

# E-Succession Planning & Career Management



**Who are the high flyers in your organisation and when will they be ready for promotion?**

**Does your organisation have a strategy and process to identify and retain talent?**

**Do you have adequate cover for the key jobs in your organisation?**

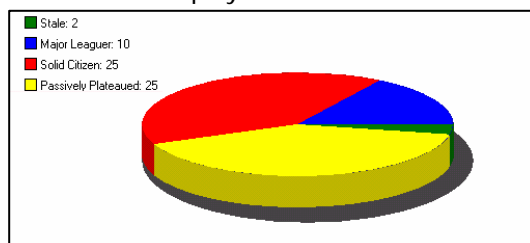
New from Aspiration the succession planning module provides tools to effectively manage the organisation's strategic people resources. Through the process of line driven career discussions the potential of your employees is captured and securely held on the user friendly Aspiration system.

Once captured the organisation is able to run reports that show potential by a variety of parameters. Future date driven reports indicate employee succession plans and allow the organisation to ensure that there is adequate strategic cover of critical jobs

## Benefits

- Identify your high flyers in the organisation
- Ensure adequate balance of solid performers and high potential
- Analyse your employee base from an equity and gender perspective
- Identify valuable employees at risk of leaving
- Identify gaps where trainees need to be deployed
- Highlight organisational jobs that are difficult to find replacements for

Employee Potential



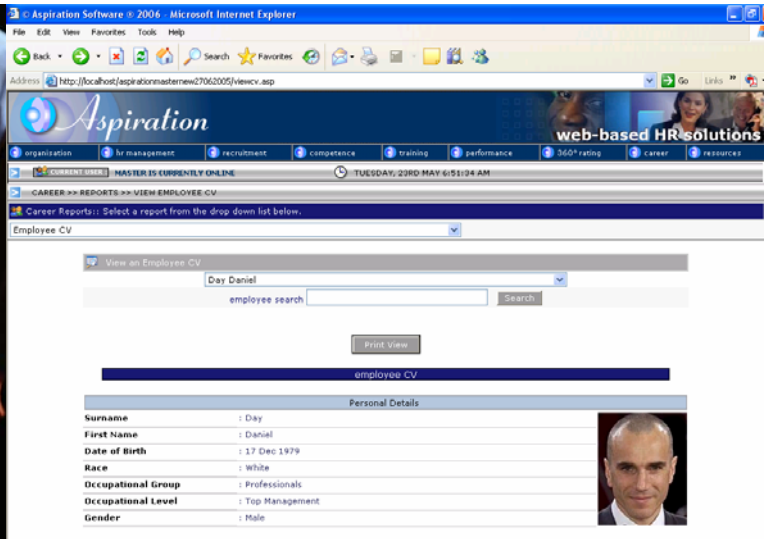
Aspiration provides consultation on how to set up an effective career, succession and retention process that ensures management consensus and psychometric alignment regarding employee evaluations of potential

## Key Features

- On Line Capture of Employee Career Discussion
- On line Employee Career Discussions
- Date driven Cover Ratio Analysis of key jobs
- Analysis of employees by performance, potential, likelihood to leave and ease of replacement.
- Analysis of potential by gender and race
- Analysis of potential by department
- Automatic link to Aspiration performance management module to register performance scores.
- Detailed Reports and Graphs with a drill down reporting capability to individual employees.

## Benefits For HR

- Provides a tool for effective succession planning
- Equity and Gender employment planning provides input for recruitment strategy
- Organisation wide potential vs. performance analysis
- System manages process of individual career discussions
- Provides metrics for growth and development balanced scorecard element
- Provides input for development planning
- Identifies jobs that require trainees
- Encourages Line ownership of employee potential and human capital planning
- Secure easy to access organisational reports and graphs



### New Directions in HR Technology

Aspiration has been able to provide some of South Africa's leading companies with effective web based HR software tools

Other Modules available from Aspiration include

- E-Performance Management
- E-360 Appraisal
- E-Skills Management
- E-Training Administration
- E-Learning Resources
- E-Recruitment
- E-Salary Review
- E-Employment Equity
- E-Leave
- E-Discipline

Any two or more of these modules can be combined into a single seamless offering at any stage

Aspiration offers the choice of Intranet or Internet installations

Aspiration is a Registered Training Provider with the ETDP SETA



Aspiration is a Proudly South African Company



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## TECHNICAL SPECIFICATIONS

The application software code is written in ASP (Active Server Pages), JavaScript and VBScript.

The database engine used is Microsoft SQL Server 7 or later.

The Aspiration Software runs on a centralised server connected to the client's network (or Intranet), and will be located on the client's premises, or for the Internet option, at an agreed Internet Service Provider.

For the client side hosting option the following Microsoft software products and components are required:

- Microsoft - Windows NT Server 4.0 (or later) or SBS 2003
- Microsoft SQL Server 7 or later

For the Internet Service Provider option an Internet connection is the only requirement

The software is configured for Internet Explorer 5.5 (or later).  
The system is a web based application.

Aspiration provides the option of automatic employee downloads from existing payroll, HR or ERP Systems e.g. SAP & PeopleSoft



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