

# THR85

## SAP SuccessFactors Succession Management Academy

### COURSE OUTLINE

Course Version: 2511

Course Duration:



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# Typographic Conventions

American English is the standard used in this handbook.

The following typographic conventions are also used.

This information is displayed in the instructor's presentation	
Demonstration	
Procedure	
Warning or Caution	
Hint	
Related or Additional Information	
Facilitated Discussion	
User interface control	<i>Example text</i>
Window title	<i>Example text</i>

# Contents

vii **Course Overview**

**1 Unit 1: Introducing and Configuring Succession Management**

- 1 Lesson: Introducing Succession Management
- 1 Lesson: Modifying Configurations for Succession Management
- 1 Lesson: Exploring Succession Management Permissions

**3 Unit 2: Using People Profile in Succession Management**

- 3 Lesson: Understanding People Profile's Relationship to Succession Management
- 3 Lesson: Configuring People Profile
- 3 Lesson: Updating People Profile Data

**5 Unit 3: Defining the Succession Nomination Methods and the Position Model**

- 5 Lesson: Describing the Succession Nomination Methods
- 5 Lesson: Describing the Position Model Creation
- 5 Lesson: Maintaining Position Data

**7 Unit 4: Using the Talent Search**

- 7 Lesson: Identifying the Key Features of the Talent Search Tool
- 7 Lesson: Permissioning Talent Search
- 7 Lesson: Configuring Talent Search Settings
- 7 Lesson: Using Talent Search
- 7 Lesson: Utilizing the Talent Search Results and Toolbar
- 7 Lesson: Using Background and Competency Criteria for Ranking

**9 Unit 5: Using the Succession Talent Pools**

- 9 Lesson: Defining Pool-Based Nominations
- 9 Lesson: Permissioning Talent Pools
- 9 Lesson: Managing Talent Pools
- 9 Lesson: Configuring Talent Pool Columns and Filters
- 9 Lesson: Associating Talent Pools with Roles

<b>11</b>	<b>Unit 6:</b>	<b>Utilizing the Succession Org Chart</b>
11		Lesson: Navigating the Succession Org Chart
11		Lesson: Configuring the Succession Org Chart
11		Lesson: Using the Succession Org Chart
11		Lesson: Configuring the Succession Org Chart XML
11		Lesson: Configuring Position Criticality
11		Lesson: Configuring Bench Strength
12		Lesson: Using Nomination History
12		Lesson: Integrating the SOC with other SAP SuccessFactors Modules
<b>13</b>	<b>Unit 7:</b>	<b>Using the Position Tile View and Lineage Chart</b>
13		Lesson: Using the Position Tile View
13		Lesson: Utilizing the Lineage Chart
<b>15</b>	<b>Unit 8:</b>	<b>Using Matrix Grid Reports</b>
15		Lesson: Describing the Matrix Grid Reports
15		Lesson: Permissioning the Matrix Grid Reports
15		Lesson: Configuring the Matrix Rating Scale
15		Lesson: Configuring the Admin Center Matrix Grid Report Settings
15		Lesson: Using the Matrix Grid Reports
15		Lesson: Configuring Icons in the Admin Center
16		Lesson: Determining Retirement Eligibility
16		Lesson: Maintaining the Matrix Grid XML
16		Lesson: Using the Matrix Grid Placement History Portlets
<b>17</b>	<b>Unit 9:</b>	<b>Configuring Talent Cards and Creating Presentations</b>
17		Lesson: Configuring Talent Cards
17		Lesson: Creating Presentations
<b>19</b>	<b>Unit 10:</b>	<b>Importing Succession Data and Utilizing Calibration with Succession Planning</b>
19		Lesson: Importing Successors
19		Lesson: Utilizing Calibration with Succession Planning
<b>21</b>	<b>Unit 11:</b>	<b>Succeeding as a Consultant</b>
21		Lesson: Locating Relevant Resources and Tools

# Course Overview

**TARGET AUDIENCE**

This course is intended for the following audiences:



## Lesson 1: Introducing Succession Management

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe SAP SuccessFactors Succession Management.

## Lesson 2: Modifying Configurations for Succession Management

### Lesson Objectives

After completing this lesson, you will be able to:

- Modify configurations in Provisioning for Succession Management.

## Lesson 3: Exploring Succession Management Permissions

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe Succession Management Permissions.



## Lesson 1: Understanding People Profile's Relationship to Succession Management

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe People Profile and identify Succession Management touchpoints with People Profile.

## Lesson 2: Configuring People Profile

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure People Profile components and enable People Profile.

## Lesson 3: Updating People Profile Data

### Lesson Objectives

After completing this lesson, you will be able to:

- Manage People Profile data.



## Lesson 1: Describing the Succession Nomination Methods

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe the different Succession Nomination methods.

## Lesson 2: Describing the Position Model Creation

### Lesson Objectives

After completing this lesson, you will be able to:

- Define the Position Model and configure the MDF Position Object.

## Lesson 3: Maintaining Position Data

### Lesson Objectives

After completing this lesson, you will be able to:

- Maintain position data.



## **Lesson 1: Identifying the Key Features of the Talent Search Tool**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Identify key features and benefits of the Talent Search.

## **Lesson 2: Permissioning Talent Search**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Configure the Role-Based Permissions for Talent Search.

## **Lesson 3: Configuring Talent Search Settings**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Enable the settings available for Talent Search.

## **Lesson 4: Using Talent Search**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Define the Search Criteria to search for Talent.

## **Lesson 5: Utilizing the Talent Search Results and Toolbar**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Refine the search criteria and utilize the Talent Search Toolbar.

## **Lesson 6: Using Background and Competency Criteria for Ranking**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Search for talents using ratings and competencies.

## Lesson 1: Defining Pool-Based Nominations

### Lesson Objectives

After completing this lesson, you will be able to:

- Define pool-based nominations and enable Talent Pools.

## Lesson 2: Permissioning Talent Pools

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure object and role-based permissions for Talent Pools.

## Lesson 3: Managing Talent Pools

### Lesson Objectives

After completing this lesson, you will be able to:

- Manage Talent Pools and Talent Pool nominations.

## Lesson 4: Configuring Talent Pool Columns and Filters

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure Talent Pool columns and filters.

## Lesson 5: Associating Talent Pools with Roles

### Lesson Objectives

After completing this lesson, you will be able to:

- Associate Talent Pools with Roles.



## Lesson 1: Navigating the Succession Org Chart

### Lesson Objectives

After completing this lesson, you will be able to:

- Explore the Succession Org Chart and Succession Talent Card.

## Lesson 2: Configuring the Succession Org Chart

### Lesson Objectives

After completing this lesson, you will be able to:

- Permission and configure the Succession Org Chart.

## Lesson 3: Using the Succession Org Chart

### Lesson Objectives

After completing this lesson, you will be able to:

- Add successor nominees to the SOC and configure recommended successors.

## Lesson 4: Configuring the Succession Org Chart XML

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure the Succession Org Chart XML.

## Lesson 5: Configuring Position Criticality

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure Position Criticality.

## Lesson 6: Configuring Bench Strength

### Lesson Objectives

After completing this lesson, you will be able to:

- Define Bench Strength.

## **Lesson 7: Using Nomination History**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Define the SOC Nomination History.

## **Lesson 8: Integrating the SOC with other SAP SuccessFactors Modules**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Describe the integration between the SOC and other SAP SuccessFactors modules.

## Lesson 1: Using the Position Tile View

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe how to use the Position Tile View, and how to configure filters for the Position Tiles.

## Lesson 2: Utilizing the Lineage Chart

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure and use the Lineage Chart.



## Lesson 1: Describing the Matrix Grid Reports

### Lesson Objectives

After completing this lesson, you will be able to:

- Identify the Matrix Grid Reports and their key features.

## Lesson 2: Permissioning the Matrix Grid Reports

### Lesson Objectives

After completing this lesson, you will be able to:

- Enable and permission the Matrix Grid Reports.

## Lesson 3: Configuring the Matrix Rating Scale

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure the Matrix Grid Rating Scale.

## Lesson 4: Configuring the Admin Center Matrix Grid Report Settings

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure the Matrix Grid Report settings in Admin Center.

## Lesson 5: Using the Matrix Grid Reports

### Lesson Objectives

After completing this lesson, you will be able to:

- Use the Matrix Grid Report filters and describe the full functionality of the reports.

## Lesson 6: Configuring Icons in the Admin Center

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure Matrix Grid Report Icons.

## **Lesson 7: Determining Retirement Eligibility**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Configure the Retirement Eligibility feature.

## **Lesson 8: Maintaining the Matrix Grid XML**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Maintain the Matrix Classifier XML and configure matrix filters.

## **Lesson 9: Using the Matrix Grid Placement History Portlets**

### **Lesson Objectives**

After completing this lesson, you will be able to:

- Describe and configure the Matrix Grid Placement History Portlets.

## Lesson 1: Configuring Talent Cards

### Lesson Objectives

After completing this lesson, you will be able to:

- Permission and design Succession Talent Cards.

## Lesson 2: Creating Presentations

### Lesson Objectives

After completing this lesson, you will be able to:

- Enable, create, and manage Presentations.



## Lesson 1: Importing Successors

### Lesson Objectives

After completing this lesson, you will be able to:

- Configure the Successor Import Template and import successors.

## Lesson 2: Utilizing Calibration with Succession Planning

### Lesson Objectives

After completing this lesson, you will be able to:

- Describe the Calibration elements used in Succession.



## Lesson 1: Locating Relevant Resources and Tools

### Lesson Objectives

After completing this lesson, you will be able to:

- Access available resources and tools to support SAP SuccessFactors solutions.