

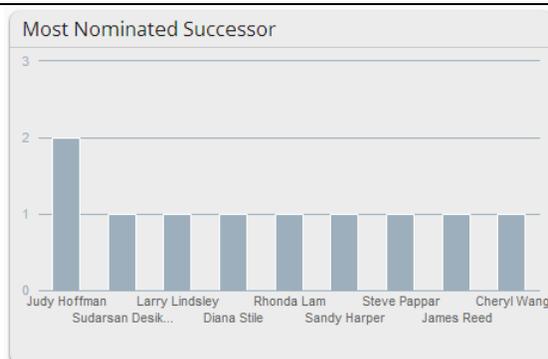
Overview of Standard Tiles for Succession

Contents

Succession	2
Most Nominated Successor.....	2
Positions by Max Successor Readiness.....	3
Successors by Role, Stacked by Readiness	4
Successor Readiness.....	5

Succession

Most Nominated Successor



Usage:

See who is nominated most times for positions in your team.

Columns in Detail View:

Position ID
Position Title
Nominee Username
Nominee First Name
Nominee Last Name

Data:

Shows count of nominations by nominee for the positions in selected people scope.

To clarify further: If you select “team view, direct reports” you will see all people that are nominated for the positions your direct reports currently hold. You will not see which positions your direct reports are nominated for. Thus, if Richard Maxx is your direct report and he has 5 nominations outside your team, he won’t show up on this chart.

Data is grouped by nominee so you can see how many times each person is nominated for roles in your team.

Note: As of today this chart is only available for legacy positions and MDF Positions without EC

Reporting Schemas Required:

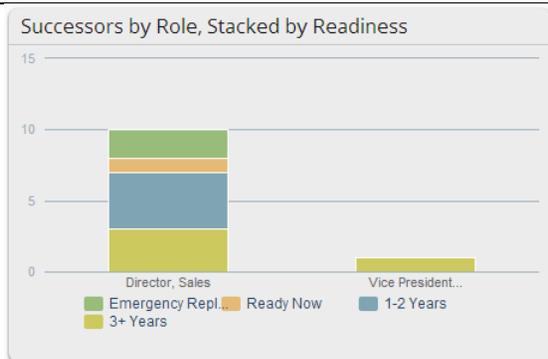
This tile exist for two different implementations of Succession

- Position-based/legacy Succession version):
 - Succession By Position (Inclusive of unnominated positions)
 - Rating Scales
- Position-based nominations with MDF (but without EC):
 - Inclusive Succession (MDF Position based nominations)
 - Rating Scales

Positions by Max Successor Readiness

 <p>The chart is a donut chart titled "Succession Max Readiness". It is divided into five segments: "No Successors" (pink, top-left), "Emergency Re" (green, top-right), "3+ Years" (yellow-green, left), "1-2 Years" (blue, bottom-left), and "Ready Now" (orange, bottom-right).</p>	<p>Usage: See how ready the most ready successor is for each position in the team. Use this to manage risk related to lack of ready successors for positions.</p> <p>Columns in Detail View: Position Code Position Title Position Criticality Incumbent User ID Incumbent First Name Incumbent Last Name Incumbent Title Nomination Date Nominee User ID Nominee First Name Nominee Last Name Nomination Readiness</p>	<p>Data: Show count of positions by maximum successor readiness. Each position only appear in this chart once. Positions without any successors nominated will be labeled "no successors".</p> <p>You should know...</p> <ul style="list-style-type: none"> The same person might be nominated for several positions in your team. So even though this chart might show that you have successors ready for all your positions, it might be the same person appearing multiple times. There is a separate chart called "Most Nominated Successor" to track how many times each a person is nominated for positions in your team. <p>Reporting Schemas Required: This tile exist for two different implementations of Succession</p> <ul style="list-style-type: none"> Position-based/legacy Succession version): <ul style="list-style-type: none"> Succession By Position (Inclusive of unnominated positions) Rating Scales Position-based nominations with MDF (but without EC): <ul style="list-style-type: none"> Inclusive Succession (MDF Position based nominations) Rating Scales
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Successors by Role, Stacked by Readiness



Usage:

See how many successors you have for each role and how ready the successors are.

Use this to manage risk for critical positions.

Columns in Detail View:

Position Code
 Position Title
 Position Criticality
 Incumbent User ID
 Incumbent First Name
 Incumbent Last Name
 Incumbent Title
 Nomination Date
 Nominee User ID
 Nominee First Name
 Nominee Last Name
 Nomination Readiness

Data:

Show count of successors stacked by incumbent' role and stacked by readiness. If you have multiple positions with the same role, they will appear as one category in the x-axis of the chart. The underlying assumption is that successors can take over identical positions. Positions without any successors nominated will not be shown in this chart.

You should know...

- The same person might be nominated for several positions in your team and every nomination is counted in this chart. So even though this chart might show that you have successors ready for all your positions, it might be the same person appearing multiple times. There is a separate chart called "Most Nominated Successor" to track how many times each a person is nominated for positions in your team.

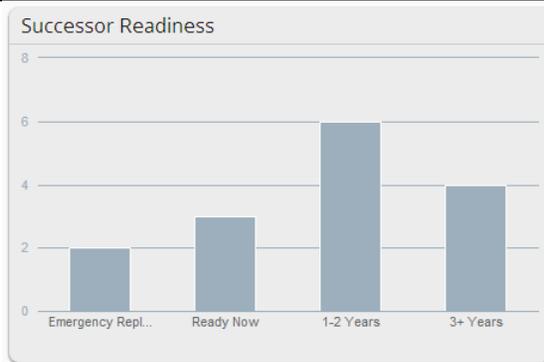
Note: As of today this chart is only available for legacy positions and MDF Positions without EC

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Successor Readiness



Usage:

See all nominations by readiness rating to see all the people nominated for positions in your team. This gives you a high-level overview of the readiness of people nominated for positions in your team.

Columns in Detail View:

Position Code
Position Title
Position Criticality
Incumbent User ID
Incumbent First Name
Incumbent Last Name
Incumbent Title
Nomination Date
Nominee User ID
Nominee First Name
Nominee Last Name
Nomination Readiness

Data:

Show count of nominations by readiness. Every nomination is counted, so the same person might appear multiple times if they are nominated for multiple positions.

To further clarify, this chart does not show you the distribution of readiness of your team members. Rather, this chart shows the distribution of readiness among successors nominated to positions within your team. Thus, if Richard Maxx is your direct report, and he is nominated to a position outside of your team, this nomination is not included in this chart. This chart helps you manage succession risk within your team

You should know...

- The same person might be nominated for several positions in your team. Each nomination count in this chart. So even though this chart might show that you have successors ready for all your positions, it might be the same person appearing multiple times.
There is a separate chart called “Most Nominated Successor” to track how many times each a person is nominated for positions in your team.

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