It’s Time to Rethink HR
Engage | Innovate | Transform

SuccessFactors Implementation Scope
Succession & Development—Business Scope Covered

**Succession Functionality**
- Succession Nomination by Role/Person or by Position (MDF position nomination only if MDF position management is active)
- Preconfigured Employee Profile
- Preconfigured Scorecard
- Preloaded Talent Flags and Gradients
- MDF Talent pools
- Matrix Grid (Performance/Potential & Performance over Time)
- Formless Succession Nomination
- Talent Search
- Configured Succession Org Chart
- Adhoc Reporting (no reports delivered)

**Succession Management Functionality**
- Integration to Performance rating for Successors
- Talent Search Functionality
- Leveraging Talent searched to nominate successors
- Position Tile View
- How vs. What Matrix
- Role Readiness Form
- Job Profile Builder
- Custom Reports (e.g. WFA, ORD, PPTC)
- Mobile

**Career Development Functionality**
- Preconfigured Development Plan with Learning Activities
- Integration to Learning Management System (if in scope)
- Career Worksheet
- Career Paths
- Job Profile Builder (if complete talent modules are in scope.)

Note: Highlighted (Bold) features and functionalities are not part of the scope for Packages under 300 employees. But they are our value added services which you can buy outside of the Package. The Package above 300 employees includes those bullet points which are highlighted (Bold).