

Assessment for Succession Planning

Accendo's Succession Planning solution includes a combination of various talent assessment tools, an extensive success profile library, and matching algorithm that speeds up the talent identification process to deliver quicker, cost effective, and more accurate insights, while ensuring a strong leadership pipeline to drive the business. Based on over 15 years of experience and expertise in assessing talents, Accendo has designed multiple solution options that cater to each customer's unique needs and incorporated industry best practices.

Solution Overview

Each solution option below is complete in itself to identify and develop the next generation of leaders to ensure business continuity and sustainability. Other solution options and add-on services specific to customer needs are also available upon further request.

Basic

Assessment Only





Includes:

-  1 Measurement Tool
-  Development Report
-  Insights on Potential Successors

Advanced

Assessments and Success Profiles

Includes:

-  3 Measurement Tools
-  Executive Report
-  Accendo Job Library
-  AI Driven Talent Analytics

Comprehensive

Assessments, Success Profiles, and IDP

Includes:

-  5 Measurement Tools
-  Executive Report Multi-rater Report
-  Accendo Job Library
-  Integrated IDP Module

[View next page for more details](#)

Benefits



Holistic Talent View



Extensive Success Profiles



Quick Yet Reliable Gap Analysis



Integration with Development Journey

Solution Details

Basic	Advanced	Comprehensive
Measurement Tools		
<ul style="list-style-type: none"> • Psychometric Assessments 	<ul style="list-style-type: none"> • Psychometric Assessments • Face-to-Face Interviews • Manager Ratings 	<ul style="list-style-type: none"> • Psychometric Assessments • Business Simulations • Face-to-Face Interviews • Manager Ratings • 360 Feedback
What it Provides		
<ul style="list-style-type: none"> • Quick and valid approach for successor identification • Objective, consolidated insights to identify potential successors • Covers Leadership, Agility, and Cultural Fit only 	<ul style="list-style-type: none"> • In-depth insights with assessor input to enable critical succession decisions • Contextualised success criteria for job roles • Robust talent profile analysis • Covers Leadership, Agility, Cultural Fit, and Role-Specific Skills 	<ul style="list-style-type: none"> • Most comprehensive lens for succession planning and development • Insights from multiple stakeholders • Covers Leadership, Agility, Cultural Fit, and Role-Specific Skills • Integrated learning and development
Best For		
<ul style="list-style-type: none"> • Companies beginning to embrace a more strategic and data driven succession planning 	<ul style="list-style-type: none"> • Companies with a strategic mandate to implement succession planning holistically for mission critical positions 	<ul style="list-style-type: none"> • Companies with a mature succession planning process that are elevating it to be more comprehensive

Implementation




All solutions are delivered on TalentPulse, a state-of-the-art cloud-based Talent Intelligence Platform that conforms to international standards of cloud security and personal data protection. Most projects are implemented within 30-60 days including competency selection and mapping, assessment setup, system configuration, user training, and consolidated reporting. The actual timeline varies depending on the complexity of the scope.

About Accendo

Accendo helps organisations revolutionise how to attract, assess, align, develop, and retain top talent, both internally and externally. The company's cloud platform enables organisations to run entire talent journeys that include conducting assessments, obtaining meaningful insights for strategic decision support, and crafting learning journeys and career paths for individual employees. Accendo is reimagining how talent assessments are used through an impactful combination of data science, intelligent analytics, process efficiency, and user experience. Headquartered in Kuala Lumpur, Malaysia, the company services leading corporations across a wide cross-section of industries, with needs for succession planning, graduate hiring programs, HiPo identification, promotions, recruitment, and talent optimisation.

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