

# Plan for the future

Oversee employee development and succession



## OCS Development Planning & Succession Module

Mintra's OCS development planning and succession module is advanced HR functionality suitable for businesses of all sizes, to enable individual development, futureproof talent and secure continuity in key roles. The module allows businesses to set up organisational and individual development plans, manage the appraisal process and plan succession in key roles.

The solution enables employees to be assessed and mentored within their specific roles to support the overall workforce in reaching their developmental goals. It also allows for skillsets and competence to be matched with best suited roles. High performing individuals can be identified to create a succession pool for key positions.

The development planning and succession module is available as a standalone and can be purchased in OCS HR. For implementation, the module requires OCS HR and OCS Self Service.

## Benefits:



### All-in-one

Integrate into other OCS modules



### Futureproof

Secure a pipeline of talent for key positions



### Save time

Manage all development and succession plans centrally



### Create opportunities

Match internal candidates to projects and roles

## Features:

- ✓ Manage all activity within a single interface
- ✓ Identify talent, deploy career and succession plans
- ✓ Set up development plan templates for the organisation as well as the individual
- ✓ Match employees to future projects or positions
- ✓ Roll out and manage the appraisal process
- ✓ Monitor and mentor employees to meet individual goals and targets



**Shortlist Details:**

Name	Description
Talent	Potential candidate Management position

**Add to key shortlists**

Shortlist Type/Name

Key Reason

[Save Succession Details](#)

Career plan search

Plan Name:

Planned Position:

[Clear](#) [Search](#)

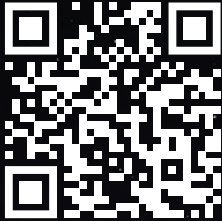
Empno.	Person name	Plan Name	Rank	Status	Approved	Finished	Planned position	Start	End	Progress
101	Broch Morten	☛ Career plan Captain	Master	Started	<input type="checkbox"/>	<input type="checkbox"/>	Master	08/04/2022	29/03/2024	<div style="width: 100%;"><div style="width: 100%;"></div></div> 3 / 3
112	Kirkebo karl Johan	☛ Career plan Captain on the Bolero	Z.Officer	Started	<input type="checkbox"/>	<input type="checkbox"/>	Master	17/06/2022	27/06/2025	<div style="width: 75%;"><div style="width: 75%;"></div></div> 1 / 7
80008	Kvål Terje	☛ Kariereplan kaptein	Chief Executive	Started	<input type="checkbox"/>	<input type="checkbox"/>	Master	05/10/2022	20/07/2023	<div style="width: 0%;"><div style="width: 0%;"></div></div> 0 / 2

Overview Development Templates

Development template	Workflow type	Evaluation type	Assessment type	Importance	Priority	Plan layout	Distribution	Created on
☛ Management training for Office Managers	Employee evaluation	Department Leader	Recommendation	Medium	Medium	👁️ Preview	🟢 Published	29/03/2022
☛ Kariereplan maskinsjef	Careerplan	Seafarer evaluation	Recommendation	Critical	High	👁️ Preview	🟢 Published	05/09/2022
☛ Career plan Captain	Careerplan	Employee Appraisal	Evaluation	Critical	High	👁️ Preview	🟢 Published	28/03/2022

# Let's talk

If you would like to learn more, please email [sales@mintra.com](mailto:sales@mintra.com) or scan the below code to submit an enquiry.



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