

# Saba Succession Planning

## Build Deep Bench Strength and Strong Leadership

Succession planning is one of the most important tasks in an organization, yet many companies struggle to do it effectively, if at all. It's critical to be able to identify the best people to fill roles created by unexpected departures or retirements. You need to know the essential skills that will benefit your organization and pair that with the ability to identify those skilled individuals who could successfully step into a new role.

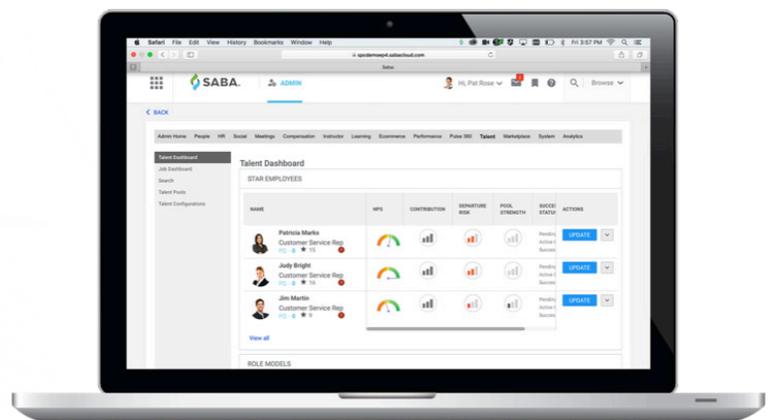
**“Saba helps us align the strengths of our people with the needs of the business, so everyone wins.”**

— **Carolynn Haug**, AVP Learning and Knowledge, Equity Residential

**Saba's Succession Planning** solution provides a personalized, proactive approach to succession management. Build competency-based talent pools for every critical area of your business. Targeted and purposeful development plans help build a highly-skilled and engaged workforce that will thrive as employees step into new roles.

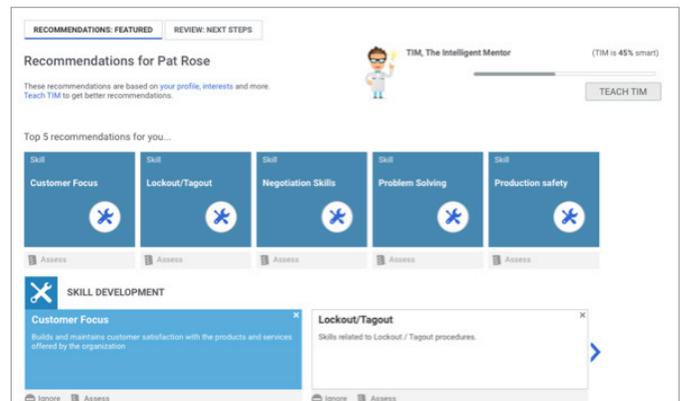
### Saba Succession Planning Helps You To:

- Identify high-potential employees easily
- Engage and develop your employees for future roles
- Fill leadership or mission-critical roles quickly and effectively
- Assess the health of your succession planning program using valuable workforce insights



### Develop Leaders at All Levels

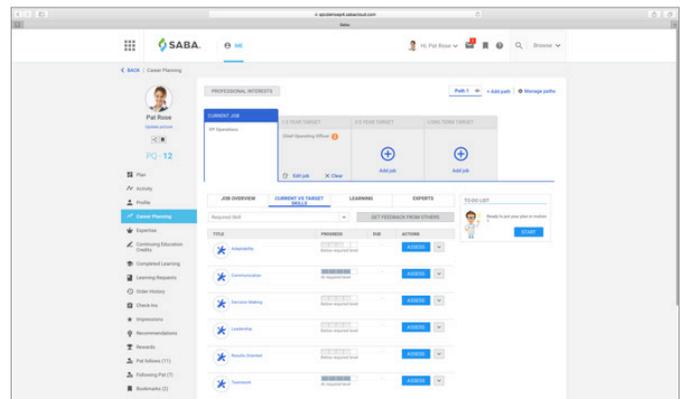
Saba Succession Planning enables you to manage succession, mobility and career development opportunities for any role within the organization – going beyond filling executive positions. Saba helps you create tailored succession and leadership development programs that focus on closing skill gaps and preparing your high-potentials for future opportunities. You can also conduct regular talent assessments to evaluate all employees in a talent pool against the competency model defined for that role.



Saba's system will automatically assign relevant learning and development to an employee focused on closing skill gaps and preparing them for future roles.

### Empower Employees to Reach Their Career Development Goals

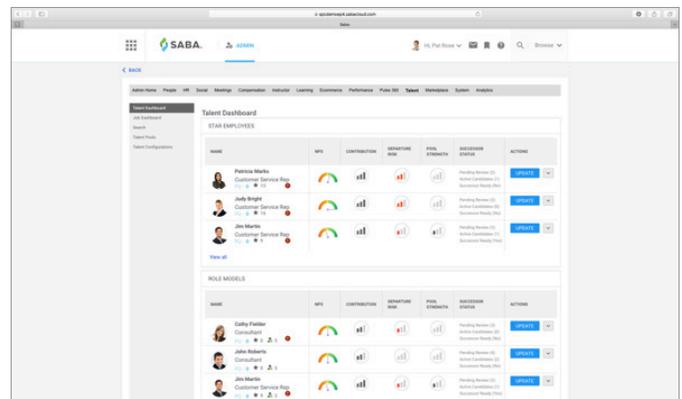
Empower employees to create personalized career paths that identify roles they wish to have in the short- (1-3 years), mid- (3-5 years) and long-term to help them identify the L&D they must do to get them there. Saba's Artificial Intelligence engine generates smart recommendations for courses, content, open positions and mentors to connect with, ultimately helping employees overcome skill gaps and reach their next career milestone more effectively.



With Saba, your employees can build smart, relevant learning paths that link their learning directly to career goals and receive smart L&D recommendations powered by Saba's AI engine.

### Easily Create and Manage Talent Pools

Gain valuable insights into the knowledge and skills you have in-house and how you can best support employee career progression. Easily identify top talent, create talent pools based on skills and competencies and identify potential successors from within each pool. By leveraging Saba's n-box feature, you can plot employee performance and potential on a simple graphic that provides insight into which candidates are ready for the role and which candidates need further development.



Easily build and manage competency-based talent pools for every area of your business.

