



# Succession & Development Solution

Our succession planning & development solution will help you develop the talent you need to achieve business goals, while providing visibility and planning capabilities to support future growth.

## Overview of the solution:

With the Zalaris Succession & Development Solution you can create strategic succession processes that reach deep into the organisation, accelerate business objectives and reduce recruitment costs. You will be able to identify the talent needed to improve organisational strength today and for the years ahead as your business expands.

## Features of the solution:

### For employees:

- ✓ Meaningful career development plans.
- ✓ Staff can expand their skills and earn promotion.
- ✓ Motivating, engaging and rewarding.
- ✓ Employees know they are in the right job to flourish.
- ✓ Reassurance that talent will be recognised.

### For employers:

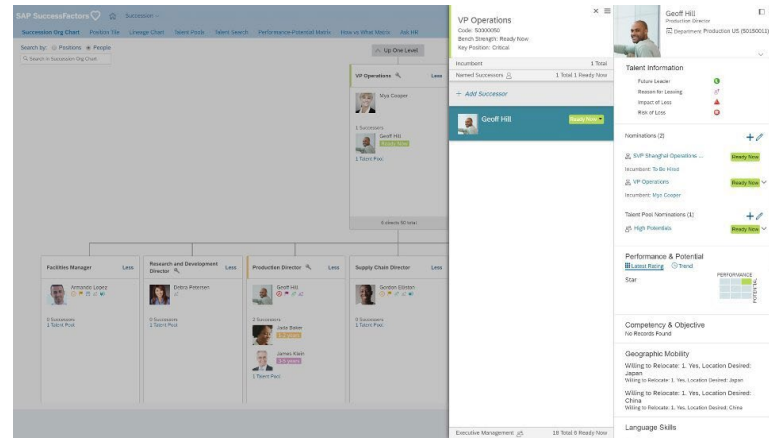
- ✓ Place the right people in the right roles.
- ✓ Reduce employee turnover.
- ✓ Reduce the time that critical vacancies are unfilled.
- ✓ Increase employee retention and engagement.
- ✓ Avoid hefty recruitment agency fees.

## Benefits of the Solution:

Zalaris' career development & succession planning solution ensure you have the right talent in the right jobs to see your company thrive. You can identify, develop and promote the best people to achieve ambitious business goals.

With succession planning & development you will engage and retain current employees to support your strategy and success, helping your workforce expand their skills and knowledge to advance their careers thanks to ongoing development programmes.

By reducing employee turnover, recruitment costs and the time that vital roles are left unfilled you can build a stronger business.



Succession & development solutions can optimise succession planning and leverage all your talent management processes as you cultivate your next generation of senior leaders.

## How does it scale your HR & Payroll?

As well as achieving your business targets for this year and next, you will gain the visibility and planning capabilities to support growth long into the future.

With our succession & development solution, scaling-up businesses, expanding into new territories and hiring more staff can gain invaluable workforce insights and talent visibility for HR, managers and executives.

You will be able to objectively assess employee potential so you can identify, develop and retain the talent you need for every country, department and team.

Strategic succession management will drive better business outcomes as you promote the right people to meet the most challenging goals through intelligent career development & succession planning.

In a tight labour market with competitors out to poach your top talent, Zalaris' succession planning & development solution can give your organisation a critical edge as meaningful career development plans engage and motivate your employees.

Want to get started? **Get in touch with our experts today.**