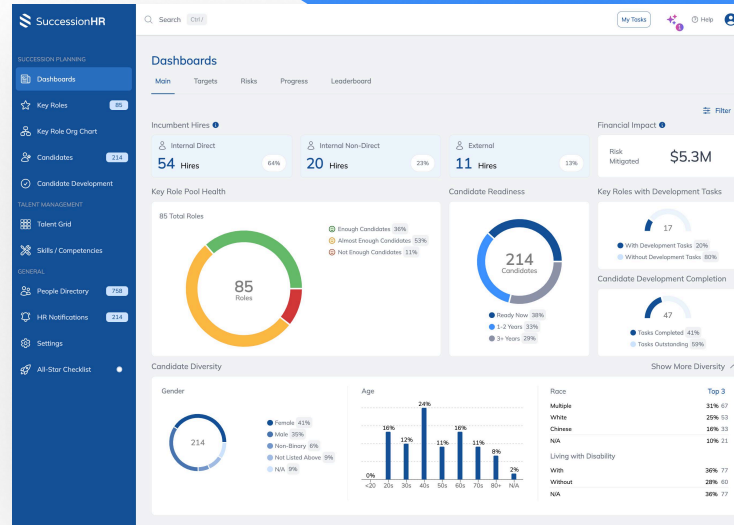


The #1 AI-Powered Succession Planning Software

Purpose-built to help organizations identify and build future leaders, manage succession risk, and maintain executive-ready visibility across key roles—without spreadsheets.



Succession Planning Is Too Important for Spreadsheets — and Too Strategic to Be Just Another HRIS

Organizations with strong succession pipelines see up to **2x higher retention**

Companies with succession planning are **51% more likely to outperform competitors**

Companies that plan for leadership continuity report **~10% higher revenue growth**

What Modern Succession Planning Looks Like

- Continuously identify and manage key roles tied to business continuity—without relying on annual spreadsheets
- Detect succession risk and readiness gaps early using real-time data—instead of reactive reviews
- Build and evolve successor candidate pipelines over time—not static lists that go stale
- Link candidate readiness directly to development actions, with progress tracked automatically—not disconnected plans with no follow-through
- Deliver always-current, executive-ready visibility into talent risk and readiness—without rebuilding decks each cycle

SuccessionHR: The Succession Planning Operating System

Succession Governance

Objective, skills-based insights and best practices support consistent, data-driven succession decisions.

Succession Intelligence

Succession planning dashboards provide clear visibility into targets, risks, and progress, with instant reports designed for executive and board-level discussions.

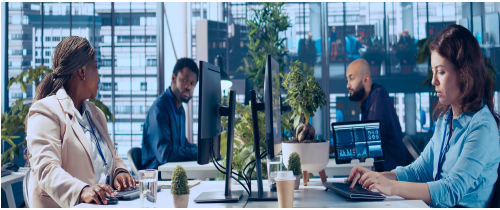
Succession Optimization

Succession planning software that provides a clear key role owner model and automated workflows to operationalize succession planning and ensure accountability.

AI-Powered

AI surfaces relevant insights to support succession planning decisions, while keeping users in full control.

Designed for Organizations Where Succession Matters



Mid-to-large organizations where leaders need clear, executive-ready visibility into succession risk, readiness, and leadership pipelines.

Industries where succession planning is regulated or a recognized best practice, including Banks, Credit Unions, Insurance, Healthcare, Energy, Chemical & Life Sciences, Construction, Manufacturing, Retail, Hospitality, and more.

IMMEDIATE IMPACT

5x faster

Preparation of succession presentations

70% less

Manual effort through automation and AI

3x earlier

Identification of succession risk

Built for Succession. Not Everything.

SuccessionHR focuses 100% on what matters most:

- Which are your key roles?
- Who is ready – and who isn't?
- Where are the biggest risks?
- What actions are closing the gaps?

Purpose-built succession planning designed to work alongside your HRIS.

Key Role	Incumbent	Key Role Owners	Vacancy Risk	Successor Candidates	Pool Health
Director of Operations Washington, D.C. Operations	Jodie Balistreri	Collin Usher, Jodie Balistreri	Low	1 0 0	🟡
Manager, Engineering New York City Engineering	Mabelle Larson	Mabelle Larson	Low	3 0 0	🟡
VP, Marketing Chicago Marketing	Deja Tillman	Deja Tillman	Low	0 0 0	🔴
Supervisor, Finance Los Angeles Private Finance	Bernie Adams	Bernie Adams, Daron Bradtke	Medium	0 1 0	🟡
VP, Accounting Montreal Marketing	Collin Usher	Collin Usher	High	1 1 1	🟢
Account Director New York City Marketing	Jay Flatley	Bridgette Bernherd, Jay Flatley	High	2 0 0	🟡
Director of IT Phoenix Engineering	Regis Helman	Regis Helman	Low	0 2 2	🟡
VP, Client Service Houston Operations	Angelita Fritsch	Angelita Fritsch	Low	0 0 0	🔴
Chief Human Resources Officer Indianapolis Human Resources	Mitchell Ankunding	Mitchell Ankunding, Xander Carter	High	3 1 0	🟡

70+ Integrations

What our Customers are Saying



"Highly Recommend!"

Extremely positive. Excellent customer service. Very responsive.



Lindsay F.
CHRO

"SuccessionHR Review"

Excellent! Sales and set up process were easy, support for configuration and use has been timely and effective.



Kurt W.
HR Director

"Great tool"

The Tool is an excellent resource, consolidating all the necessary data for succession and career planning in one central location. [sensitive content hidden] have proven to be incredibly supportive, consistently available to guide us through any inquiries promptly.



Lisa C.
Human Resources Business Partner

"Succession Planning - A Critical Strategy"

Another area where SuccessionHR truly shines is its customer support. The team behind this software is exceptional, providing timely and helpful responses whenever we need assistance. Their customer service has made a considerable impact on our experience.



Chadwick K.
Vice President, Human Resources

Smarter Succession Planning Starts Here

SuccessionHR turns succession planning into a living, actionable process — so teams spend less time chasing updates and more time building strong leaders.

Learn more at SuccessionHR.com

Book a Demo