

Press Release

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Head Light helps HR professionals improve succession planning

Head Light is to urge delegates at The 2012 Learning & Skills Exhibition to re-consider how they involve and engage their employees and managers in Succession Planning.

Ian Lee-Emery, Managing Director, Head Light comments. **"We believe that much of the value of the process of succession planning and its 'flip-side' career management within an organisation is not realised. This is due in part to IT systems that don't support the talent management process, to confusion over what 'potential' actually means and on to confusion over what 'talent' is."**

Succession planning is a business critical activity - even more so in today's climate as organisations look within their workforce to promote and develop rather than recruit externally – and the foundation for good succession planning is a robust and flexible talent management system.

Head Light has launched Talent Successor® which helps to answer, in an instant, the key strategic people questions raised about an organisation and asked of by the Board. It gives managers, employees and HR Business Partners, the tools to deliver and embed succession planning throughout the organisation.

Ian Lee-Emery continues **"We spoke with HR Business Partners and professionals from a wide range of sectors and size of organisations, before developing Talent Successor® which runs on our Talent® platform. It is able to create 'talent pools', identify 'at risk' posts and flag 'high potential' groups.**

But we recognise that talent management is no longer the sole domain of the HR team and so the employee and the manager can also access the system. They are able to signal their interest for future potential roles and help to progress people into those 'hard to fill' vacancies – and helping to embed succession planning and career planning within the organisation. Importantly, and unlike other systems, Talent Successor® can alert you to where your Succession Plans are vulnerable and at risk themselves."

Head Light will be exhibiting at The 2012 Learning and Skills Exhibition, Stand 186 and speaking on both days in Theatre 8.

About Head Light

Head Light is a software, HR consulting and a Software as a Service (SaaS) provider specialising in the implementation of talent management strategies with their Talent® software platform. They have assisted many organisations implement talent management programmes including numerous police forces, retailers such as the Travis Perkins Group, law firms and local councils. Their software is also used by independent HR and Training providers as part of their talent management offerings. For more information on Head Light please visit www.head-light.co.uk

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