job Intelligence Engine and Role Library

**Governance** The ability to apply specific policies to guide and monitor gender and ethnic diversity

**Talent Profiles** View and download employees' 'Talent Cards' for skill summaries, leadership presentations, and process reviews



Role **Manager, West Regional Sales**



## A Single AI Platform for All Talent

Eightfold Talent Management is built on the Talent Intelligence Platform,™ a native-AI platform that provides a unified view of all talent – employees, candidates, contractors, and teams – empowering business leaders to align talent strategies to strategic business outcomes.



### Employees

- Consideration for future roles based on skill-based role readiness analysis
- Benefit from continuously updated profiles with a comprehensive skills profile derived from organizational roles, training, projects, events, and previous work history
- Increased consideration and visibility based on AI-driven analysis incorporating adjacent skills, learnability, and enterprise-wide matching



### Managers

- Utilize a skill-based view of their team for strategic planning and development
- Ability to build bench strength for roles within your team and consider recommended matches from across the organization
- Leverage embedded insights on role criticality and diversity of talent pool derived from the organization's complete talent network for comparison and analysis



### People Leaders

- Access to search and review deep skill-based insights into the workforce
- The ability to incorporate Eightfold's Job Intelligence Engine and Role Library for workforce planning and role calibration
- Enabling consistent and inclusive succession planning and leadership development at scale