

## **Business Performance P/L Releases New Version of Succession Planner**

*Business consulting firm Business Performance P/L this week announced the latest update to their popular Excel based talent management software.*

February 5, 2010 (FPRC) -- In today's challenging economic environment, organizations are looking for ways to outmaneuver their competition without blowing their tight budgets. In the area of talent management systems, Business Performance P/L is leading the way this week with the new release of their Succession Planner software.

Succession Planner Version 2.0 is designed to benefit anyone who needs to track their leadership potential economically and efficiently. It is well suited to human resource managers and consultants, SME business owners, directors and anyone else with a need to manage and report leadership succession.

The new version of Succession Planner builds on its key capability of tracking, managing and reporting succession nominations. A key benefit with Succession Planner is that it is based on Microsoft Excel. Leslie Allan, Managing Director of Business Performance P/L, explained, "Succession Planner really cuts to the chase in avoiding the complexity and administrative overhead of other talent management tools. By using the familiar and simple Excel interface, our software makes light work of managing leadership potential in any organization."

The tool's author, Andy Beaulieu, outlined some of the enhancements included in the new version of Succession Planner. "In this new version," he said, "I expanded the capacity of the Organization Chart and the Position Profile report, added a cell occupants report to the C-P Matrix and altogether made the tool more configurable for users." "Given the broader spans of control common in organizations today," he added, "users will find the added capacity on the Organization Chart very helpful. In addition, users can now copy any chart or list to paste as a graphic into Word, PowerPoint or another application."

The tool is supplied as a Microsoft Excel template and can be used on any Microsoft Windows-based PC with Excel 2002 or later installed. Accompanying the tool are two key resources: a User Guide for those administering the tool, and a Process Guide to assist HR in setting up a strong succession planning process. Both resources are supplied as Adobe Acrobat PDF files, which are readable on almost any computer. The Adobe Acrobat Reader is available as a free download from the Adobe website.

For those wanting to try out the tool before purchase, Business Performance P/L has made available a trial version of the tool as a free download. The trial version is complete with sample data that can be modified, so customers can see how the tool will work in their organization. The tool's author is also available to help organization's implement their succession planning process.

The complete succession planning pack and the free trial version are available for download from the Business Performance P/L website at [www.businessperform.com/succession-planner](http://www.businessperform.com/succession-planner)

#### About Andy Beaulieu

Andy has over 20 years of performance improvement experience as both an internal specialist in global organizations and as an external consultant. Based in Washington DC, USA, his services span the spectrum of technical and interpersonal interventions. He has developed and implemented large-scale tools and systems to improve organizational effectiveness, and he has also coached and trained managers to improve their individual effectiveness.

Andy holds a master's degree from Johns Hopkins University, and undergraduate degrees in engineering and business from the University of Pennsylvania. He has authored ten chapters in books on organizational effectiveness, most notably multiple entries in the renowned "Pfeiffer Annual" series published since 1971.

#### About Business Performance Pty Ltd

Established in 2003, Business Performance Pty Ltd provides business and management consulting services globally in a range of business areas. From its website, the company also proudly supplies a wide selection of business and management software products designed to make managing organizations easier and more effective. Products featured include tools, templates and guides in the areas of training and employee development, project management, organizational change and career planning. All products can be purchased and downloaded easily from anywhere in the world from the Business Performance Pty Ltd website at [www.businessperform.com](http://www.businessperform.com)

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#### Keywords

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