

Q4 2019 SuccessFactors Review

Succession, Development and Calibration

- Sena Mancini

In this latest quarterly release of SAP SuccessFactors, there are many enhancements improving customer experience, advancing the functionalities within the system, and peeking into the innovative tools coming up. It is also worth highlighting that most of the enhancements in this Q4 Release within Succession Planning, Development and Calibration, are coming from the Customer Influence requests.

All pictures from this article are borrowed from SAP Release Notes.

Succession Planning

Talent Pools

Let us start with the three enhancements in Talent Pools coming from the customer influences.

The first feature to discuss is regarding search features for talent pool users, who can now further specify their searches in talent pool nominations by adding new fields as filtering options (*Figure 1*).

In addition, to complement this enhancement, the talent pool users can also expand the columns and adjust their search result page accordingly (*Figure 2*). Division, department and location will certainly be the most popular filtering options and columns within users, but besides from them users have also the possibility to add up to 15 customer fields from the employee profile. It is one of the key enhancements in this release within Succession since it would ease the operational work of the talent pool users.

Back to: Talent Pools / Product Management Leadership

[Auto-complete people search](#)

Search by name or us... First Name: Last Name: Job Title: Division: Location: Retention Risk:

Impact of Loss: Future Leader: Movement Strategy: Readiness:

[Configure the filter fields](#) [Adapt Filters](#) [Go](#)

(Figure 1: Talent Pool Search Fields)

Back to: Talent Pools / Product Management Leadership

Search by name or us... First Name: Last Name: Job Title: Division: Department: Location: Retention Risk:

Impact of Loss: Future Leader: Movement Strategy: Readiness:

[Adapt Filters \(5\)](#) [Go](#)

5 nominee(s) for Product Management Leadership

Name	First Name	Last Name	Job Title	Readiness	Division	Department	Location	Notes
ABEL J GONZALES	ABEL	GONZALES	TECH ELECTRO MECH II	1-2 years	INQ	15	INQ-USA-TX-HOU-199...	
James Reed	James	Reed	Sales Manager	1-2 years	ACE Software12	Sales	East	3333
Marcus F. Hoff	Marcus	Hoff	Sales Director, NE	1-2 years	ACE Software3	Sales	East	<script> testing </script>
Melissa Huang	Melissa	Huang	Accounts Payables Administrator	1-2 years	ACE Software	Finance and Accounting	ACE_C_HQ	eeedd
Arthur Pizer	Arthur	Pizer	Senior Director, Engineering	3-5 years	ACE Software	Engineering	ACE_C_HQ	newly nominated

(Figure 2: Talent Pool Search Filters)

The third enhancement in Talent Pool is to Talent Pool Page permissions which is now made possible to be hidden by Role Based Permissions. This feature allows admins to give some users the permission to see the talent pool nominations within the Talent Card or Nomination Portlet on the Employee Profile but on the other hand hide the Talent Pool page under the Succession Tab and correspondingly prohibiting to access all the talent pools in the system. With this new permission HR can have more privacy in Talent Pool Page and managers can have access only to their employee's nominations in the talent pools without being able to reach all the talent pools within the system.

Calibration

Detailed Information of Calibration Subjects in Executive Summary

Executive Review of a Calibration Session allows users to have an overview of the

calibration sessions within the organisation. But now it is also possible to drill down into the details of each calibration subject. The executive reviewers can access to this detailed information by clicking on each chart, bar, title or cell and can also navigate to the relevant calibration session to edit the calibration rating. It can be especially beneficial for the organizations who are managing calibration sessions with high number of subjects and with hierarchical structure.

Offline Job for the Mass Finalization of Calibration Sessions

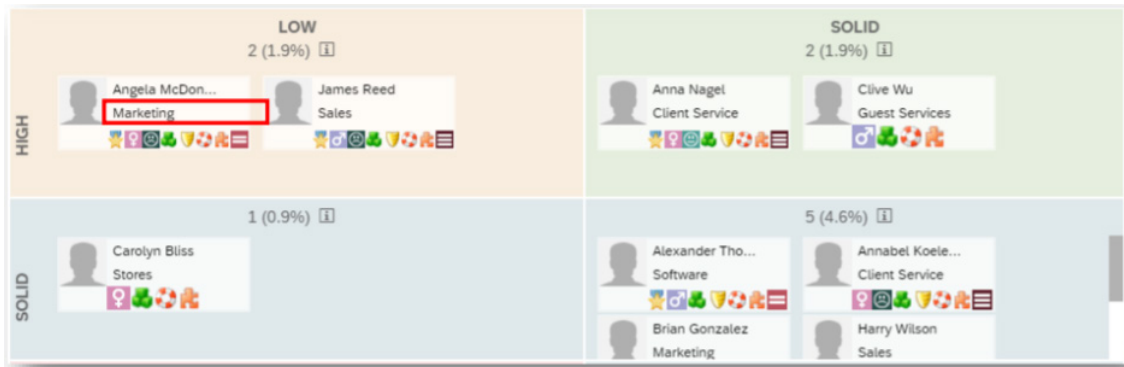
The mass finalization of calibration sessions functionality was introduced in the previous Q3 Release. However, it was only possible to do it online and supported up to 25 sessions due to performance issues. Now with this new release it is also possible to run an offline job for the mass finalization of calibration sessions and define a new threshold through Admin Center to run the offline job. As default the threshold is set to 25 sessions by SAP.



An extra field can be added to the people card on the Matrix Grid View

Matrix Grid View in Calibration gives the users a quick overview of the calibration session. As another customer influenced request there is now an option to add an extra field to the

people card in order to simplify the identification between the subjects in Matrix Grid (Figure 3). The field can be selected from the standard or from the 15 custom fields from the employee profile.



(Figure 3: Additional field in Matrix Grid view)

Confirmation Step for Revert Calibration Session

Another customer enhancement request is to have a confirmation step before reverting a calibration session changes. This feature can prohibit the users to click on the revert button accidentally and lose all the changes they have made. Now if the user clicks on the revert button, popup box appears to inform the user one last time.

Career Development Plan

Career Explorer

In the previous Q3 Release SuccessFactors announced a new tool called Career Explorer based on the SAP Leonardo Machine Learning technology. As a quick reminder Career Explorer can be described as a tool which gives employees recommendations to their possible future positions in the company by using the career paths of the employees who once had the same job role. It is like the career path functionality we have in Career

Development module but with machine learning technology behind. With this new release it is introduced that employees can now update their targeted roles in Career Worksheet through adding recommended roles from Career Explorer and then users can continue to use all the functionalities of Career Worksheet.

However, it should be also highlighted here that this enhancement is still in beta phase and only available for customers who has participated in Beta Program for this tool.

SAP encourages especially long term EC customers to participate the Beta Program in order to improve the tool together.

Launch Role Readiness Assessment Form from Career Worksheet

Previously users can only launch and complete the Role Readiness Assessment Forms for their current roles under Performance Management. But now no navigation to Performance is necessary as the user can create the form from the Career Worksheet page.



Mentoring

Questions Tab in Mentoring Overview

Another customer influenced enhancement is that a Questions tab is added to the Mentoring Overview page. With this new tab, admins can update or delete the matching questions even after the mentoring program is launched. For the supervised programs, admins can update questions before any matching occurs but for the unsupervised programs, they have the ability to make changes right up until the program ends.

Filtering Option in Mentoring tab

A new filtering option added for the admins in the Mentor Tab coming again from the customer requests. This new function gives admins the opportunity to filter mentors according to the approval requests statuses; so the admins can easily review the mentors and operate further.

Release of Mentoring and Mentee Relationship

Previously if a mentor reached the maximum number of mentees, no further mentoring relationship was allowed, even if one relationship is ended in the meantime and this matching threshold is not valid anymore. But with this enhancement the matching threshold can be updated and allows the participants to build new relationships according to the actual number.

Copy Deep Links for Open Enrolment Mentoring Program

In order to improve the usability a new functionality is announced that the admins can copy deep links for open enrollment mentoring programs and then share them with possible participants via email, Learning item or any other communication medium. With this link the participants can easily reach to the sign-up page of the mentoring program.

Intelligent Service Events for Mentoring

With this enhancement it is possible to trigger notifications to the participants when mentoring relationship or the mentoring program is ended. SAP also mentions that this feature can be utilized in combination with a Qualtrics integration flow in the future.

Conclusion

The enhancements within Succession, Development and Calibration Q4 Release are increasing the ease of the usability, advancing already existing features and glancing into the future developments. As mentioned before most of these enhancements within this release based on the customer ideas, which shows us again that SuccessFactors is an organic tool growing and improving with the customer feedbacks.



How Can We Help?

Zalaris excels in delivering comprehensive HR and payroll services across the UK, Northern Europe, the Baltics and Poland. Our industry leadership position, however, goes beyond the borders and constraints of other providers to enable what matters most to our clients: maximising the value of human capital through excellence in HR processes.

- **Scoping Services** - for if you are thinking of moving to the HCM Cloud but are unsure of where to start.
- **Support Services** - for if you are already using SAP SuccessFactors and want a flexible support partner.
- **Release Management Services** - for if you are struggling to take advantage of the quarterly innovations in SAP SuccessFactors.
- **Business Process Services** - for if you are looking for operational support with your HCM processes.
- **Training Services** - for if you are not getting the most out your SuccessFactors system.

Zalaris UK&I (part of the Zalaris ASA group) is the operating name of Zalaris Consulting UK Limited which is a private limited company registered in England, number 03538201, with registered address 62 Wilson Street, London, England, EC2A 2BU.

Please see our UK & Ireland [Our Offices page](#) for postal address & contact.

This content is copyright of © Zalaris UK&I 2019. All rights reserved.