



SuccessFactors® Expertise.  
Delivering HCM Results.



# SAP SuccessFactors®: Succession Planning & Talent Development

## From Risk to Readiness: Secure Your Leadership Pipeline



Succession planning doesn't belong on a spreadsheet. With SAP SuccessFactors® and EIR, organizations replace static tracking with structured, dynamic readiness pipelines. This guide shows how EIR helps clients activate end-to-end succession capabilities for strategic talent continuity.



Core HR



Recruiting &  
Onboarding



Learning &  
Development



Performance  
& Goals



Compensation



Succession  
Planning



Platform  
Support





# Why Succession Fails Without Structure



Many organizations know succession planning is important, but struggle to operationalize it. Spreadsheets, siloed processes, and delayed updates mean critical roles have no clear backup plan.

SuccessFactors solves that by connecting performance, readiness, and development in one ecosystem. EIR brings the know-how to implement it correctly.







## What True Readiness Looks Like

### Beyond Nominations: Real Planning, Real Visibility

With EIR's approach, succession planning becomes a forward-looking strategy rather than a reaction to sudden exits. Clients build job-specific pipelines, categorize talent pools, and apply consistent readiness ratings.

This structure gives HR and leadership teams real-time insight into who's prepared for key roles—and what's needed to close readiness gaps.

### Reducing Risk Through Transparency

#### Succession Planning Without Bias

SuccessFactors enables visibility into each potential successor's profile—past performance, development history, and current role—all within one system. Side-by-side comparisons and structured nomination templates ensure reviews are consistent and fact-based.

*"With the presentation feature, leaders can nominate successors and update readiness in real time, during the meeting."*

— KELLI STOCK, EIR CONSULTANT, SME

That level of transparency allows organizations to make thoughtful, equitable decisions that hold up to scrutiny.



## From Succession to Development

### Turning Plans Into Action

Succession isn't just about identifying future leaders—it's about preparing them. That's where EIR brings exceptional value. We help clients tie succession decisions directly to development actions:

**Assign stretch assignments or mentoring based on readiness**

**Trigger learning journeys when a nomination is made**

**Create long-term visibility for emerging talent**

This tight connection ensures that identified successors become invested and prepared leaders.



## Built for the Way You Work

EIR understands that succession processes must be tailored to each organization's size, structure, and leadership philosophy. That's why we:

**Build job-specific pipelines with defined criteria**

**Align talent views to your decision-making models**

**Customize workflows that support scale, visibility, and confidentiality**

We bring precision without rigidity, ensuring your succession strategy is strong but adaptable.



## Measurable Gains

EIR clients report:

**Shorter time-to-fill for critical roles**

**Better internal mobility and retention**

**Greater confidence in leadership continuity**

*"Succession isn't about filling slots—it's about future-proofing the business."*

— MARK CAGLE, EIR CONSULTANT, SME

**Let's turn risk into readiness—together.**



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# Choosing EIR Means Planning with Purpose



Your succession strategy should do more than identify risks—it should create opportunity. With EIR, you gain a partner who brings structure, vision, and reliability to your talent planning.

Let's prepare the future of leadership—together.

[Contact EIR's SuccessFactors Experts](#)

## SuccessFactors® Expertise. Delivering HCM Results.

Founded in 2007 by France Lampron, a pioneer in HR technology, EIR is built on a passion for innovation and a commitment to excellence. Our collaborative approach and proven expertise ensure tailored, state-of-the-art solutions for every client, solidifying our reputation as a trusted partner in delivering measurable results.

By combining deep expertise with a client-first approach, EIR ensures every engagement produces meaningful outcomes. We transform HCM technology into a strategic enabler of business success, helping HR and HCM teams deliver quality, impactful results that elevate their organizational roles.

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