

# Aquire Succession Specifications Sheet

## Create thorough succession plans

Collaboratively identify and assess bench strength
Search by span of control, other criteria or use both search options in tandem to create talent pools
Identify leaders, high potentials and flight risk
Match position requirements to individuals
Quickly view and adjust employee groups in a 9 Box matrix with easy filtering capabilities
Automatically identify employees with missing ratings
Update or add employee ratings via drag-and-drop
Compare side-by-side talent profiles including span of control information
Add or move successors from within the side-by-side talent profile view
Review performance data such as ranking, readiness, high potentials, etc.
Easily access all charts and reports from a single Home Page
Create multiple succession scenarios and plans
Choose from more than 80 predefined succession planning data fields

## Visualize bench strength at all levels of the organization

View summaries of positions in need of successors
Populate 9 Box cells with search results along with employees from the selected span of control
Easily identify the organizational layer corresponding to each position
Compare employee information in side-by-side profile views
Visualize the number of layers and direct reports falling under a manager's span of control
View the organization's average direct reports per manager by level or point in the entire organization's hierarchy
Access up-to-date data on planned retirements to ensure seamless transitions
Continually evaluate and match key leadership positions with potential successors
Integrate with learning plan, performance review and career development applications
Quickly access all charts and reports from a secure and configurable Home Page

## Improve data accuracy

Ensure successor choices are still valid options with automatic employee data updates from ERP systems (transfers, terminations, etc.) using Aquire's OrgSync™
Define and enforce consistent Business Rules throughout the plan to restrict particular user actions, or to call attention to a threshold or action
Capture and store plans and changes in a single, central location
Track the thoroughness and impact of succession plan scenarios

## Instantly analyze bench strength in a dashboard

Assess adverse impacts for succession plan scenarios
Identify gaps in bench strength company-wide
Analyze an organization's potential and demographics

## Aquire Succession System Administrator Features

- Choose SaaS or On-Premise implementation
- Administer in Web-based environment
- Access data using real-time and/or scheduled batch data transfers
- Support enterprise data sources including relational databases, XML, CSV, LDAP/AD, etc.
- Use application programming interface included in developer's kit for simple integrations
- Easily export plans and data to Microsoft® PowerPoint, Excel and Adobe® PDF®
- Receive system administrator notifications for recursion or broken hierarchies
- Utilize security features including single sign-on and granular data access control

### To learn more about Aquire Succession, visit

[www.aquire.com/software/succession\\_planning](http://www.aquire.com/software/succession_planning)

### To learn more about Aquire's other solutions, visit

[www.aquire.com/software](http://www.aquire.com/software)

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