

Centranum® HRadvance

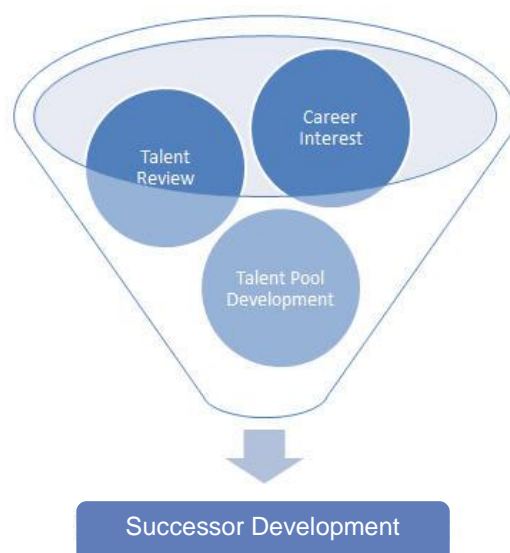
*Leading Edge Fully Integrated
Capability & Competency Development Platform*

Web Based Tools for Healthcare Succession Planning

Healthcare Succession Planning



- ❑ Capture career development interest and plans
- ❑ Review staff for advancement potential
- ❑ Create and develop competency based talent pools
- ❑ Capture individual capability information
- ❑ Identify critical roles and develop successors



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✓ Career Interest and Planning

Staff view capability and performance expectations of all job roles, register interest against particular job roles. Option to indicate possible future career directions in the performance review. Managers nominate staff for suitable roles with readiness indicator. Recommended career moves and notes in Staff Profile.

✓ Talent Identification

Fully customisable grids as well as four generic variations: use the tool to identify hi-potentials, flight risk and training priorities. Use our Assessment of Potential grid to confidentially rate staff according to proven measures of potential.

Staff selection configurable to display current position, age and last performance rating. Consolidated reports are available for the whole organisation.

Talent Review

Review Period : 2012

Department : Admissions AH3030060, Allied Health AH3080010, Anaesthesiology (Doctors) AH5010250, Asso Dean's Off (ADO) AH5010370

Matrix Type : Risk

Employees: sample staff6 (45), Srn Manager; sample staff4 (43), Clinic

Risk of leaving: Low engagement, absenteeism, health issues, conflicts, dissatisfaction - job, supervisor, payrate, colleagues, ambitious, limited prospects, good external opportunities.

Low risk, high impact sample staff1(32), Nurse, C	Medium risk, hi impact sample staff3(42), Manager, A	High risk, high impact sample staff2 (29), Doctor, B
Lo risk, medium impact sample staff5(37), Admin Asst, B	Medium risk and impact	Hi risk, medium impact
Low risk, low impact	Medium risk, lo impact	High risk, low impact

Impact of leaving

✓ Talent Pool Development

Talent pools may cover different leadership levels as well as clinical career pathways. Membership in talent pools is confidential so that staff do not become disengaged if advancement is not as rapid as expectations. Use the talent pool management tools to define competencies and appropriate development experiences for each talent pool and assign those to individuals as appropriate. Track progress and resource use. Evaluate the effectiveness of training in terms of knowledge, activities and business outcomes.

✓ Assessment

Complete evaluations of individuals within talent pools as and when you wish, assigning relevant assessors.

✓ Capability Intelligence

Access reports on talent pool member progress towards the new competency set, as well as competency levels for those in the entire organisation. Review all dimensions of capability including qualifications, job experience and training completed.

✓ Confidential Succession Planning

Confidential succession planning enables senior HR and executives to identify potential successors for critical roles, at any level. Successor nomination includes readiness analysis and succession scenarios. Capability gap analysis enables planning and tracking of appropriate development strategies.



Staff Profile

Staff Name Larty G. Lark (112222)

Join Date: 12-06-04
Department: ngrg's
Position: CSC Team Leader
Title: Nurse Clinician
Competency Profile: Core Competencies
Position History: Personal Assistant - 25-Oct-04, Customer Services Representative - 07 Feb 05, Team Leader Customer Services - 20-Aug-10, Customer Services Representative - 25-Aug-10

Performance Rating:
Mar 17 - Meets expectation
Mar 11 - Meets expectation
Mar 10 - Meets expectation
Mar 06 - Meets expectation
Mar 00 - Meets expectation

Assessment of Potential:
Receptive to change ** (2012)
Mobility *** (2012)
Willingness and ability to learn ** (2012)
Leadership Oriented *** (2012)
Mobility *** (2010)
Willingness and ability to learn ** (2010)
Leadership Oriented *** (2010)
Receptive to change ** (2010)

Performance vs Potential:
Rising Star (2011)
Core contributor (2010)
Core contributor (2009)
Core contributor (2008)
Possible midle (2007)
Core contributor (2006)

Risk:
Hi risk, medium impact (2012)
Lo risk, medium impact (2011)

Strategic value:
Low maintenance (2012)

Portfolio | Career Planning | Talent Pool Profile | Development Plan | Succession Plan | Capability gap | Notes

✓ Staff Profile

Provides rich information on each staff member in a single tabbed page, including position history, performance record, talent assessment, CV, development plans and progress, career interest, career potential, successor nominations, and capability gaps against positions of interest and successor nominations.