



SAP SuccessFactors

# Succession & Career Development

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1H 2025 Release Briefing

By Elena Andrei





## Elena Andrei

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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.

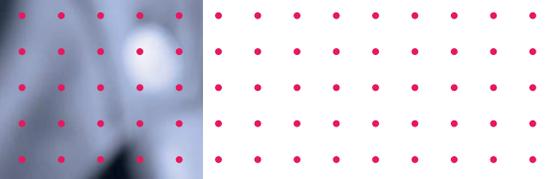
# Agenda

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





# Most Important Topics



# Allow Mentors to Manage Development Goals for Mentees

Mentors with proper permissions can now view, edit, create, and delete the development goals of their mentees on both Development Goals and Mentoring pages.

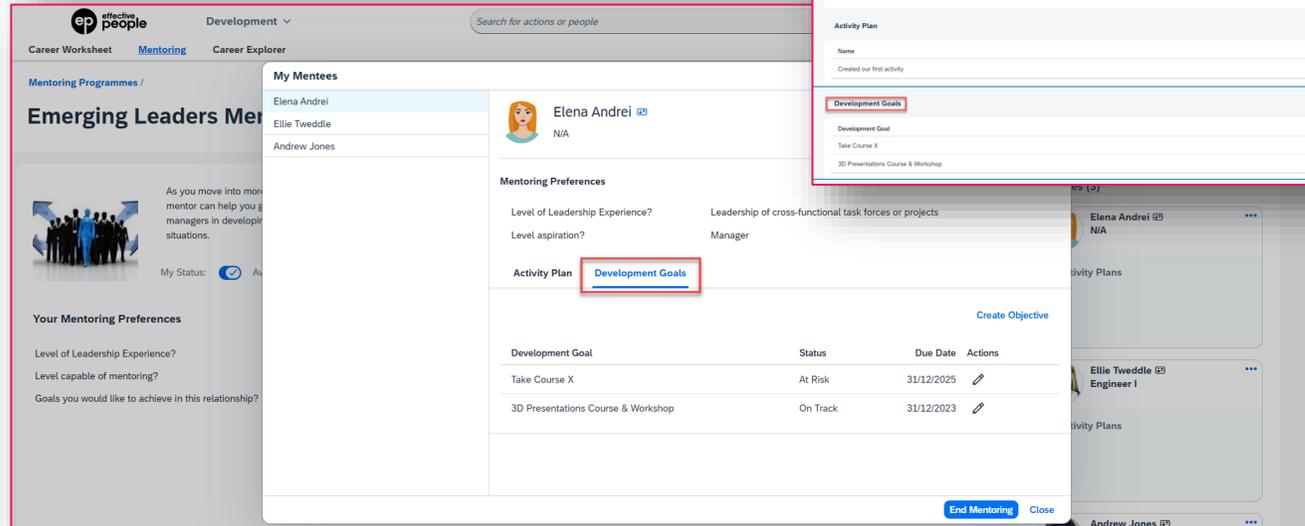
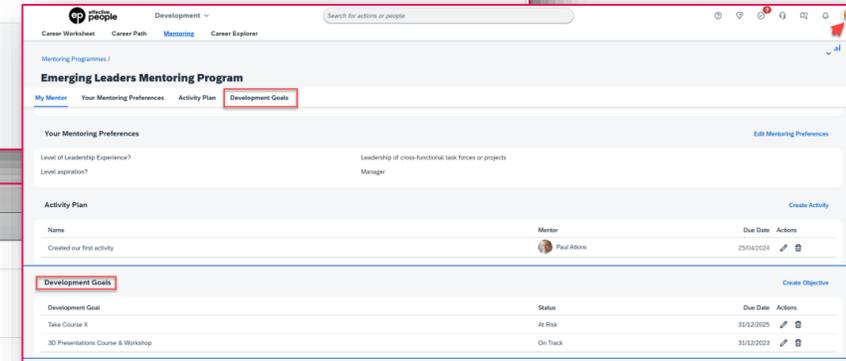
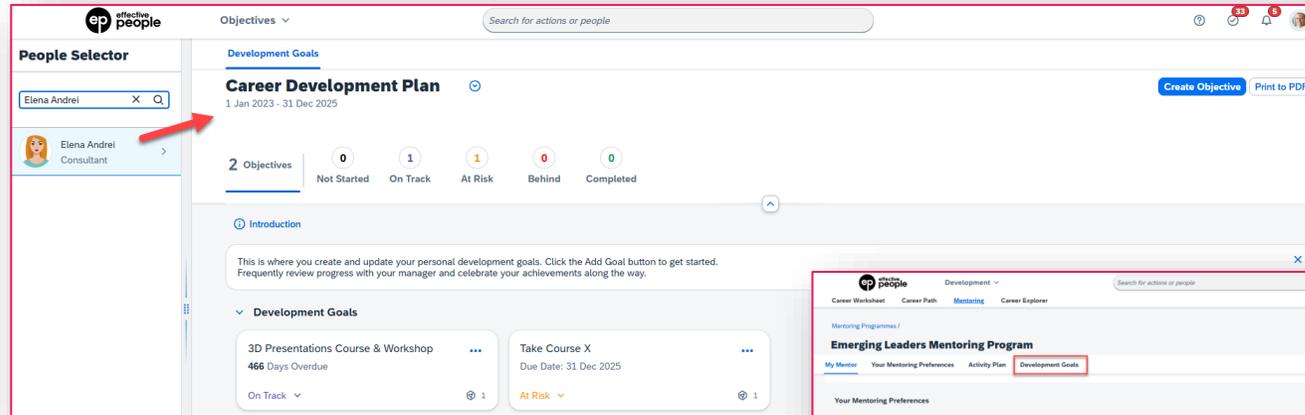
In Development Goals, mentors view a mentee's development goal plan by searching for the mentee in the People Selector panel. All the actions that mentors can take follow the permission configuration of the new mentor (MT) role in the development goal plan template.

- In Mentoring, mentors can view a mentee's development goals, grouped in the respective tab.
- Additionally, mentees can now view and manage their own development goals in the Development Goals tab on the program details page.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Contact Partner



The level of impact is High, especially for customers using Mentoring. It allows mentors to actively participate in mentee's development.

# AI-Assisted Successor Insights

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Contact Customer Engagement Executive or Account Manager

- Leveraging generative AI capabilities, succession planners can now gain insights into the successors that are nominated for a position or an incumbent.
- In the Succession Org Chart or the Position Tile view, users can access the feature by selecting the Generate Insights button in the header of a position card.
- In the Successor Insights dialog, the insights are organized into the following sections:
  - Overall Summary: Provides a high-level overview of the job role requirements and all nominated successors
  - Successors: Provides a summary for each successor

**Successor Insights**

Created with AI today. Verify results before use.

Insights will not be saved. You may consider supporting the successors' development by managing their development goals, assigning learning activities, and evaluating their role readiness.

### Overall Summary

#### Role Overview

- The Vice President of Operations role requires competencies in strategic thinking, cost control, and global market understanding.
- Key responsibilities include aligning actions with organizational goals and encouraging innovation.

#### Successors Analysis

- All successors exhibit strong alignment with the role's required competencies, particularly in strategic thinking and global awareness.
- Each successor has been identified as a potential future leader, indicating strong leadership potential across the pool.
- Performance ratings for all successors are consistent, suggesting a uniformly good level of work performance.

#### Successors

##### Anastasia Millar

- **Experience and Progression**  
Anastasia has served as Sr. Director Operations since 2000, indicating extensive experience in operations management. Her long tenure in this role suggests a deep understanding of operational strategies.
- **Performance and Key Achievements**  
Anastasia's performance is rated as Good, reflecting a solid level of work performance.
- **Strengths and Potential Areas for Growth**  
Anastasia's strengths include strategic vision and global thinking, aligning well with the Vice President of Operations role. Areas for growth are not identified, as her competencies match the role requirements. Anastasia is identified as a future leader.

##### Marlise Goncalves

- **Experience and Progression**  
Marlise has been in the Vice President of Operations role since 1996, providing significant experience in operations at a senior level. This experience supports her suitability for the target role.
- **Performance and Key Achievements**  
Marlise's performance is rated as Good, indicating a competent level of work performance.
- **Strengths and Potential Areas for Growth**  
Marlise's strengths include strategic vision and global awareness, aligning with the Vice President of Operations role. No specific areas for growth are highlighted. Marlise is identified as a future leader.

##### Amelie Verrier

- **Experience and Progression**  
Amelie has held the Vice President of Operations position since 1998, demonstrating extensive experience in senior operations roles. This experience is highly relevant to the target position.
- **Performance and Key Achievements**  
Amelie's performance is rated as Good, showing a satisfactory level of work performance.
- **Strengths and Potential Areas for Growth**  
Amelie exhibits strengths in strategic thinking and global market understanding, which align with the role's requirements. No specific areas for growth are noted. Amelie is identified as a future leader.

#### Data Referenced

- Competencies that are associated with the position through the underlying role
- The following information of successors:
  - Skills and competencies
  - Latest overall performance ratings
  - Work experience from job information

**Vice President of Operations**

Code: 50026007  
Bench Strength: 1-2 years  
Key Position: Critical

[Generate Insights](#)

Incumbent	1 Total
<b>Named Successors 3 Total 0 Emergency Cover</b>	
+ Add Successor	
Anastasia Millar	Ready Now
Marlise Goncalves	1-2 years
Amelie Verrier	3-5 years

**Executive Management 19 Total 1 Emergency Cover**

[Regenerate](#) [Close](#)

The level of impact is High as the feature allows to gain a deeper understanding of nominated successors and make more informed decisions.

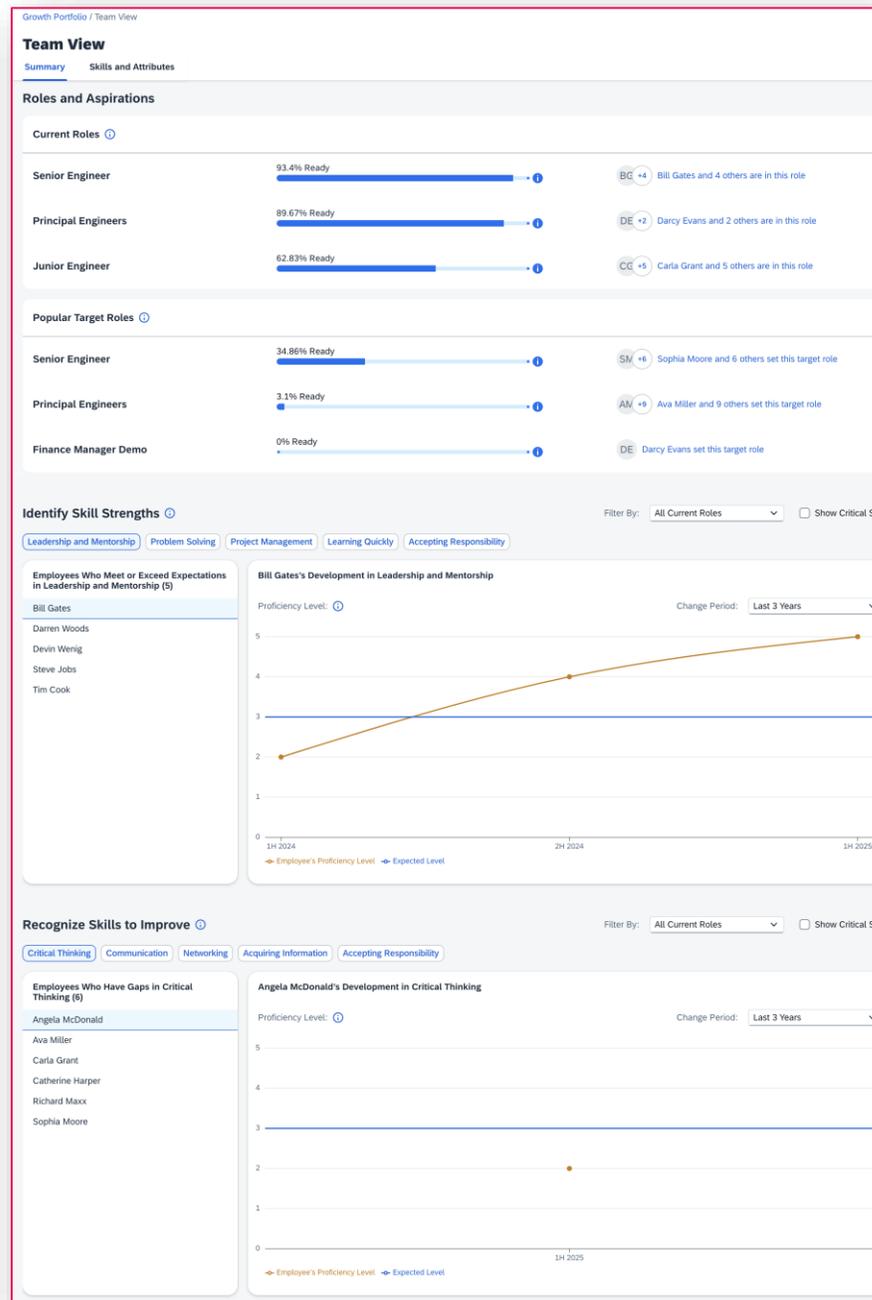
# Team Development Summary in Latest Career Worksheet

In the latest version of Career Worksheet, managers can now track their team's career development in a summary view, including career aspirations and skill growth.

Managers access the summary view through *Growth Portfolio* → *Team View*. On the Summary tab, they can view information in the following sections:

- Roles and Aspirations
- Identify Skill Strengths
- Recognize Skills to Improve

The level of impact is High for customers that have adopted CDP & TIH. It provides managers with an overview of their team's career progression, helping them better support their employees' upskilling and development.



**Type:** New

**Lifecycle:** General Availability

**Enablement:** Customer configured

# Browse All Job Roles in Latest Career Worksheet

In the latest version of Career Worksheet, users can now browse all job roles in their organizations to discover target roles.

Selecting a role directs users to its details page, where they can learn more about the role and take further actions.

This was possible in the legacy version and now also available in the latest.

The level of impact is Low but it is a very interesting feature because users don't have to navigate to the legacy worksheet to perform the action.

**Type:** New

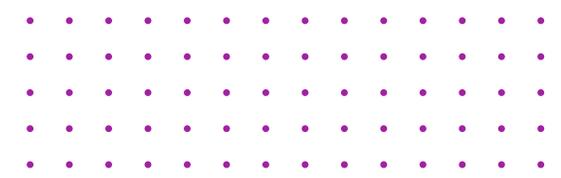
**Lifecycle:** General Availability

**Enablement:** Automatically on

The screenshot displays the 'effective people' Growth Portfolio interface. The top navigation bar includes the logo, 'Growth Portfolio', and a search bar. The main content area is titled 'Explore Career Options' and features a 'Next Career Move' card for 'Operations' and a 'Roles of People Like You' section. A 'Browse All Job Roles' sidebar is open on the right, listing various job families. The 'Digitalization' family is expanded, showing roles like 'Digital Consultant', 'Digital Expert', and 'Retail Management'. A red arrow points to the 'Digital Expert' role. Below this, a detailed view of the 'Digital Expert' role is shown, including 'About This Role' (22 employees) and 'Skills and Attributes to Improve' with proficiency progress bars for 'Setting a Strategic Vision', 'Inspiring and Motivating Others', 'Delivering High Quality Work', and 'Demonstrating Initiative'. A red box highlights the 'Add as Target Role' button in the top right of the role details view.



# Other Release Features



# Approve or Decline Talent Pool Nominations on the Home Page

On the Talent Pool Nominee home page card, users can now view the status of pending nominations and quickly approve or decline new nominations or changes to existing nominations.

With this enhancement, users can complete the approval tasks more efficiently, reducing the need to navigate to the talent pool details page.

**Important:** To view the Talent Pool Nominee card on the home page, a user must be a talent pool owner.

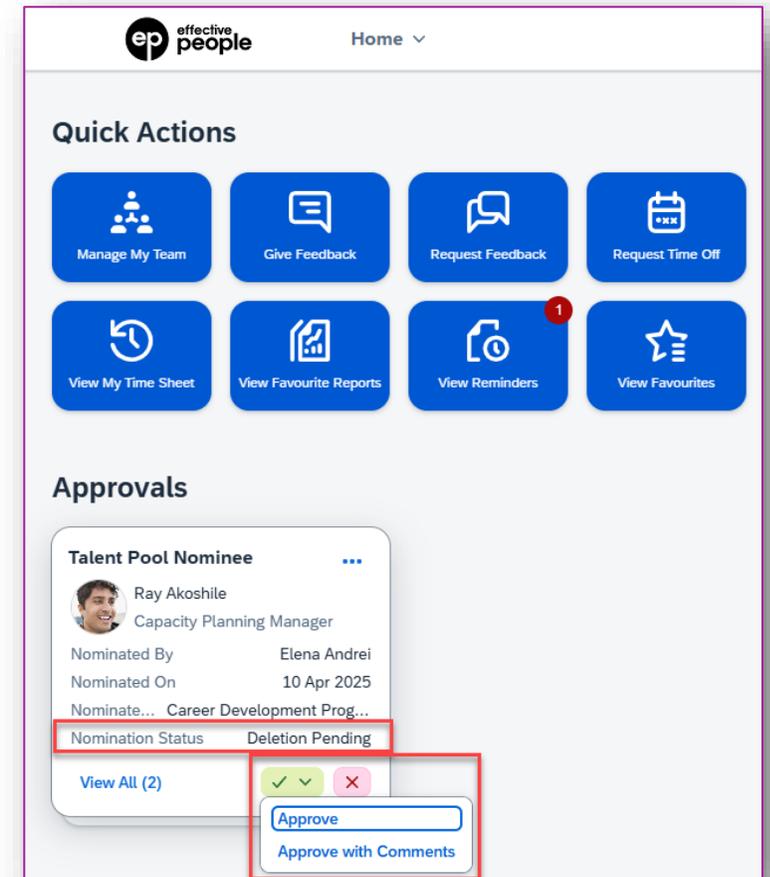
- To view the Talent Pool Nominee card on the home page, a user must be a talent pool owner.
- In the new Nomination Status field, users can check whether the item pending approval is a new nomination, a change, or a deletion. They can also approve a nomination with or without comments. If they decline, they must provide a comment. Previously, the status field wasn't available, and users couldn't take any action on the card.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

The level of impact is Medium. If you're using approvals, it is recommended to test the changes on the card and see how the owner requirement influences your setup.



# Exclude Roles with Lower Pay Grades from Recommendations

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Contact Partner

- You can now configure the Career Worksheet template to exclude job roles with lower pay grades than users' current roles from role recommendations.
- We compare the Pay Grade value of each Job Classification record that associates with job roles through Job Code, to make sure that users only receive recommended roles that are equal to or higher than their current roles in terms of pay grades. The new logic applies to the role recommendations in the following areas:
  - Suggested Roles in Legacy Career Worksheet
  - Latest Career Worksheet
  - Opportunity Marketplace when Suggested Roles is the role recommendation source
- If you use the Career Paths feature, note that these roles are always included in recommendations (even though their pay grades are lower).
- The recommendation logic of other sources in the latest Career Worksheet remains unchanged.

The level of impact is Low. You can choose to enable it if it makes sense for your organization.

# User Experience Enhancements to Career Development Features

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

- There are a few user experience enhancements to the Development Goals, Career Worksheet, Mentoring, and Career Explorer features. Some of these are:
  - Development Goals: The *Create Development Goal* dialog has been replaced with the *Goal Creation Options* dialog, where users can choose how they'd like to create a development goal. The options available depend on your configuration.
  - Latest Career Worksheet: Users can choose the heart icon to mark a skill or attribute as passionate and the Edit Proficiency option to edit the proficiency level directly on the skill or attribute card. The permissions and user experience match those on the Growth Portfolio page.
  - Mentoring: Multiple changes to the Activity Plan and Mentoring program details page.
  - Career Explorer: Improved clarity around duplicate role recommendations within career paths, providing a warning icon and tooltip explaining why a role might appear multiple times due to multiple linked job codes.
- See more information [here](#).

The level of impact is Low. You should however test the impact on the functionalities enabled in your instances.

# View Employees Who have Saved Mentoring Programs to Join Later

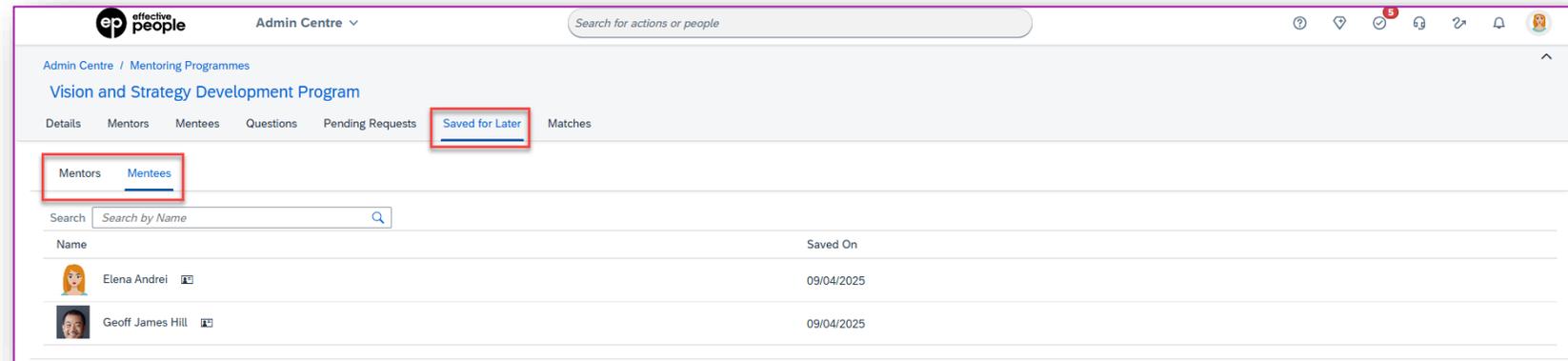
On the *Saved for Later* tab in *Manage Mentoring Programs*, mentoring administrators and program owners can view employees who have saved mentoring programs to join later.

For open enrollment programs, the tab is shown when a program is in progress; and for supervised and unsupervised programs, it's shown when a program is in the mentor and mentee signup stage or in progress.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on



The level of impact is Low. Effective People recommends testing this feature if you're using Mentoring.

# View Open Positions in Latest and Legacy Career Worksheet

In the latest version of Career Worksheet, users can now view the open positions of recommended roles and target roles on a role's details page. In the legacy version, users only view the number of open positions of target roles.

SAP has enhanced the feature both in the legacy and latest versions for customers who have enabled SAP SuccessFactors Recruiting.

When Recruiting is enabled, users are recommended with roles having job openings from Recruiting.

The level of impact is Medium. Effective People recommends testing the feature if you're using Legacy or Latest Career Worksheet.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

The screenshot shows the 'Operations' role details page in the SAP SuccessFactors Career Worksheet. The page includes sections for 'About This Role', 'Skills and Attributes to Improve', and 'Opportunities to Grow'. A red arrow points to the '5 Job Openings' link in the 'About This Role' section. A popup window titled 'Job Openings (5)' is displayed, showing a list of job openings with details such as 'Operations Manager', 'Auto Design USA', and 'Atlanta'. The popup also includes a 'Search for More Jobs' button.

The screenshot shows the 'Operations' role details page in the SAP SuccessFactors Career Worksheet. The page includes sections for 'About This Role', 'Skills and Attributes to Improve', and 'Opportunities to Grow'. A red box highlights the 'Search for Job Openings' button in the 'About This Role' section.

# Enhanced OData V4 Service NominationService.svc

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically on

- You can use NominationService.svc to create, update, and delete both successor nominations and talent pool nominations. Also, the emergencyCover and action properties are available in this service.
- In the previous version, you could use NominationService.svc to create, update, and delete successor nominations only. The emergencyCover and action properties weren't available.
- NominationService.svc cannot be used to manage nomination history.
- This service provides you with an alternative way to manage talent pool nominations.

The level of impact is Low. Although is a significant improvement, it's only applicable when nominations are maintained by integrations.

# Exclusion of Deleted Forms' Ratings Applicable to More Matrix Grids

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer configured

- Besides the matrix grid reports in Succession, you can now exclude deleted forms' ratings from the mini matrix grids on the talent card and in the Overview block in the legacy People Profile.
- To achieve this, select Exclude deleted forms when retrieving ratings in one or both of the following admin tools:
  - Matrix Grid Reports: Performance-Potential
  - Matrix Grid Reports: How vs. What
- Previously, with this option selected, the ratings were only excluded from the Performance-Potential or How vs. What matrix grid reports in Succession.
- If you've already selected *Exclude deleted forms when retrieving ratings*, users will find that deleted forms' ratings, if any, disappear from the mini matrix grids on the talent card and in the Overview block.
- The exclusion does not apply to the mini matrix grids in the following legacy People Profile blocks:
  - Performance-Potential Historical Matrix
  - How vs What Historical Matrix
  - Trend Information

The level of impact is Low but we recommend assessing if you had previously enabled the setting and how it's impacting your modules.

# Filter Position Tile View with Generic Objects

Users can now add Generic Objects as filters to narrow down the positions displayed in the Position Tile view.

With the setting *Include Generic Objects in filters in the Position Tile view* enabled, if you've added Generic Object fields (e.g., division, department) as searchable fields to the Position object, those Generic Objects will show up as available filters in the Position Tile view.

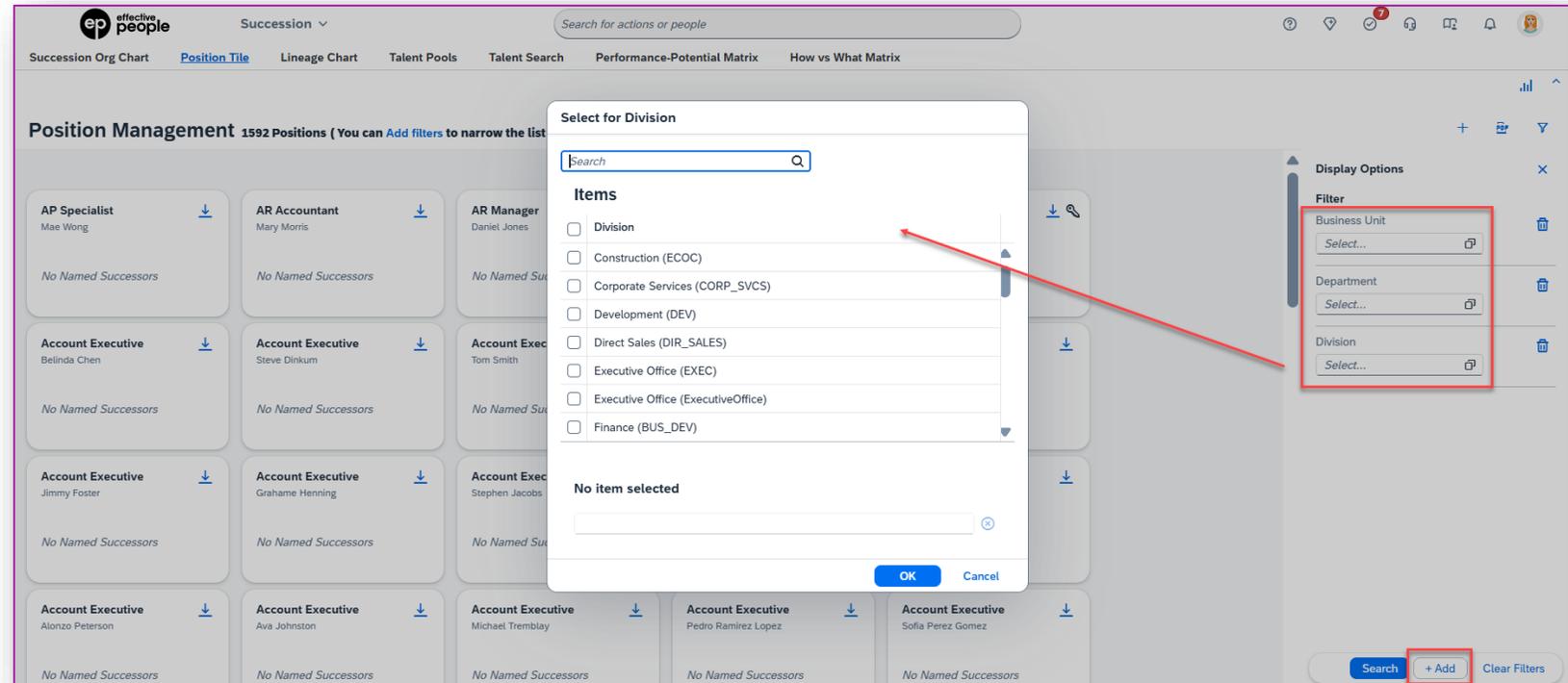
In the previous version, Generic Object-type filters were not supported in the Position Tile view.

The level of impact is Low, but for customers using Position tile view, it is an added benefit to use additional filters.

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer configured



# Unhide Individual Positions or Profiles in the Succession Org Chart

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

- When you've hidden some positions or profiles from the Succession Org Chart, you can now view their names and choose which one to unhide.
- If you unhide one position or profile, you will be directed to that specific node in the org chart. If you unhide multiple ones, you will remain at your current node.
- Previously, you could only unhide all of them at once, without knowing exactly what had been unhidden.

The screenshot displays the 'Succession Org Chart' interface. At the top, there's a search bar and navigation tabs. A 'Hidden Positions' dialog box is open, showing a list of hidden positions: 'Positions (1 of 2 Selected)', 'Relationship Manager' (checked), and 'Service Manager'. An 'Unhide' button is visible at the bottom right of the dialog. The main chart area shows a hierarchy of roles, including 'VP Retail Products' (Jenny Kergis) and several 'Head' roles like 'Head, Personal Loans' (Eric Loh), 'Head Digital Banking' (Helen Miller), 'Client Centre Executive' (Juana Yap), 'Business Development Officer' (Peter Wong), 'Account Executive' (Sheila Patricia), and 'Head, Digital Portfolio Sales' (Zubairi Hasan). Each role card shows '0 Successors' and '1 Talent Pool'.

*Before 1H 2025*

This screenshot shows a zoomed-in view of the 'Show All Positions' button in the Succession Org Chart interface. The button is a blue pill-shaped button with the text 'Show All Positions' in white. It is located in the bottom right corner of the interface, below the search bar and navigation tabs. The background shows a portion of the org chart with roles like 'Account Executive' and 'Head, Digital Portfolio Sales'.

The level of impact is Low. We recommend testing the feature, especially if it's a common practice to hide positions or profiles from SOC.



# Deep Dive Topic



# Allow Mentors to Manage Development Goals for Mentees

- This enhancement allows designated mentors to view, add, edit, and potentially provide feedback on their mentees' development goals.
- The actions mentors can perform are dependent on the configuration of the new role "MT", which can be done in the XML of the Development Plan.

- In Development Goals, mentors view a mentee's development goal plan by searching for the mentee in the People Selector panel.
- The MT role must have at least *read* or *write* permissions for the *name* field.
- A new permission role should be created, where all mentors (this depends on the employees you involve as mentors in your programs), are granted access to the Development Plan (User permissions → Objectives or Goals).
- The granted and target population for this role might as well be *everyone on everyone*, if you are certain that in the development plan XML, you have not set any permission for the EVERYONE (\*) role.
- Be mindful: once a mentor gets access to the development goals of an employee, that applies to all goals, irrespective if some of those might not be related to the mentoring relationship.

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Contact Partner

The screenshot displays the 'effective people' interface for a 'Career Development Plan' for 'Elena Andrei, Consultant'. The plan is active from 1 Jan 2023 to 31 Dec 2025. A red arrow points to the 'Elena Andrei Consultant' entry in the 'People Selector' on the left. The main content area shows a progress bar with 2 Objectives: 0 Not Started, 1 On Track, 1 At Risk, 0 Behind, and 0 Completed. Below this, there is an 'Introduction' section with a message: 'This is where you create and update your personal development goals. Click the Add Goal button to get started. Frequently review progress with your manager and celebrate your achievements along the way.' Underneath, the 'Development Goals' section lists two items: '3D Presentations Course & Workshop' (466 Days Overdue, On Track) and 'Take Course X' (Due Date: 31 Dec 2025, At Risk).

The level of impact is High. It clearly now connects Mentoring to the employee's development.

# Allow Mentors to Manage Development Goals for Mentees (cont.)

Once the configuration in the Development plan is complete, navigate to **Manage Mentoring Programs** and for the desired program, you can select **Allow participants to manage development goals**.

In Mentoring, mentors view a mentee's development goals by selecting *View Mentoring Details* on the mentee card on the program details page. The development goals are grouped in the *Development Goals* tab, and the actions available for mentors are the same as those on the Development Goals page.

Development Goal	Status	Due Date	Actions
Take Course X	At Risk	31/12/2025	[Edit]
3D Presentations Course & Workshop	On Track	31/12/2023	[Edit]

Mentees can view and manage their own development goals in the *Development Goals* tab on the program details page. Actions they can take follow the permission configuration of the existing employee (E) role in the development goal plan template.

Development Goal	Status	Due Date	Actions
Take Course X	At Risk	31/12/2025	[Edit]
3D Presentations Course & Workshop	On Track	31/12/2023	[Edit]



# Product Road Map



# Product Road Map

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

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

We recommend checking this page occasionally to see when more items are introduced.

The screenshot displays the SAP Road Map Explorer interface. At the top, the SAP logo is followed by the title "Road Map Explorer" and navigation menus for "Products", "Processes", and "Industries". A search bar contains the text "Search SAP Road Map by keyword, product, industry or process" and a magnifying glass icon. To the right of the search bar, it indicates "5 Road Map Items". Below the search bar, there is a filter for "SAP SuccessFactors Suc..." with a "Clear all" button. Further down, there are additional filters for "Products", "Processes", "Industries", and "Focus Topics". The main content area is divided into two columns representing different quarters: "Q2 2025" (with 4 items) and "Q4 2025" (with 1 item). Both columns have a "Collapse All" button. The "Q2 2025" column is expanded to show "Career Development" with three items, each marked as "FUTURE RELEASE": "Adopting TIH for AI Recommendation Logic", "AI-assisted development goal creation with Joule", and "Career explorer: show recommendation reasons for additional layers". The "Q4 2025" column is also expanded to show "Career Development" with one item, marked as "FUTURE RELEASE": "Upgraded user experience for career development planning". A vertical bar between the columns indicates "Q3 2025" with "No Road Map Items planned".



# Thank You.

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