



## SuccessFactors Succession, Career Development Planning and Calibration

In the H1 2020 release for SuccessFactors Succession, Career Development Planning and Calibration modules, SAP is focusing on system usability and user experience. The talent-modules-bundle works with sensitive information, and many of the newly released features will better support the management of this information. From providing more configuration options and access controls based on the business processes, through to providing better auditing and tracking of changes, the overall result is a notable improvement to the end-user experience.



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### Exclude Nominees from Seeing Themselves Within a Succession Plan

A significant feature update has been applied to succession planning permissions which many customers have been waiting for, for a long time. This update addresses some outstanding visibility requirements.

The feature will allow customers to disclose the information from succession planners on which position they are nominated to. Moreover, by doing so, nominees will not be able to see themselves in all succession related planning or searching tools. It will be worth remembering that this feature also removes the possibility to nominate themselves to any position.

## Picklist Labels Displayed in Matrix Grid Reports and Talent Pools

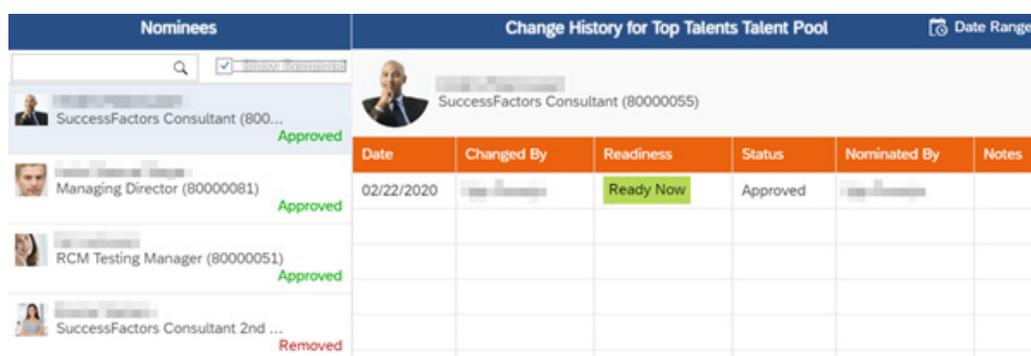
This change is more of a technical fix and user experience improvement that some customers have been reporting to SAP. The fix will give more meaningful labels to the customer-specific picklist fields on the filter area in the Matrix Grid Reports and Talent Pools. Previously, when customers chose to include some of their customer-specific fields, the picklists were showing OptionID.

## Talent Pool Enhancements to Filter Fields and Nomination Table

In the Q4 2019 release, SAP made significant improvements to the usage of talent pools and made them more user friendly by adding new data fields for nominees, and the ability to filter and rearrange table columns. In the H1 2020 release, some small usability improvements have been added to make succession planning in talent pools even more efficient.

With the current update, the nomination table now has a greater ability to adjust to the user's screen resolution and to fit in as much data as possible. Additionally, a comment column has been added to the personalisation dialog box, and when all nominees based on the selected filter options get deleted from a talent pool, filter fields will automatically reset to default. For a new user, personalisation of the columns can be confusing, as to reorder the columns you must get to a personalisation mode first and work there with arrows to achieve the desired sequence of the columns.

A new feature to the talent tool functionality is nomination history. It has the same meaning as it has on position level in the Succession org chart: to show both who and when someone been nominated to, or removed from, a talent pool nomination. This feature gives more information to succession planners so that they can understand why such nomination actions have happened and make further decisions around Succession Planning.



The screenshot displays the SAP Talent Pool interface. On the left, a list of nominees is shown with their names, job titles, and IDs, along with their status (Approved or Removed). On the right, a 'Change History for Top Talents Talent Pool' table is visible, showing the date, changed by, readiness, status, and nominated by for a specific nominee.

Date	Changed By	Readiness	Status	Nominated By	Notes
02/22/2020	[User]	Ready Now	Approved	[User]	

## View Talent Pool Nominations in People Profile and Talent Card Without Having the Talent Pool Object Level Permission

This generic switch is configured via Provisioning and enables access to Talent Pool nominations on People Profile or Talent Card, to users who do not have physical access to talent pools. At first glance, it seems confusing as it is not controlled via Role-based Permissions (RBP), and it is not possible to control who has

this kind of visibility. However, the purpose of the feature is to give access to users who are managers to see the direct reports' nomination to different Talent Pools. The core premise of the feature is sound. However, before enabling it, I would recommend that customers thoroughly test against their succession planning process. Customers must determine if it will complement the process, or if it may inadvertently permit access to sensitive succession planning information.



## Career Development Planning

### Career Explorer

Located in the Career Development area and powered by SAP Leonardo Machine Learning technology, Career Explorer analyses the users and their career path across the organisation and creates a personalised recommendation to users who have similar roles, common skills and background.

The functionality looks very much like career path functionality, where the user can review the required skills, competency set and expected level of knowledge for the suggested role and consider that by adding it to career worksheet. Furthermore, a role can be made public on a profile and a readiness assessment conducted.

This is an excellent addition to the current career development tools. It can help employees to look at their career path from a different perspective, utilising different dimensions, and consider roles that they would not have initially thought that they were suited to.

It is important to remember that Career Explorer is only currently available in an Early Adopter Care (EAC) program. You can get more details on programmes like this from implementation partners such as Zalaris.

### Deep Link to Current Role in Career Worksheet

When opening the career worksheet, the system defaults to the 'Job Roles I'm considering' tab. Sometimes it can be annoying when a user is focusing on a follow up on a current role and then they have to switch tabs. While it is unfortunately still not possible to set the default tab it opens to customers can now create a custom tile on the home page with a deep link to the 'Current Role' tab. As a result, this presents an excellent simple, yet practical workaround for the shortcoming.

## Calibration

### Customised Weighted Rating Now Used in Calibration

In addition to various kinds of ratings that can be pulled from performance management with this release, customised weighted ratings can be used in calibration. These can include both calculated and manual ratings, and at the same time respect the priority of overall form ratings applied to performance management.

Note that SAP has indicated that it can be tricky when a calculated rating has been used for calibration. In such cases, a decimal precision number will be shown, and in turn, this may lead to some inconsistencies in terms of displaying the data when using matrix grids.

### Enhancements to the Subjects List Page

New print functionality has been added to the participant list when working on the calibration sessions from the executive review mode. Also, if specific filters have been set to filter out the subjects in the list, after printing out a subject list, the system will remember personalisation set-up and allow continued work online.

Moreover, the set filters will remain and will be retained for the facilitators and session owners' views when working directly in the calibration session.

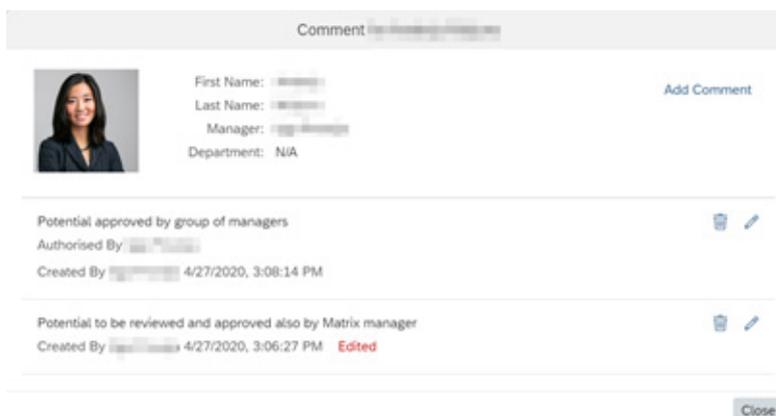
### More Comment Details in Calibration Session

The enhanced comment function in calibration enables permitted session reviewers to leave explanations on rating changes and give feedback to other reviewers about a subject. The comment will be marked with a timestamp and the reviewer when it is added. It is worth mentioning that when the setting 'Enforce Comment Option' feature is enabled, 'Authorised by' will be shown against a person's comment, along with who updated the rating, and through that, a confirmation of the validity of the rating change.



One thing I am a little disappointed by is that the system cannot summarise the comments from other sessions and display this for every

subject. Hopefully, this will be something SAP consider for a future release.



### Toolbar Available in Full-Screen Mode for Matrix Grid View

Matrix grid views can be large and cumbersome to work with if you are not in full-screen, or have a large monitor. For those confined to a smaller screen, the addition of a toolbar for full-screen mode will be a welcome one.

The addition of the toolbar while working in a full-screen mode greatly improves usability and eliminates the need to drop out of full-screen simply to adjust a setting or a set of filters. I see a great many users making use of full-screen of working with matrix grids, and I can see this feature getting a lot of use.

## Mentoring

### Enhanced Matching Rules in Mentoring Programmes

There is a significant enhancement to matching rules in mentoring programmes. The change provides an improved set-up by defining matching rules for signup form questions. In the form, administrators can set things such as the matching scores when the questions get matched or not matched with mentees

and apply weights for questions, mentors and mentees matching based on preferences, employee profiles or a mixture. By providing the specific details for matching rules, more precise matches can be achieved.

### E-mail Notifications to Mentees About Changed Availability of Mentors

A new universal e-mail notification has been released to keep employees informed about a mentor's status change. The notification is sent to individuals who have sent a request to that particular mentor once a status change occurs. The e-mail notification is available for all three notification types: Supervised, Unsupervised and Open – Enrolment.

It is also worth highlighting that mentors also receive the notifications when their availability status changes.

### Reduced Number of Recommended Mentors

Following best practices and to save time for mentees browsing large lists of recommended mentors, it is now suggested to have up to ten best-matched mentors for mentees signing up for a mentoring program.



## Conclusion

In the H1 2020 release, there are many universal features which do not require assistance from an implementation partner to enable. Instead, administrators can try out functionality right away. In some cases, expectations of functionality additions and changes may be higher than the reality of what is delivered. This discrepancy highlights the importance of feature testing from different dimensions and by different roles within an organisation. Since the Production release date has been pushed back to June, customers have more time to get to know and investigate selected features.

Hopefully, customers will use this opportunity to ensure that the features can be used in ways that complement existing business processes, and will ease daily work.

Finally, I would note that H1 2020 is the last release in which customers can productively use CDP Lite. As of H2 2020, SAP will automatically deactivate the feature for all customers who are still using it. Please ensure that you have migrated to the full version of CDP, trust me when I say that you will benefit from using all the great features it provides.



## How Can We Help?

Zalaris excels in delivering comprehensive HR and payroll services across the Northern Europe, UK, 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.