



SAP SuccessFactors

# Succession & Career Development

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2H 2024 Release Briefing

By Elena Andrei



## Elena Andrei

Senior SuccessFactors Consultant  
SuccessFactors Experience: Since 2019

Elena Andrei holds a professional certification in Performance & Goals Management and Succession Management in SAP SuccessFactors as well as an associate certification in Career Development Planning. She also holds certifications in Qualtrics EX, 360, CX and BX.

Elena is the Subject Matter Expert on Succession Management & Career Development, helping organizations adopt technology.

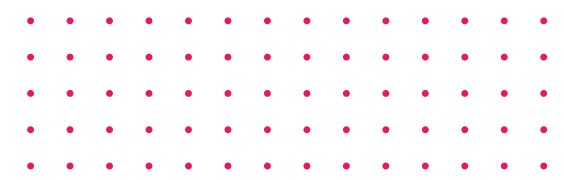


# Agenda

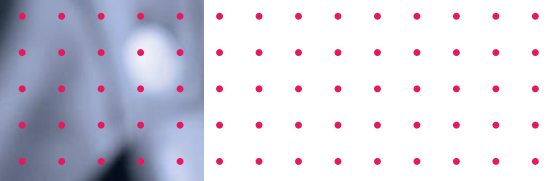
## SAP SuccessFactors Succession & Career Development

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map





# Most Important Topics



# Enhancements to Latest Development Goals

- In the latest version of Development Goals, users can now view audit history for custom learning activities and upload certificates to custom learning activities.
- Custom learning activities must be configured for your development plan template to be used.
- For certifications of custom learning activities, a new field must be introduced in the development plan template.

The level of impact is Medium. These features were developed to achieve parity with Legacy Goal Management.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

**Learning Audit History**

Records (2)

Time	Action Type	Action Taker	Field	Original Value	New Value
Jun 26, 2024 11:26AM	Modified	Geoff Hill	Completed Date	-	Jun 26, 2024
Jun 26, 2024 11:25AM	Created	Geoff Hill	Status	On Track	Completed

Custom Learning

- Custom Learning Activity Desc: Enrolled
- Read the book about Leadership: Completed
- On the Job training in sourdough baking: Planned

Comments (0)

View Audit History

**View Certificates**

Upload up to two certificates. If there are already two certificates, you can remove one and upload a new one.

Upload Certificate

Name	Issue Date	Expiry Date	Action
No certificate yet			

Close

# Allow More Roles to Launch Role Readiness Forms in Career Worksheet

- The Role Readiness assessment form in the Career Worksheet was only possible to be launched by the employee.
- With this enhancement (only supported on the legacy career worksheet), other roles can launch the role readiness assessment form, depending on the relationship to the employee.
- For example, an Employee's Manager or HRBP can launch the form for them, which gives more flexibility to the process of career planning.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer configured

The screenshot shows the 'effective people' Career Worksheet interface. At the top, there's a navigation bar with 'Career Worksheet', 'Career Path', 'Mentoring', and 'Career Explorer'. A search bar is present with the placeholder 'Search for actions or people'. Below the navigation, an 'Instruction' box explains the purpose of the worksheet. The main content area is divided into 'My Job Roles' and 'Suggested Roles'. Under 'My Job Roles', there are two cards: 'HR Professional' with a '97% Ready' status and 'Management and Planning' with a '100% Ready' status. To the right, there's a search box for roles and options to 'Browse job roles...' and 'View suggested roles...'. Below the job roles, there's a section for 'Attributes for HR Professional (10)'. It shows 'You need to work on 1 attributes' and 'You have met 9 attributes'. The first attribute is 'Showing Caring and Understanding' with a progress bar from 1 to 5, currently at 3. The second attribute is 'AS/400 Development Tools and Utilities' with a progress bar from 1 to 5, currently at 5. On the right side, there's a sidebar for 'HR Professional' with options to 'View Career Path', 'Show in People Profile', and '190 Employees'. A red box highlights the 'Role Readiness: Evaluate Readiness' button in the top right of the main content area.

The level of impact is Medium.



# Manage Administrator Permissions for Mentoring Programs

- Currently, Mentoring administrators have permission to manage all mentoring programs.
- You can now define under Settings on the Manage Mentoring programs page, per mentoring program, who can manage it.
- Additionally, with the administrator permission configured, only those who have the “View Mentoring Data in Story Reports” role-based permission or are selected in the administrator permission can view the program data in Story reports.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

Admin Center / Mentoring Programs  
Mentoring Program Configuration

Custom Picklist Configuration  
Text Replacement Configuration  
**Administrator Permission Configuration**

Mentoring administrators have permission to manage all mentoring programs in your organization by default. You can set up a permission on this page to control which administrators are authorized to manage specific programs.

Search for programs

+ Create Administrator Permission

Program Name	Status	Administrators	Actions
Women in Leadership 2	In Progress	Elena Andrei, Lars Ole Dencker	

Create Administrator Permission

Mentoring Program >>> Target Administrators >>> Summary

Search for or select a program.

Search for programs

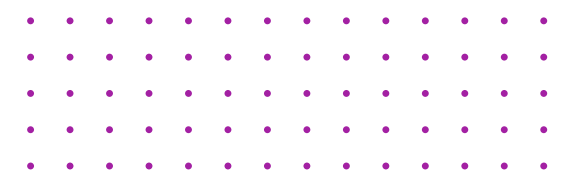
Program Name	Status	Type	Action
Emerging Leaders Mentoring Program	In Progress	Open Enrollment	Select
Supervised Mentoring	In Progress	Supervised	Select
Digital Expert Program	In Progress	Open Enrollment	Select
多元与包容计划	In Progress	Unsupervised	Select
Open Enrollment Program	Draft	Open Enrollment	Select
Women in Leadership	Completed	Open Enrollment	Select
ダイバーシティ & インクルージョンプログラム	Mentee Sign-up	Unsupervised	Select
Programa de Diversidade e Inclusão	Mentee Sign-up	Unsupervised	Select
Программа по Разнообразию & Инклизивности	Mentee Sign-up	Unsupervised	Select

Cancel

The level of impact is High.



# Other Release Features





# Simplified Experience of Nominating Talent Pool Members to a Position

For a position associated with talent pools, succession planners can now add successors directly from the talent pool sections on the position card in the Succession Org Chart or the Position Tile view.

Previously, while working with a position card, the user had to navigate to the employee's talent card and start nomination from scratch, including searching for the position.

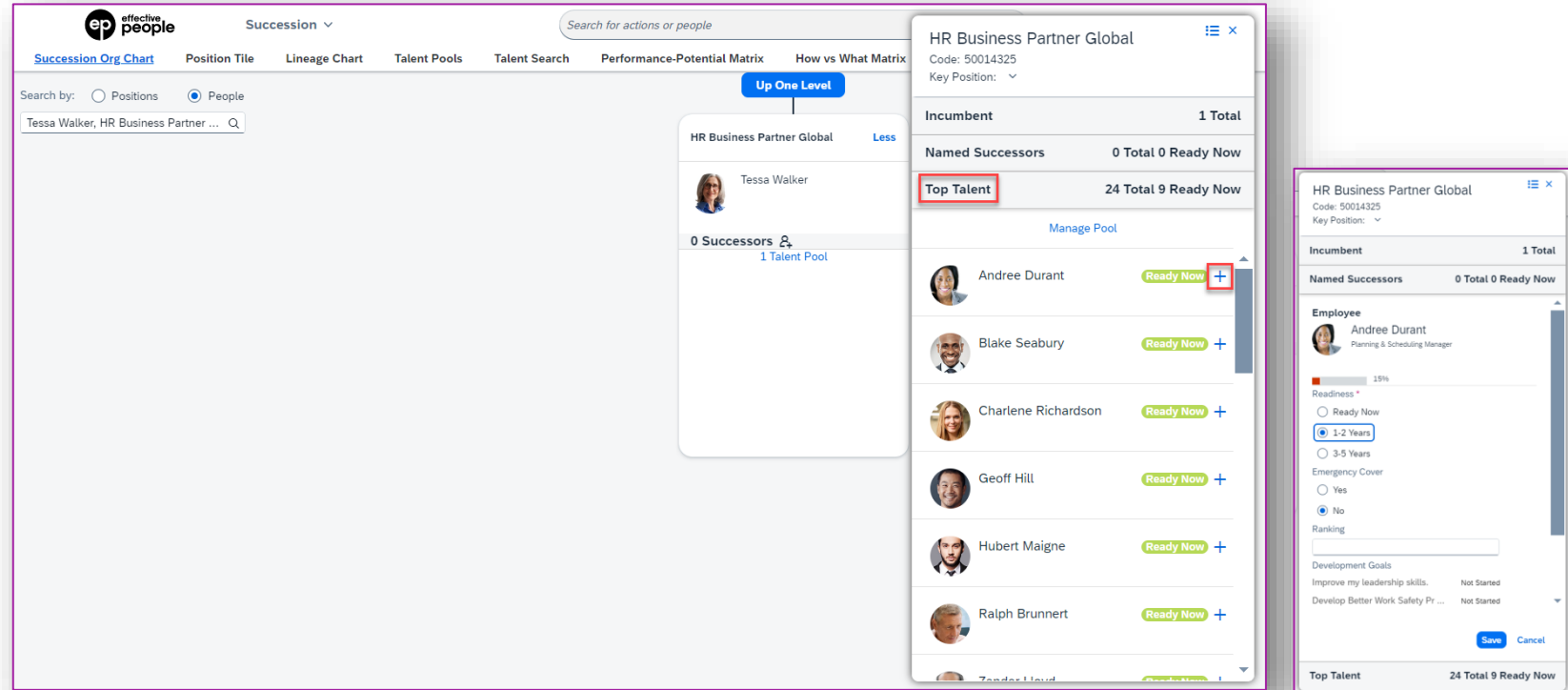
This is only relevant for customers who have associated talent pools with positions through their underlying roles.

The level of impact is Medium.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on



# View More Information About Roles in Latest Career Worksheet

With the Latest Version of Career Worksheet, users can now view more information about their current role or roles targeted from Growth Portfolio, such as:

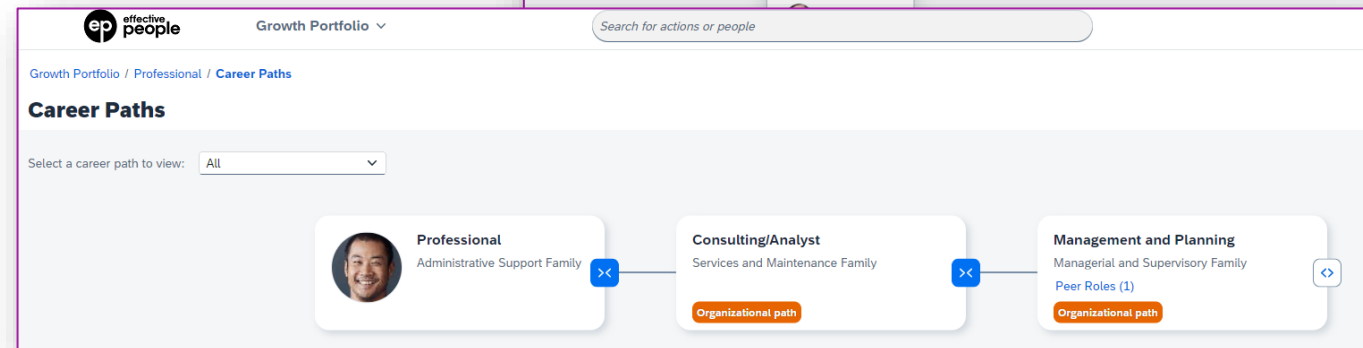
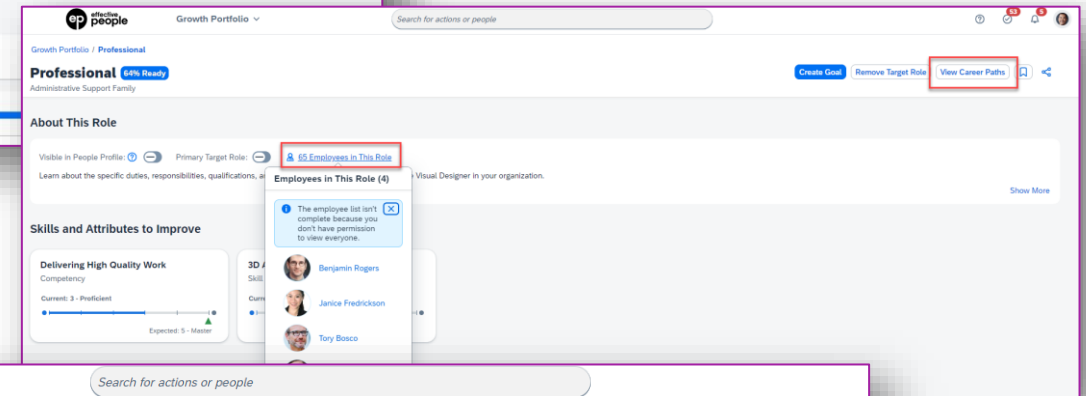
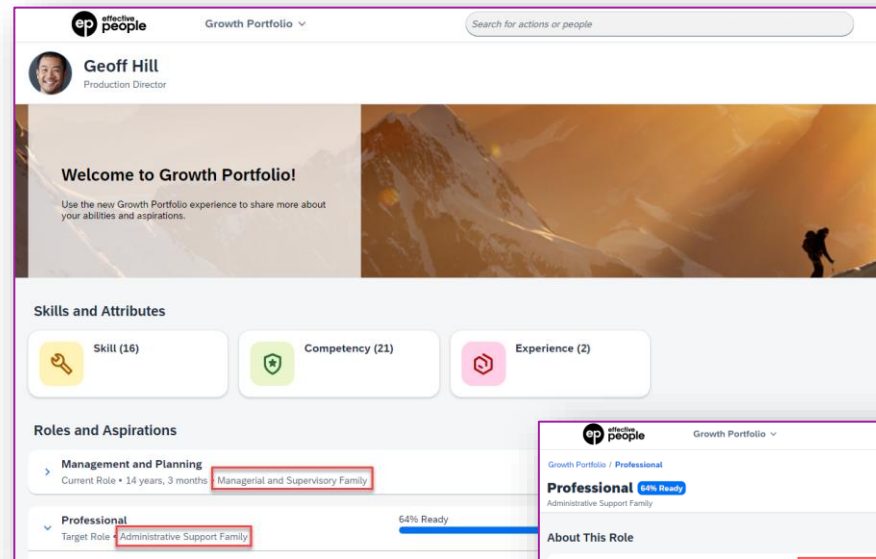
- Job family information
- Number of current employees in this role
- Career paths set by HR managers and administrators in their organization

There are specific configuration and permission requirements to achieve the above.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured



The level of impact is Medium.



# Explore Recommended Roles in Latest Career Worksheet

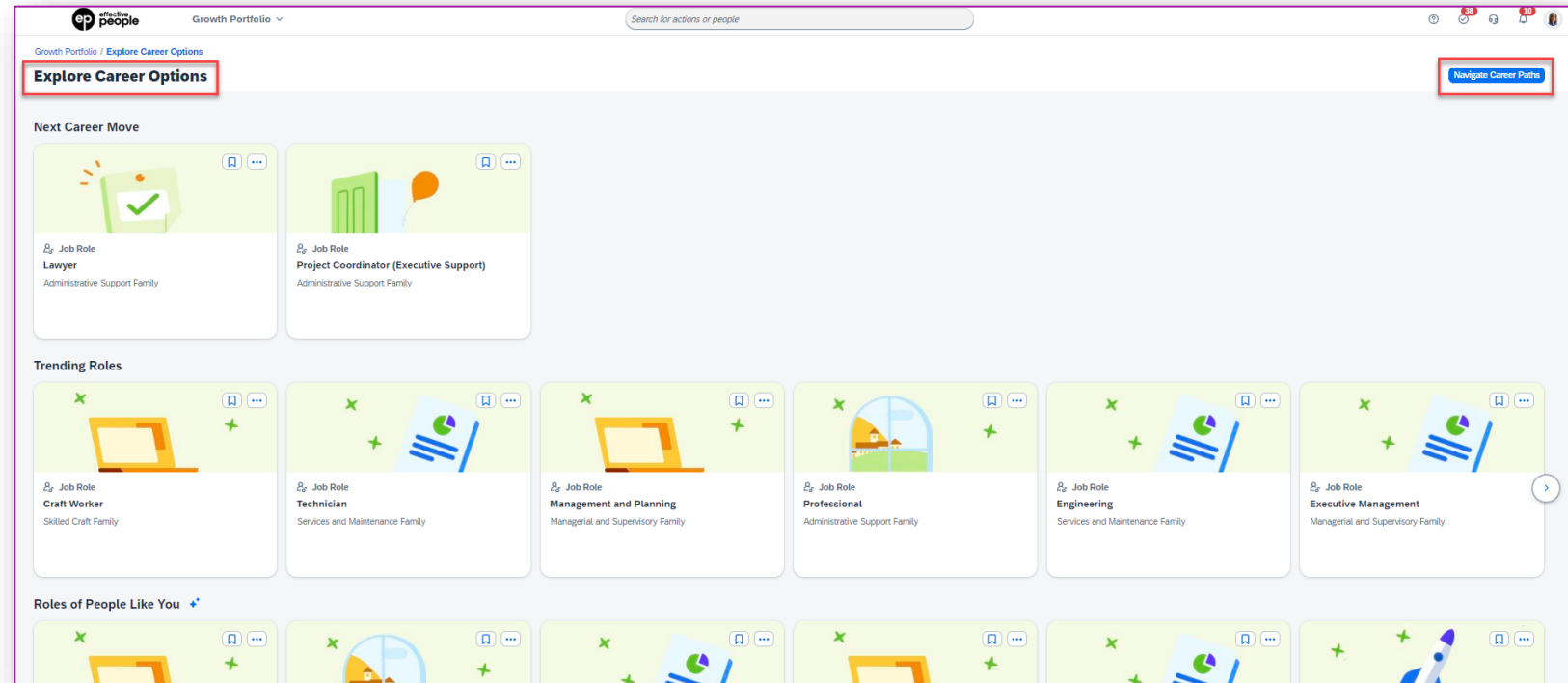
With the Latest Version of Career Worksheet, users can now explore recommended roles in both card and chart views and dive into a role's details by choosing the role card. These actions are achieved from Growth Portfolio.

By choosing "Navigate Career Paths" on the "Explore Career Options" page, users can discover recommended roles in a chart view.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured



The level of impact is Medium.

# Change Participants in In-Progress Mentoring Programs

Mentoring administrators and program owners can now remove mentors and mentees from in-progress open enrollment and unsupervised programs.

Previously, they were only allowed to add or remove participants for supervised programs.

When added or removed, mentors and mentees receive corresponding email notifications, including the following:

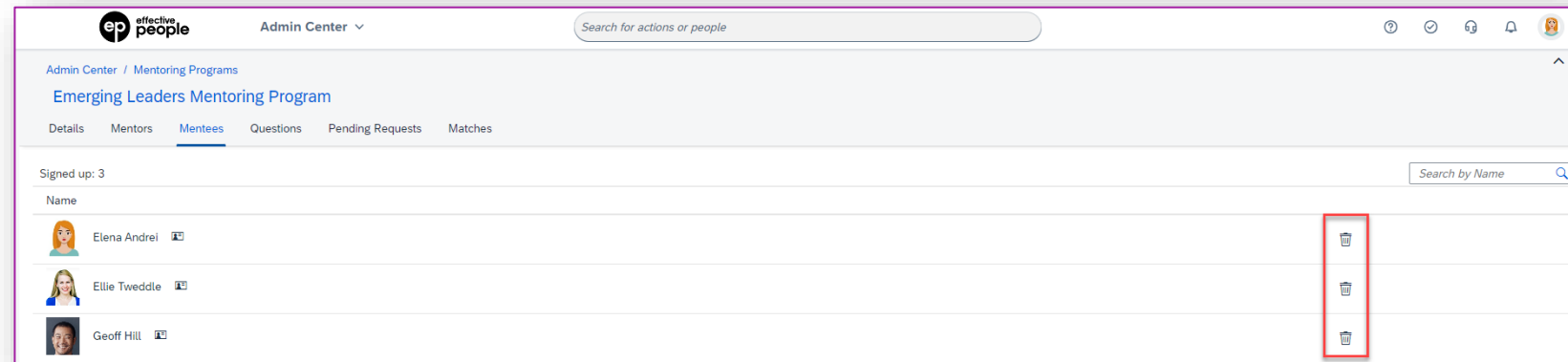
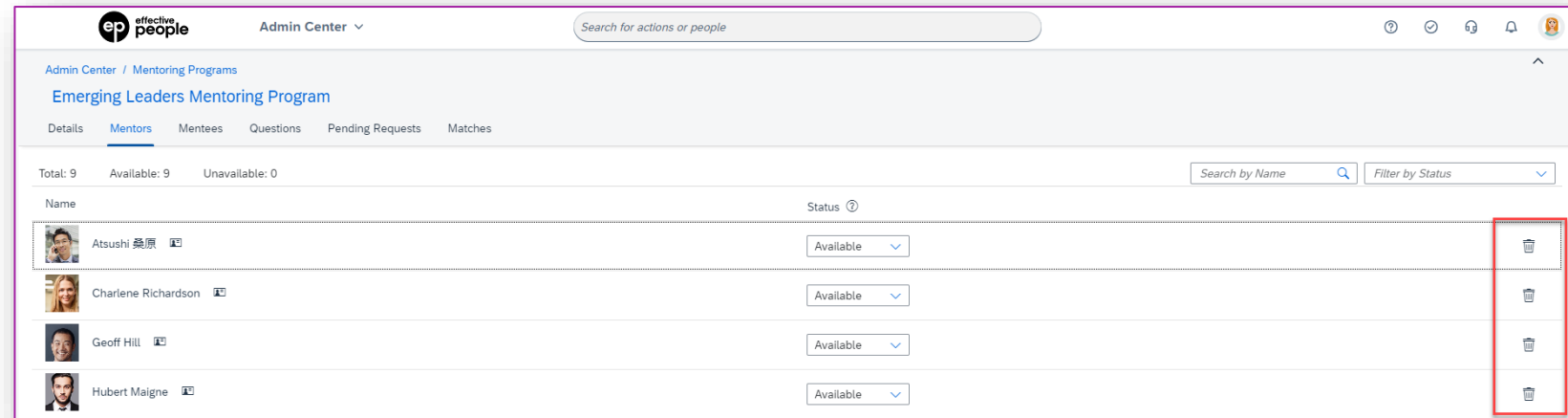
- Mentoring Invitation to Additional Mentors
- Mentoring Invitation to Additional Mentees
- Mentor/Mentee Removal Notification

The level of impact is Medium.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on



# AI-Assisted Career Insights

Leveraging generative AI capabilities, employees can gain insights into development actions they can take towards their target role.

In the latest Career Worksheet, employees can access the feature by choosing the “Generate” button in the new “Boost your career with AI-powered insights!” section on a target role's details page.

This feature only works if the latest Career Worksheet is enabled, and the customer has purchased AI Units.

The level of impact is Medium.

Type: New

Lifecycle: General Availability

Enablement: Contact Customer Engagement Executive or Account Manager

The screenshot displays the 'HR Professional' role details page within the 'Human Resources Family'. At the top, there are navigation links for 'Growth Portfolio / HR Professional' and buttons for 'Create Goal', 'Remove Target Role', and social sharing icons. A prominent yellow lightbulb icon is followed by the heading 'Boost your career with AI-powered insights!'. Below this is a blue notification bar stating 'Insights will not be saved on the Role Details page.' The main content is organized into three columns: 'Summary', 'Talent Acquisition', and 'Effective Communication'. The 'Summary' section provides context on the user's current role and target role. 'Talent Acquisition' and 'Effective Communication' sections list specific skills, keywords, and suggested development goals, each with a 'Create Goal' button. A 'Conflict Resolution' section is also present. A disclaimer at the bottom notes that the content is AI-generated and may have limited context understanding. A 'Show Less' link is located at the bottom right of the content area.

Growth Portfolio / HR Professional

## HR Professional

Human Resources Family

Create Goal Remove Target Role

### Boost your career with AI-powered insights!

Insights will not be saved on the Role Details page.

#### Summary

You are currently in the role of Administrative Support, where you have demonstrated proficiency in delivering high-quality work and managing time. However, there is room for improvement in prioritizing and organizing work. Your target role is HR Professional, which requires competencies and skills in areas such as assembling talent, communicating effectively, and interacting with people at different levels. To transition successfully, you will need to develop these competencies and skills to meet the expected ratings.

#### Suggestions for Improvement

To gain a clear picture of the areas needing improvement, we categorize the necessary skills and attributes for the target role based on your current ratings and the role's expectations. Here are the top three critical categories for your consideration:

#### Talent Acquisition

Assembling talent is a crucial competency for an HR Professional, as it involves recruiting, testing, and interviewing candidates. This competency is currently unrated, indicating a need for development. Improving this competency will help in establishing a strong recruiting program and counseling managers on candidate selection.

- Skills and attributes in this category: Assembling Talent
- Keywords of learning courses: recruiting
- Ideal mentor's position: Recruitment Manager
- Suggested development goal: Develop skills in assembling talent through training and mentorship [Create Goal](#)

#### Effective Communication

Communicating effectively is essential for an HR Professional to interact with employees and management. This competency is currently unrated, and developing it will enhance your ability to conduct orientations, resolve conflicts, and counsel employees and supervisors.

- Skills and attributes in this category: Communicating Effectively, Interacting with People at Different Levels
- Keywords of learning courses: communication
- Ideal mentor's position: HR Manager
- Suggested development goal: Enhance communication skills to interact effectively at all organizational levels [Create Goal](#)

#### Conflict Resolution

Resolving conflict is a key competency for an HR Professional, as it involves hearing and resolving employee grievances. This competency is currently unrated, and developing it will support managers in coaching and disciplining employees, ensuring a harmonious work environment.

- Skills and attributes in this category: Resolving Conflict, Showing Caring and Understanding
- Keywords of learning courses: conflict resolution
- Ideal mentor's position: Employee Relations Specialist
- Suggested development goal: Develop conflict resolution skills to effectively manage employee grievances [Create Goal](#)

The content is generated using AI capabilities. Although AI can process large amounts of data, it may have limited understanding of the context for specific words and phrases, complex human emotions and nuances in language. It's important to consider these constraints when interpreting the outcomes from the consolidated insights.

Show Less

# Succession & Development Notification Cards Available in Microsoft Teams

In Microsoft Teams, the SAP SuccessFactors app now can send following Succession & Development cards by respecting the same rules from the Home Page to prompt users to complete relevant tasks:


- Mentor: approve or decline employee requests to be a mentor.
- Mentoring Request: approve or decline mentoring requests sent by mentees.
- Talent Pool Nominee: review and approve pending nominations to a talent pool.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured


**Mentor**  
Approval Pending

 Executive Assistant

Submitted On: Aug 15, 2024  
Mentoring Program: Team Work

[Approve](#) [Decline](#) [Decline with Comments](#)

**Mentoring Request**  
Approval Pending


 Senior Sales

Program: Team Work  
Submitted On: Sep 5, 2024  
Pending For: 12 days

[View Details](#)

[Approve](#) [Decline](#) [Decline with Comments](#)

**Talent Pool Nominee**  
Approval Pending

 President Best Run Mexico

Nominated By: Aanya Singh  
Nominated On: Sep 9, 2024  
Nominated For: William 's Succession Talent Pool

[Go to Talent Pool](#)

The level of impact is Medium.



# Prevent Removal of Learning Activities from Completed Development Goals

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer  
Configured

- In the latest version of Development Goals, you can now prevent users from removing learning activities after their development goals are completed. Previously, there was no such restriction.
- If you enable the Prevent removal of learning activities from completed development goals setting in a development goal plan template, users are not allowed to remove learning added from SAP SuccessFactors Learning or custom learning activities from completed development goals.

The level of impact is Low.

# Mentoring Matched Date Available in Reporting

**Type:** New

**Lifecycle:** General Availability

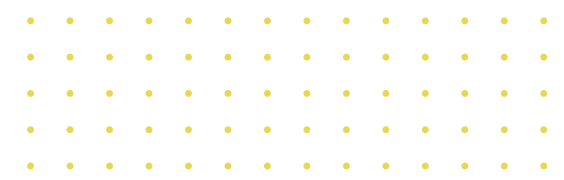
**Enablement:** Automatically on

- You can now report on the matched date of mentors and mentees in mentoring programs in Table and Story reports.
- The Matched Date column in the reports shows the date when mentors and mentees were first matched. The date won't be changed in the following cases:
  - Mentors or mentees restart the mentoring relationship after they've ended it.
  - Mentoring administrators remove matching between mentors and mentees.

The level of impact is Low.



# Deep Dive Topic



# Latest Career Worksheet Enhancements

- With this release, we have major enhancements to the Latest Career Worksheet in Growth Portfolio:
- View the **job family information** both in the “Roles and Aspirations” section of the Growth Portfolio page and on a role's details page.
- View the **number of current employees** in the “About This Role” section on a role's details page. By choosing *[Number Employees in This Role]*, they get a list of employees who are in this role. If there are more than 20 employees, users can choose “View All” to view the whole list on the Directory Search page.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

The image displays two screenshots of the effective people Growth Portfolio interface. The left screenshot shows the 'Roles and Aspirations' section for 'Management and Planning' with a red box around 'Managerial and Supervisory Family' and a 'Go to Role Details' button. The right screenshot shows the 'About This Role' section for 'Management and Planning' with a red box around '334 Employees in This Role' and a 'View All' button.

The level of impact is Medium.



# Latest Career Worksheet Enhancements

View the standard career paths set by HR managers and administrators in their organizations by choosing the View Career Paths button on a role's details page. The role is a starting point of a chart, and all its succeeding roles in the career paths are shown node by node. By choosing a role card, users open the details page of the selected role. They can also check a role's peer roles, if any, through the role card.

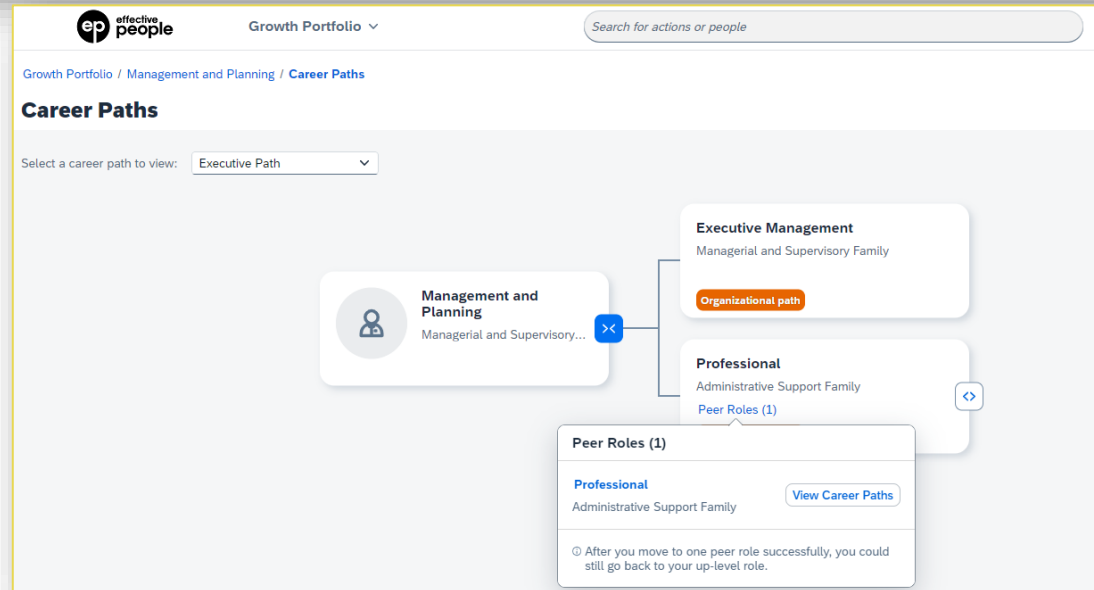
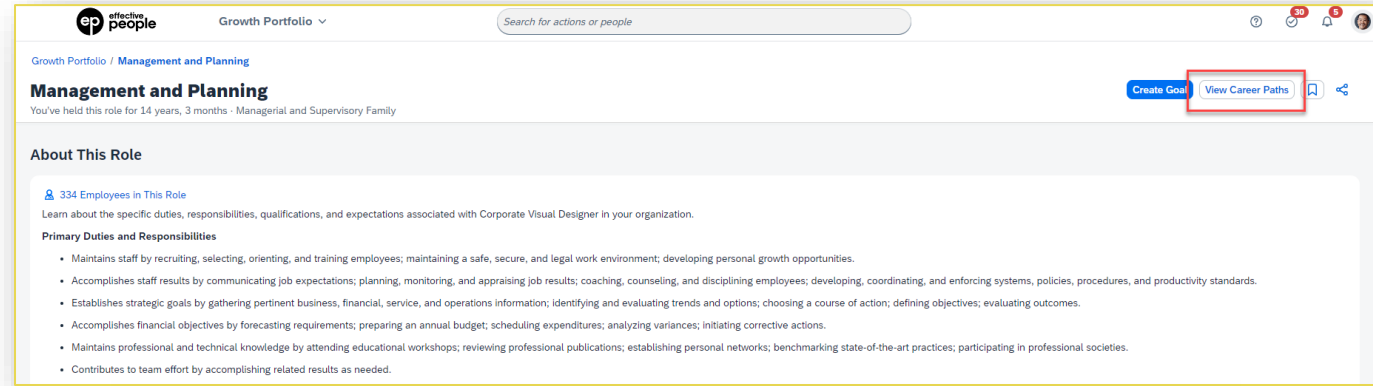
For viewing the career paths of a role, users must have the *View* permission of Career Paths, under Miscellaneous Permissions.

The level of impact is Medium.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on



# Latest Career Worksheet Enhancements

Explore Recommended Roles in Latest Career Worksheet, with the following sections:

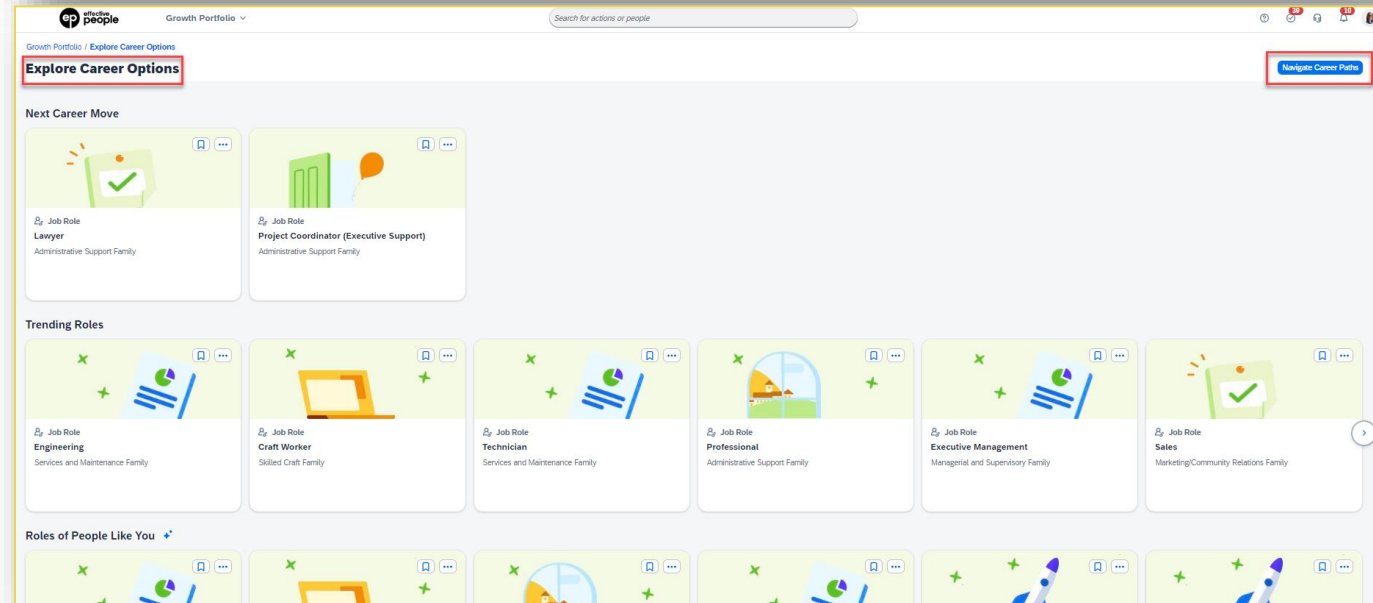
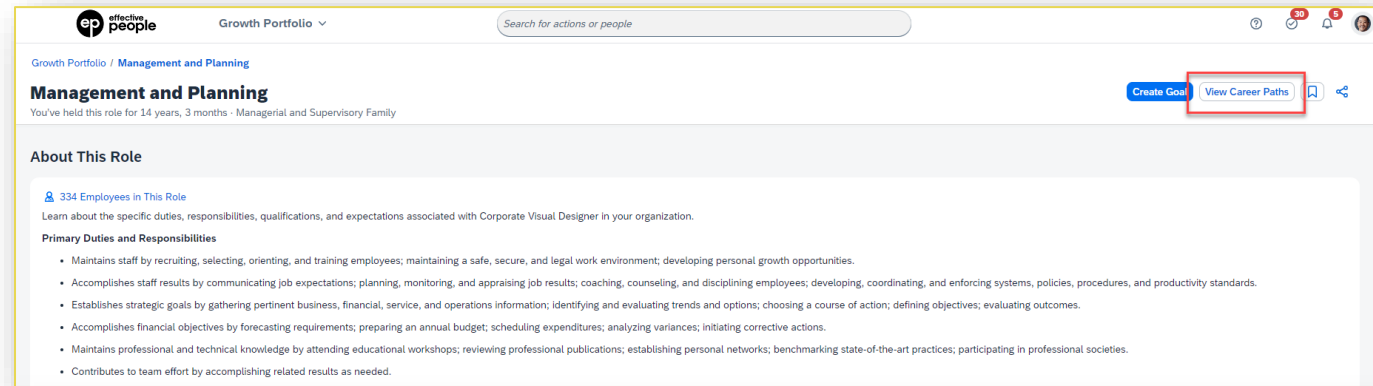
- **Top Matches:** The system uses an algorithm to suggest roles that best match an employee based on the following factors: Skill and attribute ratings, other factors configured by administrators in the Suggested Roles feature, skills and attributes associated with the Core or Critical tag or marked as passionate.
- **Next Career Move:** The system retrieves the next role of an employee's current role from organizational career paths set by HR managers and administrators.
- **Trending Roles:** The system recommends roles with open positions.
- **Roles of People Like You:** The system uses role recommendations from the Career Explorer.

The level of impact is Medium.

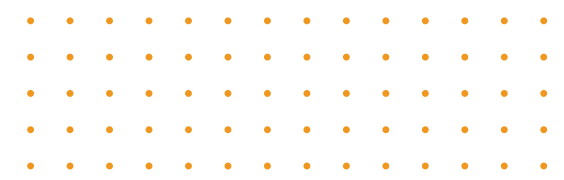
**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on







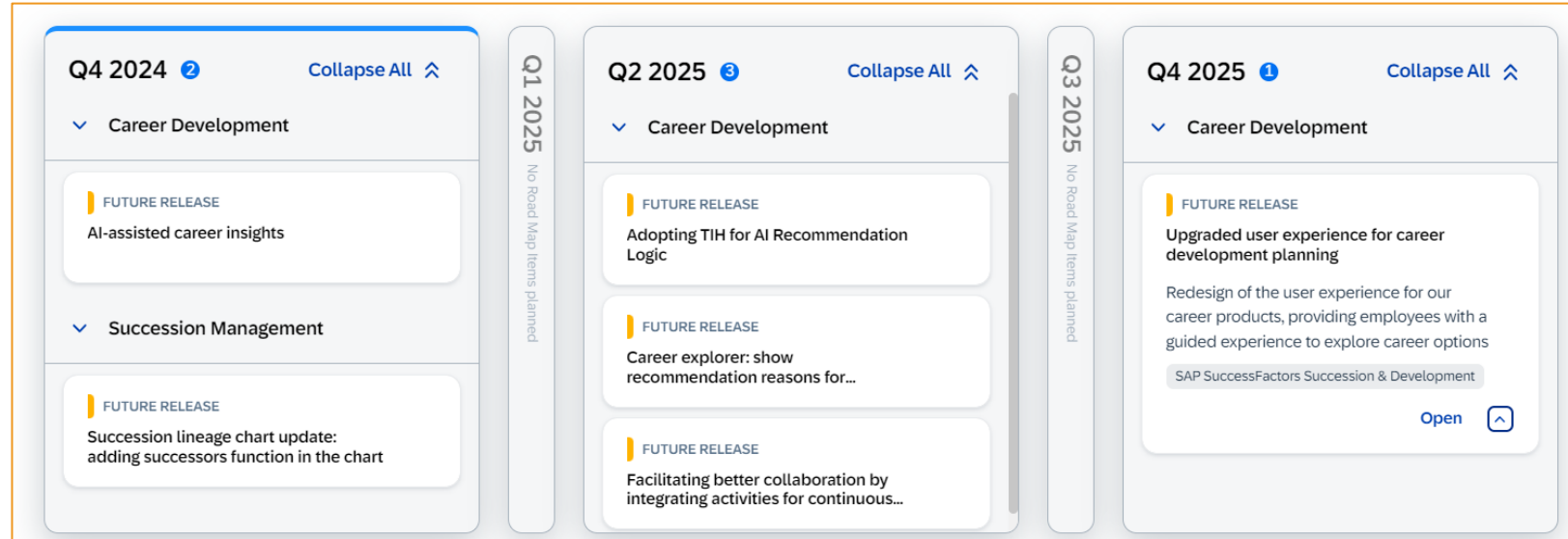
# Product Road Map



# Product Road Map

There are a few items related to Succession & Development currently on the roadmap which can be checked in detail here:

## [Succession & Career Development Road Map](#)





# Thank You.

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