

Head Light unveils succession planning tool to help businesses track and unlock the potential of their people

Head Light brings to market Talent Successor® - an innovative on-line solution to help businesses identify successors for key posts, build 'bench-strength' for key roles and improve employee retention.

Ian Lee-Emery, Managing Director, Head Light comments. **“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. The challenge that organisations face is how to collect, and more importantly, use the information they have about their people so that any decision is an informed decision.”**

“We talk to HR Business Partners and professionals from a wide range of sectors and size of organisation. A common concern is that whilst data and information may be collected on employees, the clunkiness of their current IT system, or the fact that information is held in different systems, means that they cannot access the real value of that information. Talent Successor® – running on our Talent® platform – changes all that.”

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

It is able to create ‘talent pools’, identify ‘at risk’ posts and flag ‘high potential’ groups. But it is no longer the sole domain of the HR team: 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.

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

Head Light will be exhibiting at the CIPD Annual Conference and Exhibition from 8th to 10th November, stand 9020.

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