



# Succession and Career Planning Solutions

## Talent & Readiness Drives Business Results

The Harrison Talent Readiness System enables you to fully engage your employees through integrated career and succession planning while simultaneously providing comprehensive decision analytics to manage your qualified talent pools.

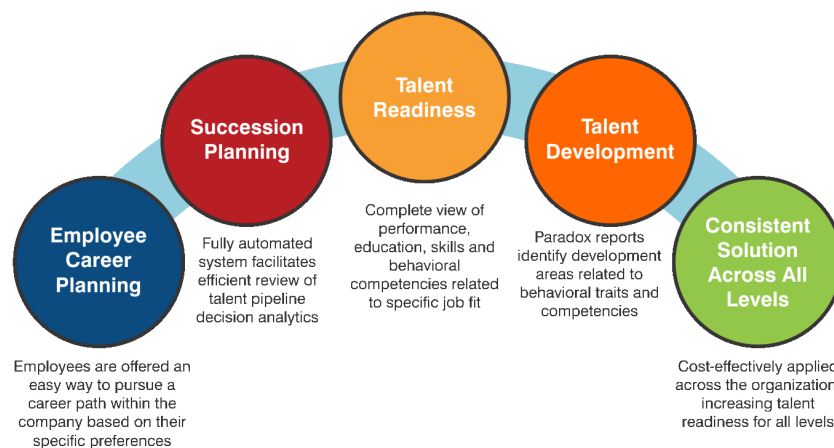
### Career Planning

Employees access a personal career planning portal that ranks internal jobs according to their likely enjoyment and engagement preferences. In addition, employees can view reports related to their strengths and areas to develop.

### Talent Pool Analytics

Management accesses up-to-date talent pipelines that rank high potentials according to their qualifications and behavioural competencies and suitability related to job opportunities.

## Talent Readiness System Features & Benefits



For more information email: [team@smartadvantage.com.au](mailto:team@smartadvantage.com.au) or call: +61 8 8274 2105

Employees benefit from having involvement in their career planning process and access to personalized development reports.

Management accesses a Talent Readiness Dashboard that objectively ranks employees for positions according to job specific qualifications and behavioural competencies, as well as current job performance. Talent pools are kept up-to-date by employees and Human Resources only needs to access the current talent pipeline for any position.

**Personal Career Planning System for each employee to explore internal job opportunities.**

The careers opportunities at Test Company are listed below according to your probable level of enjoyment. The highest scores indicate jobs that you may wish to further explore, depending upon your qualifications. Click the Details button to see the job descriptions and requirements. Go to the Select jobs tab to explore job openings.

Career planning for: **Andrew Jones**

**Careers in order of likely level of enjoyment**

1. (87.1%) Outside Sales
2. (78.7%) Customers Service
3. (62.9%) Programmer
4. (57.1%) Personal assistant
5. (41.4%) Programmer Manager
6. (40.4%) Sales Manager

Outside Sales  
Detailed Description: Initiate contact with customers. Attempt to discover customers' needs. Attempt to persuade customers to purchase something that meets their needs.

**Career Planning Roadmap**

**Your Greatest Strengths Report**

- Your key strengths will drive your career success.
- Learn how to further leverage your strengths.

**Career Development Report**

- Crystallize your self-knowledge and open the door to your success!
- Map your unique work environment preferences, task preferences, motivations, interests, work values, and interpersonal preferences
- Achieve a clear insight into how you can develop a satisfying and successful career.

Employees can view reports related to their greatest strengths or how to develop their career.

Select job to access talent: Programmer Department: All departments

Enter data below to match and click search: Search on locations for willingness

Last name	First name	Current Job	Location	Suitability	Eligibility	Current Performance	Total score	Interested	Run Reports
Smith	Peter	Programmer	Alicon	68	81		78	<input checked="" type="checkbox"/>	Run --
Quamina	Mindy	Programmer	Los Angeles	64	21		32	<input checked="" type="checkbox"/>	Run --
Chang	Richard	Programmer	Los Angeles	77	Request		82	<input type="checkbox"/>	Run --

HR can access up-to-date talent pipelines that rank high potentials according to their qualifications and behavioral competencies (suitability). They can run talent analytic reports comparing individuals to the requirements. Current job performance can optionally be included in the evaluation.

## Harrison Talent Life Cycle Solutions



## Enabling The Era of Internal Talent Mobility & Career Development

- Assessment Based Career Planning
- Talent Pool Analytics

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