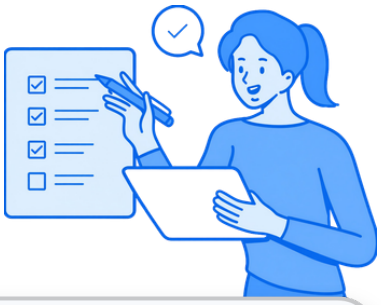
SuccessionHR

Succession Planning in Your HRIS vs. SuccessionHR

Your HRIS is central to managing employee information, workforce data, and everyday HR processes. Depending on the platform, it may also offer tools for identifying potential successors, assessing talent, and supporting succession planning.

But as succession planning becomes more strategic, organizations may need deeper visibility into leadership risk, successor readiness, and development progress than their existing HRIS provides.

SuccessionHR is purpose-built for succession planning, giving HR and business leaders dedicated tools to identify and develop future leaders, track readiness, and manage leadership continuity. With supported HRIS integrations or the ability to operate independently, SuccessionHR can complement your existing technology without requiring you to replace it.



Where an HRIS Starts to Fall Short

Capability	SuccessionHR	HRIS
Key role and successor management — Manage critical roles, succession candidates, readiness assessments, and development plans in one connected process.	✓	Varies by platform
Leadership risk visibility — Identify roles without adequate succession coverage or Ready Now candidates before vacancies occur.	✓	Varies by platform
Successor readiness tracking — Monitor candidate readiness over time to understand who's progressing and where gaps remain.	✓	Varies by platform
Candidate development management — Assign development tasks, track completion, and understand how development activities contribute to successor readiness.	✓	Varies by platform
HR and business leader collaboration — Give Key Role Owners clear responsibilities and dedicated workflows to keep succession plans moving forward.	✓	Varies by platform
Talent intelligence and discovery — Explore skills, competencies, potential, and talent grids to identify and develop future leaders.	✓	Varies by platform
Measuring succession outcomes — Track internal promotions, readiness progression, and leadership development effectiveness.	✓	Varies by platform
Executive reporting — Access dashboards and insights into leadership risk, bench strength, and succession progress.	✓	Varies by platform
Succession planning workflows — Streamline surveys, reminders, follow-ups, and recurring succession planning activities.	✓	Varies by platform
Flexible deployment — Integrate succession planning with supported HRIS platforms or operate as a fully functional standalone solution.	✓	Native Functionality

Where Your Existing HRIS May Have the Advantage

Capability	SuccessionHR	HRIS
Already part of your HR technology — Your HRIS is already implemented and used across the organization, with employee information in one place.	Dedicated platform	Depends on modules
No additional software investment — If succession planning functionality is included in your existing HRIS subscription, there may be no additional cost.	Additional investment	Depends on modules
No new procurement process — Use existing capabilities without evaluating another vendor or completing additional software approvals.	Requires procurement	✓
One system for multiple HR functions — Manage core HR activities, employee records, and potentially succession planning within the same platform.	Purpose-built for succession planning	✓
Familiarity with existing tools — HR teams may already be comfortable navigating their HRIS and its established workflows.	Some onboarding	✓
Enough for basic succession planning — If your HRIS already meets your succession planning needs, another platform may not be necessary.	More functionality than needed	✓

A note on this comparison: *HRIS succession planning capabilities vary by provider, available modules, and configuration. This comparison highlights SuccessionHR's purpose-built functionality and the potential advantages of using an existing HRIS. Specific features and integrations should be evaluated based on your organization's software environment.*

When Is It Time to Consider Dedicated Succession Planning Software?

Your HRIS may already provide some of the tools needed to support succession planning. The question is whether those capabilities give your organization the visibility, collaboration, and insights needed to maintain an effective succession program over time.

Stick with your HRIS when...

- **Your existing functionality meets your needs.** Your HRIS already provides the succession planning tools your organization requires, without significant workarounds.
- **Your succession planning process is relatively straightforward.** You're managing a limited number of critical roles, and your current system makes it easy to maintain accurate plans.
- **Your team can track readiness and development effectively.** You have the information needed to assess potential successors and monitor their progress.
- **Business leaders are already engaged.** Your existing workflows make it easy for managers and stakeholders to participate in succession planning.
- **Your reporting provides the insights you need.** Leadership can access reliable information about successor coverage, readiness, and talent pipelines without extensive manual analysis.

If your HRIS already supports a consistent, effective succession planning process, dedicated software may not be necessary.

SuccessionHR

Consider SuccessionHR when...

- **Succession planning feels like an afterthought in your HRIS.** Your system manages employee information effectively, but the tools available for succession planning don't fully support how your organization wants to operate.
- **You can't easily see where leadership risks exist.** Identifying critical roles without ready successors or understanding gaps across your leadership bench requires additional analysis.
- **Successor readiness is difficult to track over time.** You can identify potential successors, but understanding how their readiness is changing isn't straightforward.
- **Development plans aren't translating into measurable progress.** You can document development activities, but it's difficult to connect those efforts to improvements in successor readiness.
- **Business leaders need to be more involved.** Succession planning relies on HR to coordinate updates rather than giving leaders clear ownership of their plans.
- **You need more meaningful succession reporting.** Executives want visibility into bench strength, leadership risk, internal mobility, and development outcomes beyond standard HR reports.
- **Your succession process has outgrown your existing functionality.** As more roles, candidates, and stakeholders become involved, you need a more consistent and scalable approach.

Dedicated succession planning software becomes more valuable when your existing HRIS no longer provides the depth, visibility, or functionality needed to support your succession planning goals.

Purpose-Built for Succession. Designed to Maximize Talent.

SuccessionHR is purpose-built to help organizations reduce leadership risk, maximize internal talent, and measure leadership development ROI. From identifying vulnerable roles and assessing successor readiness to tracking development and measuring outcomes, SuccessionHR gives HR and business leaders the insights they need to build a stronger leadership bench.

With integrations for leading HRIS platforms or the flexibility to operate as a standalone solution, SuccessionHR strengthens succession planning without requiring organizations to replace their existing HRIS.

Ready to level up succession planning?

See how SuccessionHR can complement your existing HRIS with purpose-built tools for managing leadership risk, developing future leaders, and tracking successor readiness.

Book a Demo

