# Succession Planning

Anaplan Succession Planning is designed with your "hire or promote" decision in mind, guiding you in your workforce bottom-up planning process. Identify skills requirements to accomplish business initiatives, then search internally for the closest match from available resources, even as you consider an external search.
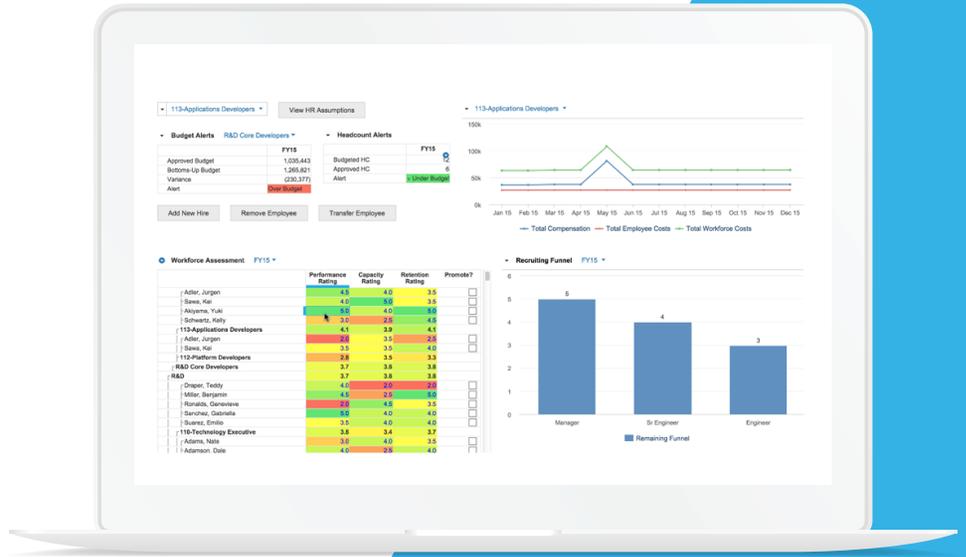
**Optimize your people performance.** Find your diamonds, identifying key talent as you develop and promote from within, and consider new talent that will position your team to accomplish near- and long-term objectives.

**Inform your bottom-up plans while connecting to your top-down goals.** Inform your bottom-up planning process with weighed options for your "buy, build, or borrow" workforce decisions, aligned to one or more business initiatives. With workforce analytics, reveal the metrics and trends that matter most when assessing your workforce talent: skills and performance ratings, capacity for growth, and retention risk.

**Shape and adapt your plans with unlimited "what-ifs."** Easily model "what-if" changes in salary, talent, and skills criteria, and see changes ripple through to impact your best-fit search options.

## KEY BENEFITS

- Align people and business strategies while better informing your bottom-up workforce needs

- Find your diamonds, identifying key talent as you develop and promote from within

- Assess your current workforce to meet the future needs of the business based on factors that include skills, talent, performance, readiness for promotion or transfer, and retention risk.

- Easily model "what-if" changes in salary, talent and skills criteria, and see changes ripple through to impact your best-fit search options

- Identify skills gaps on your team to proactively address development needs

## pandora®

Pandora began with a focus on FP&A, but expanded their model to bring in workforce planning components of the process.

"Anaplan is great—really responsive, customer-oriented, with a deep background in planning. They understand the challenges we're facing and are able to marry that with their technology to solve them."

JARED WATERMAN, VP, FP&A

# Key Features

**Business alignment** Inform your bottom-up planning process with weighed options for your "buy, build, or borrow" workforce decisions, aligned with business initiative. Starting from your strategic business initiatives (imported from Anaplan for Planning, Budgeting, and Forecasting or entered manually), identify additional headcount needs by role. Includes data cleansing module to identify missing data fields following your data load to ensure robust search results.

**Bottom-up workforce planning enablement** Use loaded skills and talent attributes, time in role, years of experience, and other metrics to filter for your best available candidate fits for a given role—within your team and across the organization. Adjust your assumptions criteria as necessary to expand or refine your search. Determine team bench strength for a given mix of skills, talent, and experience attributes.

**Unlimited "what-if" analyses** Unlimited driver-based "what-if" scenarios to model, for example, skills and talent criteria. See the immediate impact on your search list of available employees with the closest match.

**Workforce analytics** Workforce analytics identify your star performers and surface the information you need for the hire or promote decision.

**Employee self-assessment and review** Input directly or import current workforce skills and experience profiles, education, and certification at the individual and team level to identify gaps for capacity planning against future workforce requirements. Dashboard also available for employee self-reporting of new skills.

**"Rate the Rater" tool** Use managers' historical scoring trends to normalize talent/performance skills assessment scores across the organization, leveling the field of best-fit candidates for promotion.

**Pre-built app designed for business users** Activate a purpose-built app, with built-in best practices, offering one-click provisioning from the Anaplan App Hub. No technical knowledge and skills required to implement and deploy.

**Excel®-like formulas and immediacy** Easy-to-use, Excel-like formula builder to configure workforce policy rules using familiar Excel formulas and syntax.

**Data integration (import and export)** Feed in data automatically from your HRIS transactional system or third-party sources to surface the workforce analytics you need. Use a range of integration tools from flat file import/export to pre-built connectors (CRM, ERP, HRIS, BI, etc.). Built on one common platform to enable integration across all applications in the business.

**Dashboards, reporting, and analytics** Built-in dashboards, reporting, and analytics with data visualization (charts, graphs, maps, etc.). Integration with Microsoft Office Excel®, Word®, and PowerPoint® to provide productivity and efficiency in reporting when delivering presentations or reviewing performance and metrics.

**Top security and reduced IT costs** Single, continuously monitored multi-tenant cloud platform and infrastructure. Role-based security, user management, and single sign-on support. Disaster recovery and full data encryption.

**Audit trail** Maintain history of workforce definition and assignment rules through effective dating, versions, and audit tracking.

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