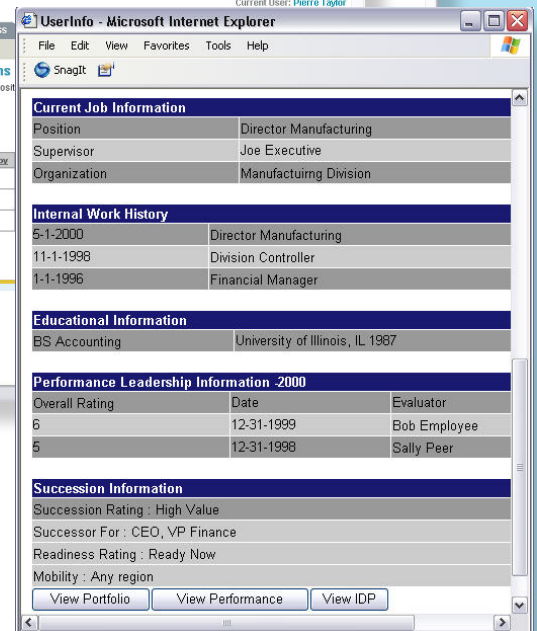
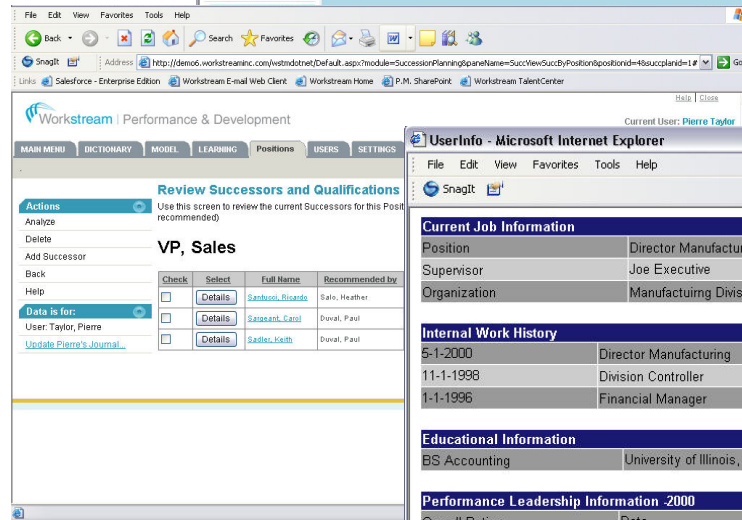
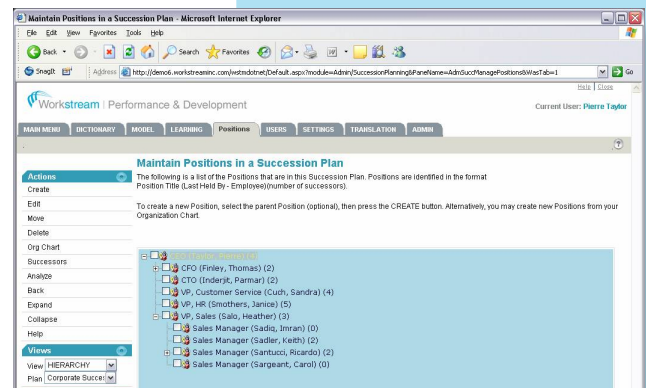


Ensuring strong leadership for key positions across your organization

Workstream Succession Planning ensures you have a complete, current succession plan for all key management positions across your company. Tightly integrated into the TalentCenter - including Development, 360, Performance, and Competency; Succession Planning ensures you maximize the value and use of all employee information. What does this mean? In one place, you can nominate a new candidate, view a potential candidate's ranking based on required competencies, see past performance assessments, 360's, and their Individual Development Plan (IDP). All of this is housed within a flexible role-based application that empowers both managers and HR to develop and prepare the next generation of leaders within your company.

Key capabilities of Workstream Succession Planning include:

- Configurability** – Succession Planning is highly configurable, offering options for every aspect of the succession planning process, including who nominates successors, self-nomination, assessment fields to display, dropdown assessment lists, competency profiles, and employee data fields.
- Designate Successors** - Incumbents and other managers can designate potential successors from queries of the employee database.
- Self-Nomination** - Employees can nominate themselves for positions for which they would like to be considered.
- Successor Assessment** - Managers can indicate whether the incumbents are promotable or transferable; to which positions; when; and what development they will need in order to be ready.
- Analyze Successors** - Successors can easily be displayed and rank ordered based on their competency assessments, readiness, availability, or other selected fields.
- Competency Comparison** - An employee's competency assessment can be mapped to a specific position to determine their qualification.



- **Integration with Performance Management** - View successors' past performance plans and appraisals to evaluate the relevance of their experience, their key job responsibilities, their job goals, and their performance and competency proficiency ratings.
- **Integration with Development** - View successors' individual development plans (IDPs) to see how well their development relates to potential future positions and create specific IDPs in preparation for those positions.
- **True Competency Assessment** - Enables "true" competency assessment at both competency and behavior levels; measurement of skills, know-ledge, and competencies requires different scales. In addition, supports measurement of other employee attributes important for succession planning and/or resourcing such as certifications, education, and licenses.
- **Identify Positions at Risk** - Identify positions for which there no, or very few, potential successors.

About Workstream Inc.

Workstream provides enterprise workforce management solutions and services that help companies manage the entire employee lifecycle – from recruitment to retirement. Workstream's TalentCenter provides a unified view of all Workstream products and services including Recruitment, Benefits, Performance, Compensation, Development and Transition. Access to TalentCenter is offered on a monthly subscription basis under an on-demand software delivery model to help companies build high performing workforces, while controlling costs. With 9 offices across North America, Workstream services customers including Chevron, The Gap, Home Depot, Kaiser Permanente, Motorola, Nordstrom, Samsung, Sony Music Canada, VISA and Wells Fargo. For more information visit www.workstreaminc.com or call toll free 1-866-470-WORK.



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