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1. Unified Scenario Simulation
2. Micro Skill Drill Exam

Topic: 1
Unified Scenario Simulation
Configuring SAP SuccessFactors Succession Management
Business Context
Harrowgate Utilities is a regional water and energy provider whose operations depend on a relatively small number of hard-to-replace roles — control-room supervisors, network engineers, and plant managers. Losing one of these people with no ready successor can disrupt service, so the HR team wants to plan succession systematically rather than in scattered spreadsheets. Harrowgate has licensed SAP SuccessFactors Succession Management and has engaged an implementation consultant to configure the core functionality so its planners can identify critical positions, nominate successors, and see where coverage is thin.
System Landscape
Harrowgate already runs the SAP SuccessFactors platform, with employee data in People Profile and administration performed through the Admin Center. Succession Management is to be configured on top of this platform, using the succession data model, role-based permissions, and the succession tools. Nothing succession-specific is set up yet: the nomination approach, the positions, the permissions, and the planning tools all have to be configured before planners can begin.
Nomination Approach Context
Harrowgate's planners care about the critical positions themselves, which must remain covered even as the people in them move on. The team needs to decide how successors are attached in the system and to make sure the positions those successors are planned against actually exist, so that a position's readiness can be tracked over time independently of its current holder.
Access Context
Succession information is sensitive, and Harrowgate wants only its HR business partners and senior leaders to nominate and view successors, not the whole workforce. The consultant must set up access so that the right roles reach the succession tools and everyone else does not, and be ready to diagnose it when a particular planner reports they cannot open a tool that works for their colleagues.
Planning Tools Context
Once the foundation is in place, planners need to work visually: to see the organization, add successor nominees to the positions that matter, flag which positions are most critical, and see at a glance which positions have enough ready successors and which do not. The team also wants to search the wider workforce for people who match the competencies a role needs, and to keep ongoing pools of promising candidates for groups of roles.
Rollout Context
Harrowgate wants the core configuration correct on a first group of critical positions before extending succession across the organization, and it wants planners to trust what they see in the system rather than keep parallel records. Getting the nomination approach, permissions, and planning tools right at the start is what will let succession scale.
Stakeholder Context
Harrowgate has asked the implementing consultant to configure the core of Succession Management: setting up the nomination method and the position model, permissioning the succession users, enabling planners to nominate successors in the Succession Org Chart, and providing Talent Search and Talent

Pools to find and pipeline candidates. The consultant's configuration will determine how Harrowgate plans succession for its critical roles.

Your assignment

You are the implementation consultant configuring SAP SuccessFactors Succession Management for Harrowgate Utilities in its SAP SuccessFactors instance. The platform, People Profile, and Admin Center are already in place; the succession-specific configuration is not. Working through the administration tools, you must set up the nomination method and position model, permission the succession users, configure the Succession Org Chart for nominating successors, and provide Talent Search and Talent Pools. For each task below, select the configuration or system action that achieves the stated outcome and can be validated in the system. Treat each item as a system-based task with an observable result

1. CHALLENGE 1 — Setting Up the Succession Nomination Method and Position Model

• Configure a nomination method so successors are attached to critical positions rather than to their current holders.
• Ensure the positions that successors are planned against exist in the position model.
• Perform the succession configuration through the correct administration tools.

Checkpoints

• Successors attach to positions that persist as incumbents change.
• Positions exist in the position model for nominations to attach to.
• Configuration is performed in the administration tools.

2. CHALLENGE 2 — Permissioning Succession Users with Role-Based Permissions

• Grant the succession tools to the appropriate roles and withhold them from the rest of the workforce.
• Diagnose why a particular planner cannot open a succession tool that works for colleagues.

Checkpoints

• Only the intended roles reach the succession tools.
• An access issue is traced to the role's permission.

3. CHALLENGE 3 — Nominating Successors in the Succession Org Chart

• Direct planners to the tool where they view the organization and add successor nominees to positions.
• Configure the org chart so the most critical positions are identified.
• Configure the org chart so successor coverage for positions is visible.

Checkpoints

• Nominees are added to positions in the Succession Org Chart.
• Critical positions are flagged in the org chart.
• Successor coverage is visible for positions.

4. CHALLENGE 4 — Finding Candidates with Talent Search and Talent Pools

• Enable the tool that finds employees across the organization by competency and background.
• Set up ongoing pools of candidates associated with groups of roles.

Checkpoints

• Search returns employees matching the criteria.
• Talent pools hold candidates associated with roles.

Question: 1

CHALLENGE 1 — Setting Up the Succession Nomination Method and Position Model

Harrowgate wants successors nominated to its critical positions so that a position's readiness is tracked even when the person in it moves on.

Which nomination approach should the consultant configure?

A. A method that nominates successors only to the individual who currently holds the role.
B. A position-based nomination method so successors attach to the position itself.
C. No nomination method at all, keeping successors in a spreadsheet outside the system.
D. A method that lets any user nominate anyone at all, with no defined structure.

Answer: B

Explanation:
A position-based nomination method attaches successors to the position rather than the incumbent, so the position's readiness persists as people move on. It matches Harrowgate's need to track critical positions over time.

Question: 2

CHALLENGE 1 — Setting Up the Succession Nomination Method and Position Model
For position-based succession to work, the positions that successors are planned against must be present in the system.
What must the consultant ensure is in place?

A. Only an org chart of the people, with none of the positions defined at all.
B. A picklist of job titles maintained in the place of the actual positions.
C. A separate, standalone succession system that holds all of the positions on its own.
D. The positions maintained in the position model so nominations can attach to them.

Answer: D

Explanation:
Position-based nominations attach to positions, so those positions must be maintained in the position model for nominations to have something to attach to. It is the prerequisite the method depends on.

Question: 3

CHALLENGE 1 — Setting Up the Succession Nomination Method and Position Model
The consultant needs to modify Harrowgate's succession configuration in the system.
Where are these succession configurations primarily performed?

A. Through the administration tools, such as the Admin Center and the succession data model.
B. Only by editing each individual end user's own profile record, one at a time.
C. Only through a mobile app for the end users, with no administration tools involved at all.
D. By emailing SAP support to make each configuration change on Harrowgate's behalf.

Answer: A

Explanation:

Succession is configured through the platform's administration tools, including the Admin Center and the succession data model. That is where the consultant performs and validates the setup.

Question: 4

CHALLENGE 2 — Permissioning Succession Users with Role-Based Permissions
Succession data is sensitive, and only HR business partners and senior leaders should nominate and view successors.
How should the consultant control this access?
A

A. Give every single employee the same succession access, to keep the setup simple.
B. Rely on employees simply choosing not to open the succession tools they can see.
C. Use Role-Based Permissions to grant succession access to the appropriate roles.
D. Turn succession off for everyone, including the HR business partners themselves.

Answer: C

Explanation:
Role-Based Permissions grant the succession tools to the intended roles and withhold them from everyone else, which is how access to sensitive succession data is controlled. It targets the right roles precisely.

Question: 5

CHALLENGE 2 — Permissioning Succession Users with Role-Based Permissions
An HR business partner reports that a succession tool is not available to them, although it works for their colleagues.
What should the consultant check first?

A. Whether the user's role has the succession permission granted in Role-Based Permissions.
B. Whether the entire succession module is currently broken for every user across the system.
C. Whether the user's own computer hardware needs to be replaced with a brand-new one.
D. Whether succession should simply be switched off altogether to avoid the whole issue.

Answer: A

Explanation:
When a tool works for colleagues but not one user, the likely cause is that user's role missing the succession permission, so checking Role-Based Permissions targets the cause. Access issues are permission questions before data or system ones.

Question: 6

CHALLENGE 3 — Nominating Successors in the Succession Org Chart

Planners need to view the organization and add successor nominees to the critical positions.
Which tool should the consultant direct them to?

A. The company logo and system branding settings, which control the instance's appearance.
B. The Picklist Center, which is used for maintaining the instance's value lists.
C. The Scheduled Job Manager, which is used to run scheduled background jobs.
D. The Succession Org Chart, where nominees are added to positions.

Answer: D

Explanation:
The Succession Org Chart is where planners view the organization and add successor nominees to positions, which is exactly the task. It is the succession-specific tool for nominating.

Question: 7

CHALLENGE 3 — Nominating Successors in the Succession Org Chart
Harrowgate wants the most critical positions visually flagged in the org chart so planning focuses on them.
What should the consultant configure?

A. The company logo that is shown across the very top of every page in the instance.
B. Position Criticality, so critical positions are identified in the org chart.
C. Email notifications that are sent out whenever a particular page is opened.
D. The mobile colour theme that is used for the instance on employees' phones.

Answer: B

Explanation:
Position Criticality flags how critical a position is, so the most critical positions are identified in the org chart and planning focuses there. It is the setting made for this.

Question: 8

CHALLENGE 3 — Nominating Successors in the Succession Org Chart
Leaders want to see at a glance which positions have enough ready successors and which do not.
What should the consultant configure to show this?

A. Text replacements that change the wording shown to users on the screens.
B. Additional tiles arranged on the employee home page only, for content.
C. Bench Strength, which reflects successor coverage for positions.
D. The installed language packs that provide translations for the instance.

Answer: C

Explanation:
Bench Strength reflects how well positions are covered by successors, so leaders can see at a glance where coverage is strong or thin. It is the org-chart feature for successor coverage.

Question: 9

CHALLENGE 4 — Finding Candidates with Talent Search and Talent Pools
Planners need to find employees across the organization who match the competencies and background a role requires.
Which tool should the consultant enable for this?

A. Talent Search, which finds employees by background and competency criteria.
B. The Upgrade Center, which is used for adopting new platform features.
C. The Check Tool, which is used for validating the instance's configuration correctly.
D. Proxy Management, which is used for acting on another user's behalf.

Answer: A

Explanation:
Talent Search finds employees across the organization using background and competency criteria, which is exactly how planners identify matching potential successors. It is the tool made for this search.

Question: 10

CHALLENGE 4 — Finding Candidates with Talent Search and Talent Pools
Harrowgate wants ongoing pools of high-potential candidates associated with groups of roles, beyond a single position.
What should the consultant set up?

A. A single spreadsheet of candidate names maintained by HR outside the system.
B. Individual emails sent out to each candidate to record their interest.
C. The company logo and branding applied to the succession pages.
D. Succession talent pools, associated with roles, for pool-based nominations.

Answer: D

Explanation:
Succession talent pools hold ongoing candidates and are associated with roles for pool-based nominations, which is exactly what Harrowgate wants beyond a single position. They are the tool for pipelining groups of roles.
Topic: 2
Micro Skill Drill Exam

Question: 11

Fennwick Logistics, a freight company in Turku, Finland, wants leaders to see at a glance which critical positions lack ready successors. Today that picture is assembled manually and is always out of date. The consultant is asked which capability gives an ongoing, visual read on bench strength and criticality. Leadership wants to act on gaps before they become emergencies.
Which capability gives leaders an at-a-glance view of bench strength across critical positions?

A. Read through individual employee files one at a time to infer which roles might be at risk.
B. Use the Succession Org Chart to view bench strength and criticality across positions at a glance.
C. Compile a static slide deck by hand each quarter listing every position and its currently known successors.
D. Wait for managers to raise concerns informally before checking whether any successors even exist.

Answer: B

Explanation:
The Succession Org Chart shows bench strength and position criticality across positions at a glance, so leaders can spot gaps continuously.

Question: 12

Dravik Grid, an energy operator in Bergen, Norway, uses Talent Search to find internal candidates, but recruiters complain the results feel arbitrary and hard to compare. Each recruiter eyeballs the list differently, so shortlists are inconsistent. The consultant is asked how to make the ranking meaningful and repeatable. Leadership wants candidates ordered by genuine fit for the target role.
How should Talent Search results be ranked so candidate fit is meaningful and consistent?

A. Let each recruiter apply personal judgement with no shared criteria across the whole search team.
B. Rank results using role-relevant background and competency criteria defined for the target search.
C. Sort candidates alphabetically by last name and simply pick from the top of the returned list.
D. Rank purely by tenure, assuming that the longest-serving employees will always be the strongest fit.

Answer: B

Explanation:
Ranking results against role-relevant background and competency criteria makes the order reflect genuine fit and stays consistent across searches.

Question: 13

Norvael Dynamics, an industrial-automation firm in Tallinn, Estonia, is standing up Succession Management for the first time. The HR team is eager to start naming successors, but the consultant notices no one has agreed on how nominations should behave when people change roles. Leadership wants a configuration that will not need rework six months later. They ask the consultant what to settle before anything else.
Which configuration decision should be settled first when introducing Succession Management?

A. Decide the nomination method first, since role-based versus Position-based shapes the whole data model.
B. Choose the org chart color scheme first, as visual styling drives how planners will adopt the tool.
C. Begin importing successor records right away, and enable the module only afterward once that data already exists in the system.
D. Set a fixed cap on successors per person first, before any other configuration is even reviewed.

Answer: A

Explanation:
The nomination method, role-based versus MDF Position-based, is the foundational choice because it determines whether nominations attach to positions or individuals and shapes the data model, so it belongs first.

Question: 14

Brightmoor Pharma, a generics manufacturer in Zagreb, Croatia, finds that its talent review meetings stall because key succession data such as risk of loss and impact of loss never appears on employees' profiles. The information exists in scattered notes but is not visible where planners work. The consultant is asked to make these succession-relevant details show up reliably. Leadership wants a sustainable approach, not another spreadsheet.
How should the consultant make succession-relevant data appear where planners review talent?

A. Ask managers to email the risk-of-loss ratings to HR so they can be tracked in a side spreadsheet.
B. Configure the People Profile blocks that feed succession so ratings and picklists populate correctly.
C. Rate every employee at maximum risk by default so that no critical departure is ever overlooked again.
D. Remove the risk fields entirely and rely on informal hallway conversations during quarterly review meetings.

Answer: B

Explanation:
Configuring the People Profile blocks that feed succession makes ratings and picklist values populate where planners review talent, which is the sustainable fix.

Question: 15

Elmara Interiors, a furniture maker in Aarhus, Denmark, is building a bench for a future regional-leadership role that does not yet map to any single existing position. Planners want somewhere to gather and compare promising candidates for this emerging need. The consultant is asked for the right structure. Leadership does not want to distort the org chart with placeholder jobs.
What is the appropriate way to group candidates for a role that has no single position yet?

A. Build a succession talent pool to group candidates for a role that lacks a single fixed position.
B. Nominate every promising employee onto the CEO position, since that is the only place to store them.

C. Postpone all planning until an actual vacancy opens and a specific position finally becomes available.
D. Create a brand-new position for every promising employee just to hold them somewhere in the chart.

Answer: A

Explanation:
A succession talent pool lets planners group and compare candidates for a role or role family that has no single position, without distorting the org chart.

Question: 16

Caldwyn Financial, a mid-sized lender in Ljubljana, Slovenia, keeps losing its succession plans whenever a manager transfers or resigns. The successors that were carefully chosen disappear along with the departing incumbent. The consultant is asked why this happens and how to make plans stick to the role. Leadership wants continuity regardless of who currently holds a job.
Which nomination approach keeps successor plans tied to the role rather than the person?

A. Record successors only in a spreadsheet kept outside the system to avoid losing them on transfers.
B. Keep role-based nominations, since tying successors to individuals best preserves the plans over time.
C. Switch to MDF Position-based nominations so successor plans stay attached to the position itself.
D. Re-enter every nomination by hand each time an incumbent changes roles or leaves the company entirely.

Answer: C

Explanation:
MDF Position-based nominations attach successor plans to the position itself, so the plan survives when an incumbent transfers or resigns.

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