SuccessionHR

How to Handle Objections Roadblocks

Prospect Objection	Consultant's Response (Why Use SuccessionHR)
1 Our HRIS already has succession planning modules.	Your HRIS is excellent for data storage, but it typically **lacks the customization and strategic agility** required for effective succession planning. SuccessionHR provides a best-of-breed layer that ensures your inputs (like HiPo criteria and skill mapping) are objective, auditable, and aligned with your future needs. **This results in enhanced collaboration for Key Role Owners and guarantees your module's data is truly reliable and actionable. If needed, SuccessionHR also integrates with over 70 HRIS and Payroll providers.**
2 We can just hire a temp consultant to build the plan.	The consultant delivers the expert strategy and initial implementation. SuccessionHR provides the continuity and ease-of-use that transforms their one-time strategy into a living, continuously updated process.
3 Our budget is focused on recruiting, not internal development.	That's a classic trap. We need to shift the focus to the ROI of retention**.** SuccessionHR helps you **quantify the cost of external hiring (which is rising) vs. the investment in an internal HiPo.** Their service is a cost-saving strategy that minimizes the need for expensive, high-risk external hires.
4 We don't want to show employees their career path; it creates entitlement.	Transparency can be managed carefully. Their approach doesn't promise titles; it provides personalized development roadmaps and outlines the skills they need to acquire. This **drives engagement without creating entitlement.**
5 This feels like a huge project; we don't have the internal bandwidth.	The great news is SuccessionHR eliminates the "huge project" feeling by prioritizing immediate functionality. They offer **same-day onboarding, and you have full flexibility:** easily import existing KR and candidate data yourself, or they can assist with the imports and API connections. The system is designed to be so intuitive that your team is running the process, not building it, from day one.
6 How will we ensure the plan stays current after your engagement ends?	The plan is explicitly **designed to be self-sustaining** and remain a living, active asset. The final phase of onboarding ensures your team is fully trained on using the platform as the single source of truth. Beyond technology and process, you'll have a **dedicated resource within SuccessionHR** who remains engaged to support your program. This resource ensures you always have access to the latest best practices, relevant resources, and a continuous stream of valuable content to keep your strategy fresh and your team inspired.
7 We tried succession planning before, and it failed.	Past plans likely failed because they **lacked clear accountability and integration**. SuccessionHR's methodology is unique: they are the only system designed from the ground up to empower and enable Key Role Owners (KROs) as a core best practice, shifting ownership from HR to the business. This strategic focus ensures your succession planning is continuous, objective, and directly tied to operational priorities.
8 We only need a plan for C-Suite. Nothing below that is 'critical.	That's a common initial thought, but limiting succession planning to just the C-Suite creates a major vulnerability. Best practice dictates **planning should extend down to Director-level and above** (C-Suite minus 2 to 3 levels). These mid-level roles hold irreplaceable institutional knowledge and technical expertise that, if lost, significantly disrupts operations, compliance, and revenue.
9 The pricing seems high compared to what I already have as part of my HRIS.	When using a traditional HRIS succession module, you are usually charged a Per Employee Per Month (PEPM) fee for all employees, forcing you to pay for people not involved in the plan. SuccessionHR offers a much more targeted pricing model, allowing you to **only pay for the key roles** involved in your actual strategic planning. You avoid paying for something you don't use, making them a far more **efficient and customized investment.**