



1H 2026 Release Briefing Series

SAP SuccessFactors



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SAP SuccessFactors

Succession & Development

1H 2026 Release Briefing





Lars Ole Dencker

Senior SuccessFactors Consultant
SuccessFactors Experience: Since 2006

Lars Ole Dencker is a highly experienced consultant with 25+ years of experience with SAP HCM and SuccessFactors. Lars has worked with defining HR processes and implementing HR systems for 20 years with SuccessFactors. Lars holds a professional certification in both Perform & Align and Succession.



Agenda

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map

Most Important Topics



Use Custom Attributes in Talent Search

SCM-20791

Users can now add custom attributes as search options in Talent Search, in addition to skills and competencies.

The level of impact is Medium

The screenshot displays the 'Talent Search' interface within the 'effective people' system. The main page includes navigation tabs for 'Succession Org Chart', 'Position Title', 'Lineage Chart', 'Talent Pools', 'Talent Search', and 'Performance-Potential Ma'. A search bar at the top right contains the text 'Search for actions or people'. The 'Talent Search' section features a 'Keywords:' input field with the placeholder 'Enter your keywords'. Below this is a 'Basic Information' section with a 'Risk of Loss' field showing '3 selected'. An 'Advanced Information' section is partially visible. A 'Talent Pool' dropdown menu is open, listing options: 'Overall Competency', 'Overall Performance', 'Overall Potential', 'Overall Objective', and 'Attributes...'. A red arrow points from the 'Attributes...' option to a modal window titled 'Add'. This modal contains a search bar for attributes, a 'Filters' section with a 'Tags:' dropdown set to 'Select', and a 'Browse By Attribute Type' section with three categories: 'Competency' (110), 'Skills' (10336), and 'AI Capabilities' (6). The modal has 'Add' and 'Cancel' buttons at the bottom right. Three purple callout boxes are positioned at the top right of the image: 'Type: Changed', 'Lifecycle: General Availability', and 'Enablement: Customer configured'.

Permission-Based Visibility of Performance Ratings in AI-Assisted Successor Insights

SCM-21577

As an administrator, you can now use role-based permissions to control the visibility of overall performance ratings in AI-assisted successor insights, preventing sensitive information from being exposed to unauthorized users.

The level of impact is Medium. Requires AI Licenses.

On a position card in the Succession Org Chart or the Position Tile view, succession planners can leverage generative AI capabilities to generate insights into successors nominated for the position or the incumbent. Previously, the insights always display the nominees' latest overall performance ratings. Now, only succession planners with the **User Permissions > Employee Data > Background Information** permission for the element `<sysOverallPerformance>` can view those data of their target population. Ratings of users out of the target populations, as shown in the screenshot, are not available for AI analysis.

Type: Changed

Lifecycle: General Availability

Enablement: Engagement Executive or Account Manager

The screenshot displays the 'Successor Insights' interface. At the top, it states 'Created with AI today. Verify results before use.' Below this is a warning message: 'Insights will not be saved. You may consider supporting the successors' development by managing their development goals, assigning learning activities, and evaluating their role readiness.'

The interface is divided into two main columns. The left column contains an 'Overall Summary' section with a 'Role Overview' and 'Successors Analysis'. The right column lists individual successors: 'Mya Cooper' and 'John Huddleson'. Each successor's profile includes sections for 'Experience and Progression', 'Performance and Key Achievements', and 'Strengths and Potential Areas for Growth'. Red boxes highlight the 'Performance and Key Achievements' sections for both Mya Cooper and John Huddleson, indicating that their performance ratings are not available for AI analysis.

Mya Cooper

- Experience and Progression**
Mya Cooper has a long tenure in operations roles, including over a decade as VP Operations. This extensive experience in operations management is highly relevant to the target role and demonstrates her capability in overseeing complex operational functions. There are no significant gaps in her career progression.
- Performance and Key Achievements**
Mya Cooper has been rated as 'Good' in overall performance.
- Strengths and Potential Areas for Growth**
Mya Cooper's strengths include her extensive experience in operations and her alignment with key attributes of the target role, such as change management and leadership development. As a designated future leader, she shows potential for growth. However, she may need to further develop expertise in IT strategic planning to meet all aspects of the role's requirements.

John Huddleson

- Experience and Progression**
John Huddleson has held the role of VP Maintenance since 2014, with a brief gap between 2017 and 2016. His experience in maintenance leadership is relevant to the target role, particularly in managing maintenance operations. However, there is no indication of direct experience in broader operational management, which could be a limitation.
- Performance and Key Achievements**
Insufficient information regarding the successor's performance.
- Strengths and Potential Areas for Growth**
John Huddleson demonstrates strengths in change management, leadership, and strategic planning, aligning with many of the target role's requirements. As a designated future leader, he shows potential for growth. However, his experience appears to be more focused on maintenance rather than operations, which could be a key area for development to fully meet the role's expectations.

Merton Wells

- Experience and Progression**
Merton Wells has held the role of VP Information Technology since 2014, with a brief gap in the role from 2016 to 2017. His experience in a senior leadership position for over nine years demonstrates stability and significant exposure to strategic decision-making. However, there is no indication of direct experience in operations or maintenance, which may be a limitation for the target role.
- Performance and Key Achievements**
Merton Wells has been rated as 'Excellent' in overall performance.
- Strengths and Potential Areas for Growth**

At the bottom right of the interface, there are buttons for 'Regenerate', 'Like', 'Comment', and 'Close'.



Configure Goal Statuses That Don't Generate Home Page Cards

TGM-26781

In Admin Center Manage Templates, SAP introduced a new configuration setting named 'Do Not Generate Cards on Home Page' for Goal Management

The level of impact is High

The screenshot shows the SAP Admin Center interface for configuring goal statuses. The left sidebar lists various settings, with 'Status' selected. The main area shows the configuration for a status named 'Status'. A red box highlights the 'Do Not Generate Cards on Home Page' checkbox, which is checked for the 'At Risk' and 'Behind' statuses. A dropdown menu is open, showing the list of statuses: 'Not Started', 'On Track', 'At Risk', 'Behind', and 'Completed'. Callouts on the right indicate the configuration details: 'Type: New', 'Lifecycle: General Availability', and 'Enablement: Customer configured'. The 'Trigger Completion' dropdown is set to 'Multiple (2)'.

Related to Customer Influence suggestions



Automatic Archiving of Completed Development Goals

CDP-31288

As an administrator, you can now configure completed development goals to be automatically moved to a specified category, streamlining goal management for users.

The level of impact is High

The screenshot shows the 'effective people Admin Center' interface. The breadcrumb trail is 'Admin Center > Manage Templates > Development Plan'. The left sidebar has 'Edit Fields' selected. The main area shows the configuration for a field named 'Status'. The field is an 'enum' type with dropdown options: 'Not started', 'On Track', 'Delayed', 'Cancelled', and 'Completed'. The 'Completed' status is selected in the 'Trigger Completion' dropdown. The 'Completed Goals Category' dropdown is currently empty, and a callout box points to it with the text: 'Select a goal category where the system automatically moves completed development goals. The completed status depends on the configuration of the Trigger Completion field.' Three purple callout boxes at the top right provide additional information: 'Type: New', 'Lifecycle: General Availability', and 'Enablement: Customer configured'. The top navigation bar includes 'Admin Center' and a search bar.

Manage Learning Without Write Permission for Development Goals

CDP-32106

You can now allow users to manage learning items in the latest Development Goals even when they have only read access to development goal fields.

The level of impact is Medium

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- A new switch, **Allow users to manage learning without write permission for development goals**, is available in the **Career Development Planning Feature Settings** admin tool. When enabled, users with read access to development goals and permission to manage learning can add learning from SAP SuccessFactors Learning or create and link custom learning to development goals. Previously, users needed write permission for at least one goal field to manage learning.
- This enhancement enables authorized users to align learning with development goals without violating compliance requirements, improving consistency between Learning and Career Development modules and reducing process gaps.

Development Goals

- Disable the Create from Roles option ?
- Disable the Create from Interests option ?
- Allow users to manage learning without write permission for development goals ?

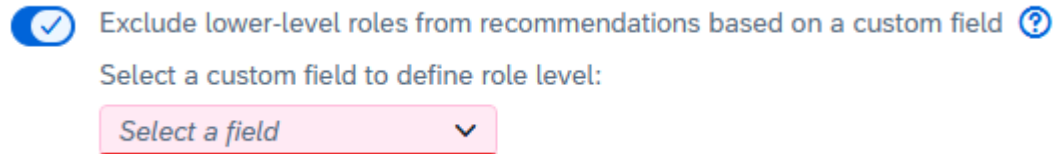
Save

Exclude Lower-Level Roles from Recommendations Using a Custom Field

CDP-31601

As an administrator, you can now use a number-type custom field to define role levels, ensuring employees receive recommendations for roles at or above their current level.

The level of impact is High



Type: New

Lifecycle: General Availability

Enablement: Customer configured

In the **Career Development Planning Feature Settings** admin tool, you can select a number-type custom field to represent the role level. Roles with a lower value than the employee's current role are regarded as lower-level roles and excluded from recommendations. The feature doesn't require pay grade configuration and supports organizations that use custom fields for role hierarchy. The custom field-based role level filtering applies to role recommendations in the following areas:

Suggested Roles in Legacy Career Worksheet

Latest Career Worksheet:

- "Personalized path" roles on the **Career Paths** tab of the **Explore Recommended Roles** page in Growth Portfolio
- **Top Matches** section on the **Recommended Roles** tab of the **Explore Recommended Roles** page in Growth Portfolio

Opportunity Marketplace when Suggested Roles is the role recommendation source:

- **Explore Career Options** section
- **Recommended for You** section in the **Home** tab of the SAP SuccessFactors app in Microsoft Teams



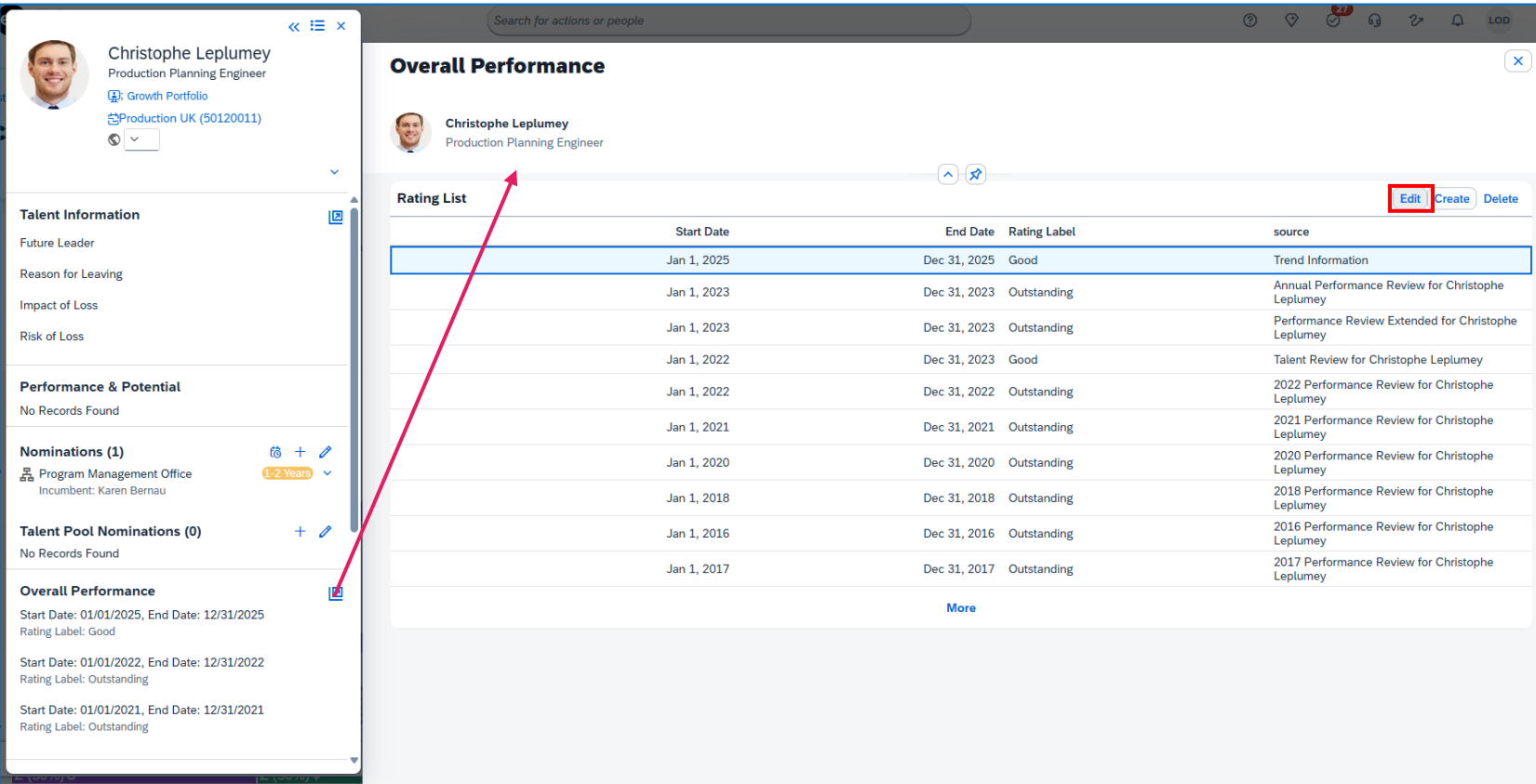
Improved Talent Card Editing Experience

TRVW-4655

You can now edit the section details of a talent card in the latest People Profile dialog.

Editing is not available for the Career Goals and Variable Pay History Data sections as they are not supported in the latest People Profile.

- Type: Changed
- Lifecycle: General Availability
- Enablement: Customer configured



The level of impact is Medium



View Team Skill Passions

CDP-28135

Managers can now view the top five skills and attributes their team members are most passionate about, including the number and name of team members interested in each skill or attribute.

The level of impact is Medium

The screenshot displays the 'effective people' Growth Portfolio interface. At the top, there is a search bar with the text 'Search for actions or people'. Below this, the page title is 'Growth Portfolio / Team View'. The main section is titled 'Team View' and includes a 'Skills and Attributes' tab with a 'Summary' sub-tab. A dropdown menu shows team members: 'Melissa Middleton' and 'Romeo Dejohn'. A legend indicates 'Employee's Proficiency Level' (orange arrow) and 'Expected Level' (blue arrow). The 'Skill Passions' section lists five skills with the number of team members who marked them as passionate:

- .NET: Anson Gao and 2 others marked as passionate (+2)
- Asset Management: Armando Lopez and 2 others marked as passionate (+2)
- 3D Modeling: Russell Goddard marked as passionate
- Acting as a Champion for Change: Geoff James Hill marked as passionate
- Attentive Listening: Geoff James Hill marked as passionate

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Other Release Features



Minor Visual Changes in 1H 2026

KM-22133

SAP SuccessFactors made numerous minor visual enhancements in 1H 2026. The following enhancement is of particular note for Succession Management

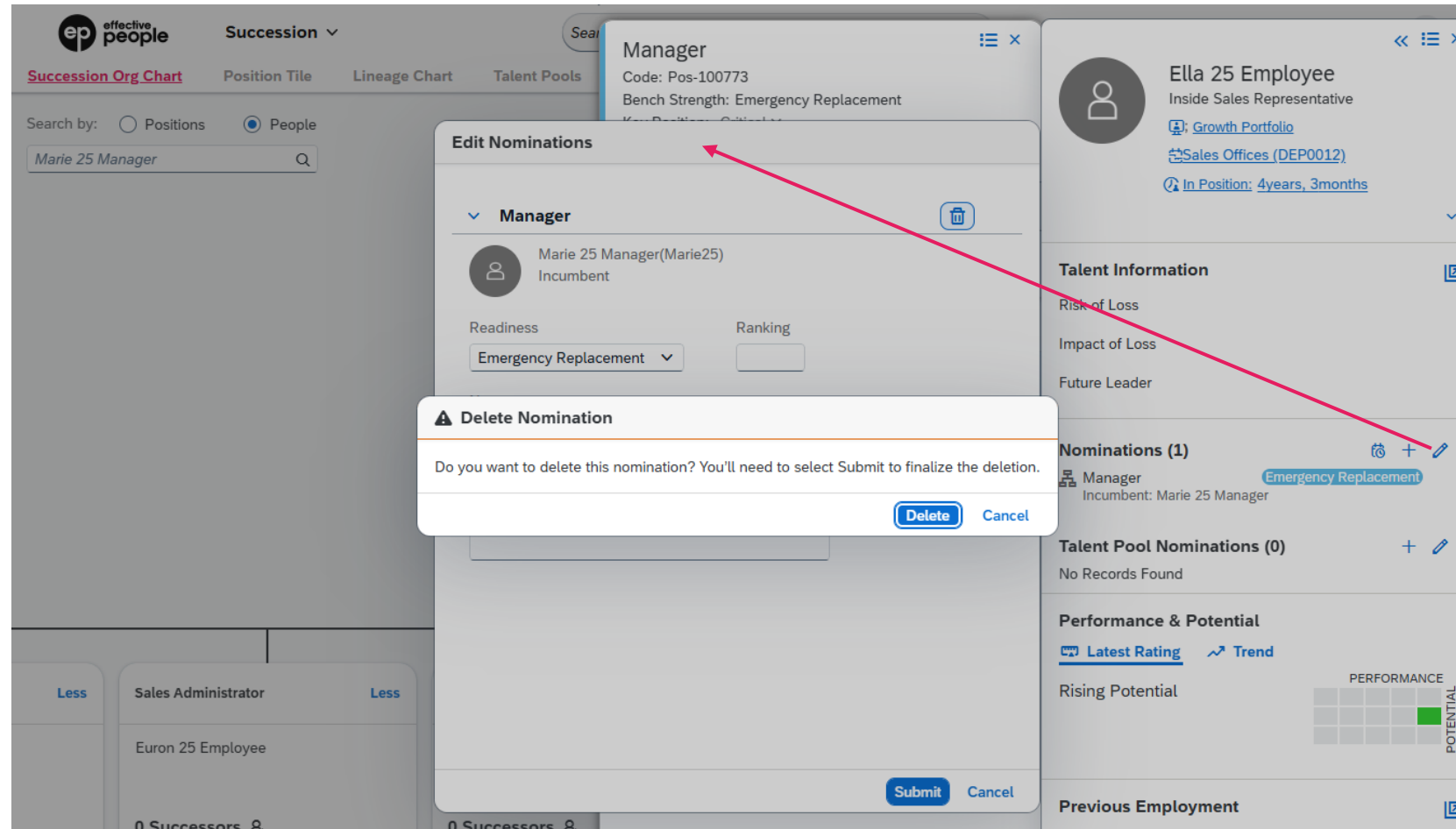
Many less-visible enhancements have been made

The level of impact is Medium

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on



Consistent Growth Portfolio Landing Page

CDP-31570

The redesigned Growth Portfolio landing page is now automatically on when you enable the latest Career Worksheet and Opportunity Marketplace, regardless of users' permissions.

Users who don't have Career Worksheet or Opportunity Marketplace permission can't see the **Roles and Aspirations** or **Opportunities to Grow** section on the Growth Portfolio landing page.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

The screenshot displays the Growth Portfolio interface for user Lars Ole Dencker. At the top, there's a header with the user's profile and a search bar. The main content area is divided into several sections: a 'Growth Portfolio' banner with a 'Useful resources' button, a 'Skills and Attributes' section with three cards (AI Capabilities, Skills, Competency), a 'Roles and Aspirations' section (highlighted with a red box) showing a '0% Ready' progress bar for the 'Associate Professional' target role, and a 'Skills and Attributes to Improve (15)' section with four cards: 'Acquiring Information', 'Acting with Integrity', 'Automation', and 'Communicating Effectively'. At the bottom, there's an 'Opportunities to Grow' section (also highlighted with a red box) with an 'Explore More' button.

The level of impact is High

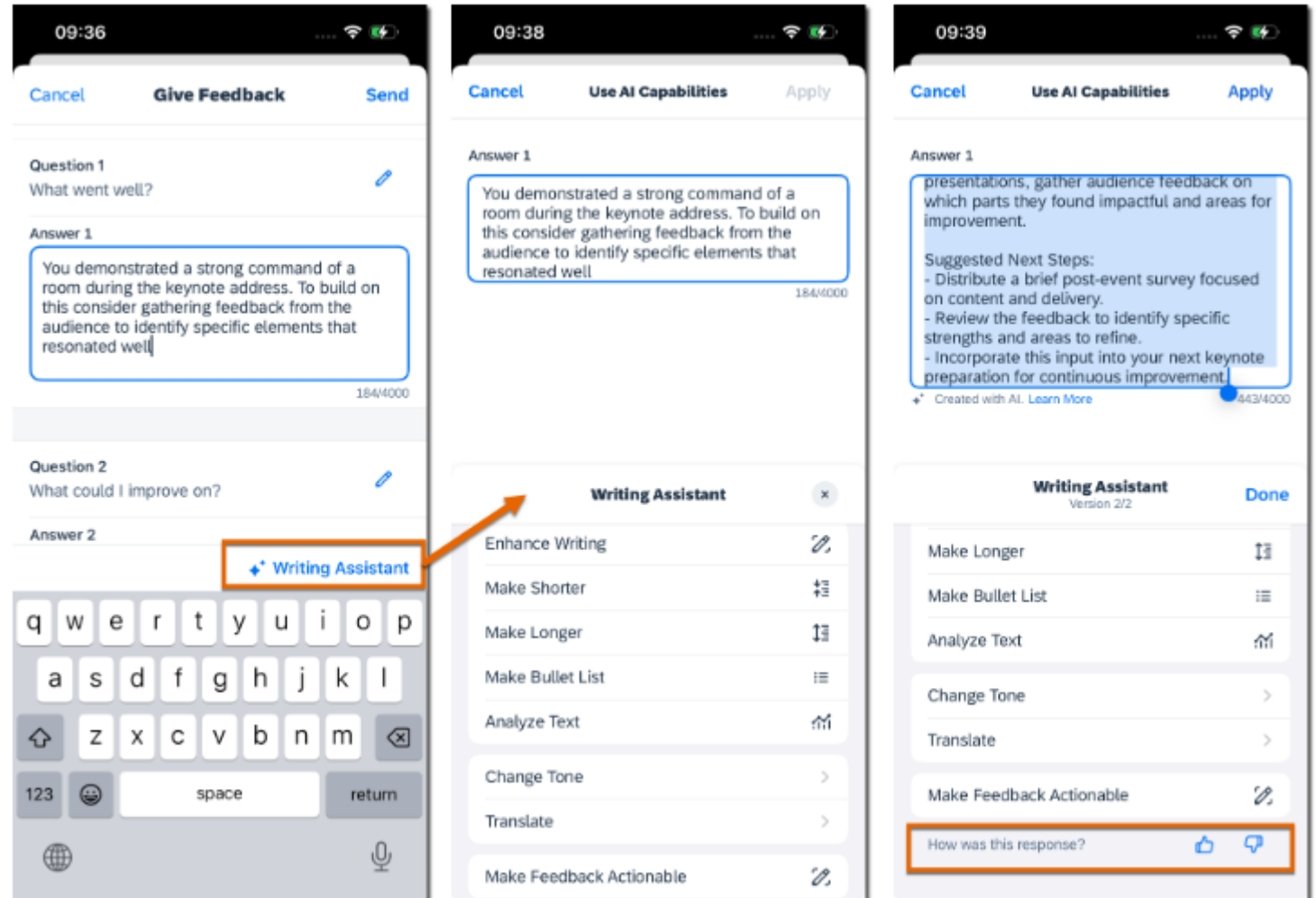


AI-Assisted Writing Now Available in Mobile Apps

MOB-87734

AI-assisted writing is now available in the mobile apps.

How It Looks Now



Type: New

Lifecycle: General Availability

Enablement: Engagement Executive or Account Manager

The level of impact is High. Requires AI Licenses



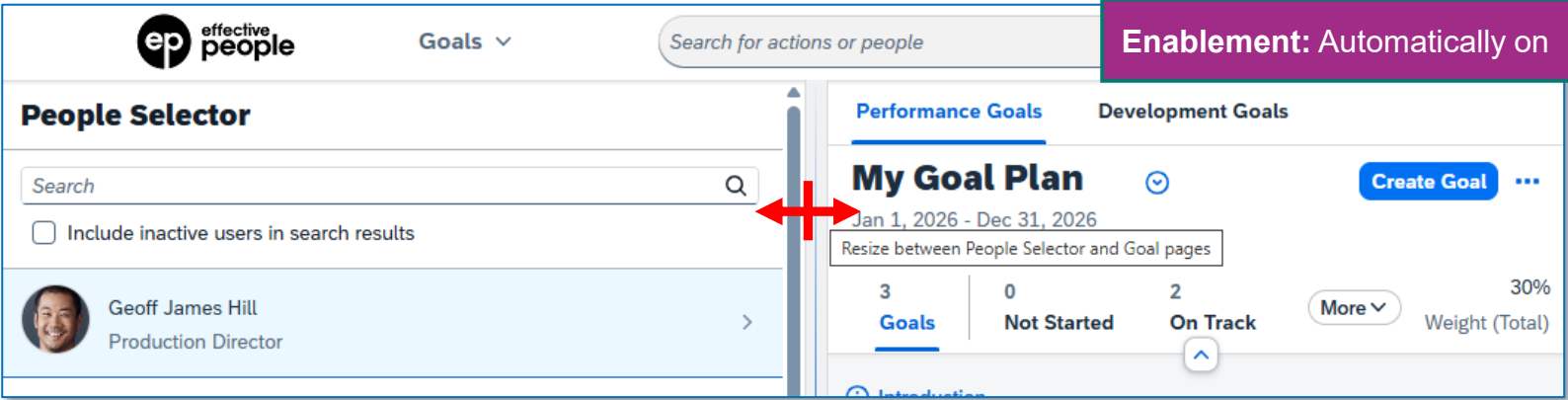
Improved People Selector Experience in Goal Management

TGM-27793

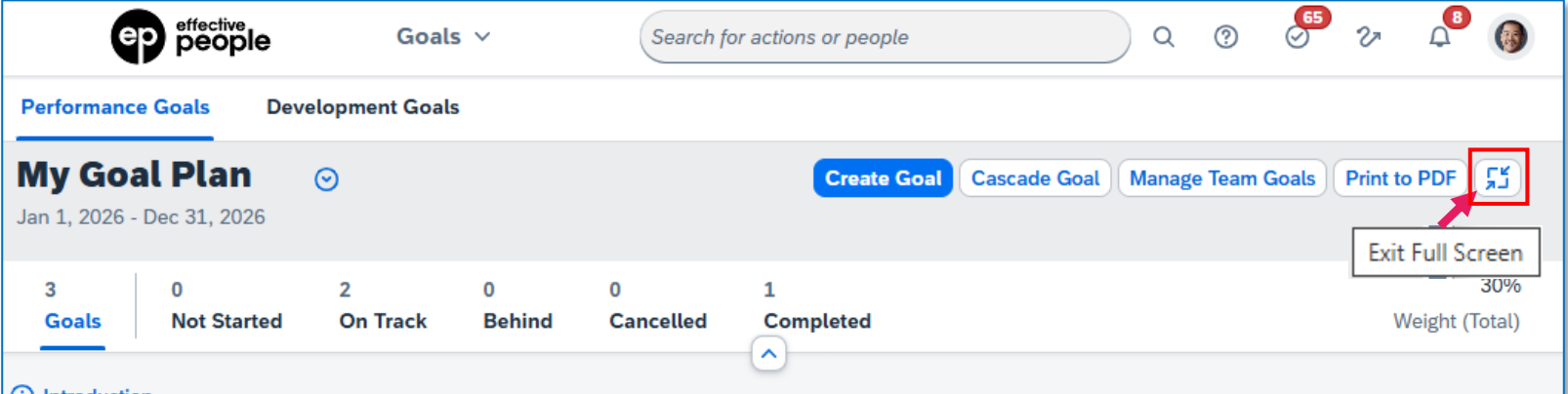
SAP SuccessFactors enhanced the people selector on the Goal Management landing page with several usability improvements.

The level of impact is High

- Type: Changed
- Lifecycle: General Availability
- Enablement: Automatically on



The default width of the people selector has been adjusted, and any width changes are now retained and applied consistently.



A new control allows users to collapse or expand the people selector, and the system remembers its last selected state.



Layout Improvements for Goal Management Pages

TGM-28076

SAP SuccessFactors has introduced layout improvements to the goal details, goal creation, and goal editing pages to provide a cleaner, more intuitive reading experience.

The level of impact is High

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

ep effective people Objectives

Admin EP Lars Dencker / 2026 Objective Plan / Objective Creation Options / Create from Scratch

Create Performance Objective

Objective Name: *
 446 characters left

AI generated content

Visibility: *

Category: *

Metric: *
Develop and implement AI-driven design standards to enhance consistency and efficiency across all core product lines by the end of 2026. Key Results include:
- Q1: Complete research and benchmarking on AI design best practices with at least 3 industry case studies.
- Q2: Develop a comprehensive AI-driven design framework covering style guides, pattern libraries, and automation tools, validated by cross-functional team reviews.
- Q3: Pilot the AI-driven standards in 2 major core products, aiming for a 15% reduction in design iteration cycles measured by project timelines.
- Q4: Achieve adoption of AI-driven design standards in all core product teams, tracking compliance with a target of 90% usage rate through monthly design audits.
AI generated content 259 characters left

Weight: *
 %

AI-generated content

Milestones: ?

Target Date	Milestone	Actual Date
<input type="text" value="Jan 1, 2026"/>	Q1: Conduct in-depth research and benchmarking of AI-driven design standards with at least three industry examples. Deliver a research report to stakeholders by March 31, 2026.	<input type="text" value="Mar 31, 2026"/>
<input type="text" value="Apr 1, 2026"/>	Q2: Develop a detailed AI-driven design framework including style guides, pattern libraries, and automation processes. Complete stakeholder validation and finalize framework by June 30, 2026.	<input type="text" value="Jun 30, 2026"/>
<input type="text" value="Jul 1, 2026"/>	Q3: Pilot the AI-driven design standards in two core product teams, monitor and target a 15% reduction in design iteration cycles by September 30, 2026. Collect feedback and performance data for refinement.	<input type="text" value="Sep 30, 2026"/>
<input type="text" value="Oct 1, 2026"/>	Q4: Roll out the AI-driven design standards to all core product teams, achieve at least 90% compliance measured through monthly audits by December 31, 2026.	<input type="text" value="Dec 31, 2026"/>

AI generated content

[Add Row](#)

Start Date: Due Date: *

AI-generated content AI-generated content

Status:

[Save](#) [Cancel](#)



Print More Goals at Once in Goal Management

TGM-28131

Users can now print up to 20 goals at once in the latest Goal Management.

With this enhancement, the maximum number of goals that can be printed in a single request increases from 10 to 20, allowing users to include more goals in one print job.

This enhancement helps employees and managers prepare goal documentation more efficiently for performance discussions.

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Print to PDF

Display Options:

Linked Activities Linked Learning Linked Assignments Comments

Select up to 20 goals.

- Enhance communication skills within large group settings to effectively convey ideas and foster collaboration.
- Develop leadership and operational skills to effectively support the role of Retail Assistant Store Manager by improving team motivati...
- Enhance project management skills by leading cross-functional projects to improve delivery timelines and stakeholder communication.
- Develop foundational project management skills to effectively lead small cross-functional projects by the end of 2025.
- Enhance leadership and strategic planning skills to prepare for Executive Management role by improving abilities in change communi...
- Enhance project coordination and problem-solving skills to improve team efficiency and decision-making by December 31, 2025.
- Develop proficiency in Adobe Illustrator to support graphic design projects by mastering core tools and techniques.
- New Development Goal: Become a master in Adobe
- Enhance personal time management skills to improve productivity and meet project deadlines consistently by the end of 2025
- Communication
- Improve PowerPoint Skills
- Become a better leader
- Complete PM - Prince 2 review
- Demo 002
- Thinking Globally

Print Close



The level of impact is High

Migrate Development Goal Data to Reports in Admin Center

CDP-31032

You can now create a one-time job request in the **Scheduled Job Manager** admin tool to sync data from reportable custom fields to Table and Story reports.

Previously, the job could be created only in Provisioning.

The level of impact is Medium

Type: New

Lifecycle: General Availability

Enablement: Automatically on

The available job type in **Scheduled Job Manager > Create Job Request** is **Migrate Development Goal Data to Reports**. For better performance, it's recommended that you select one development goal plan template for each job.

This feature enables administrator self-service, reducing the need for support resources and increasing operational efficiency.

Role-Based Permission Prerequisites

You have the following permissions:

- Administrator Permissions > Admin Center Permissions > Monitor Scheduled Jobs
- Administrator Permissions > Admin Center Permissions > Manage Scheduled Jobs



Filter Positions with Generic Objects and Foundation Objects in Position Tile Live Slides

SCM-21218

Generic Object and Foundation Object filters are now supported in Position Tile live slides within Presentations.

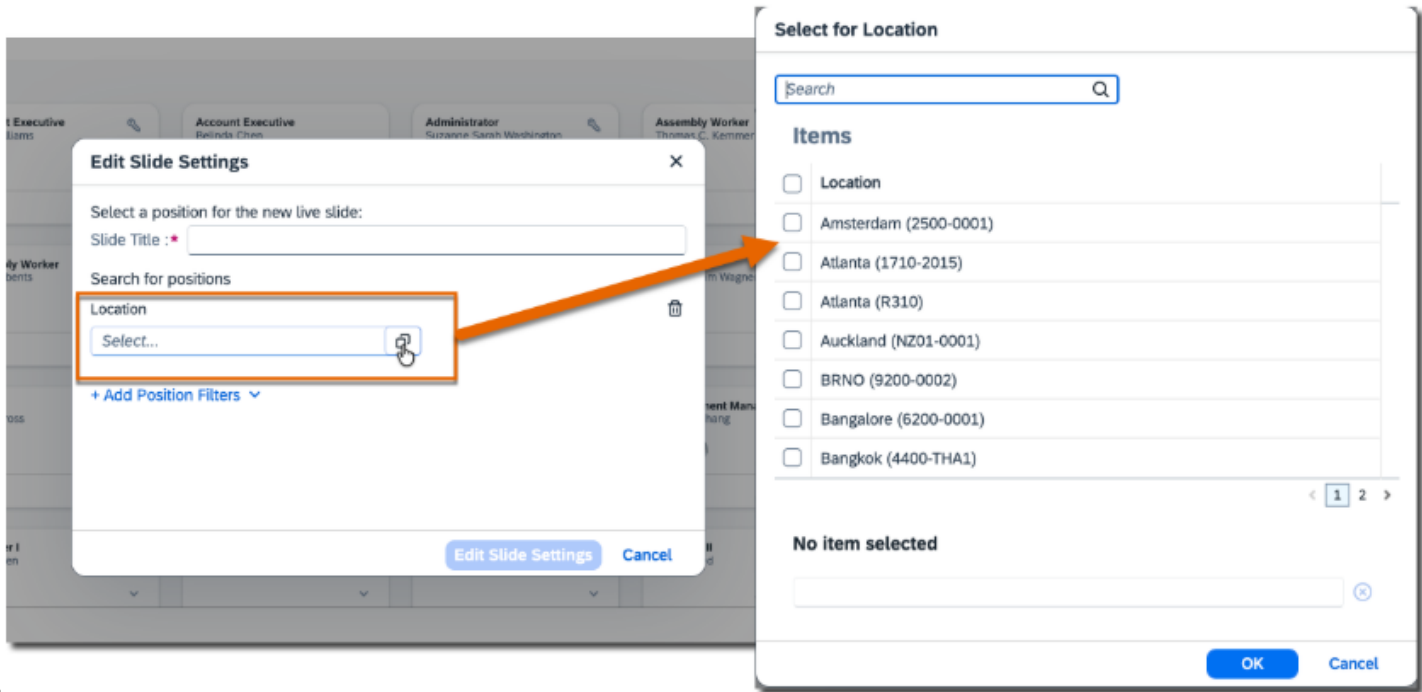
The level of impact is Low

- When creating or editing Position Tile live slides in **Presentations**, users can now view and select values for Generic Object and Foundation Object filters. Previously, though appeared as filter options, they did not display values for selection. The filter options displayed in **Presentations** mirror the options you configured for the Position Tile View.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured



Inactive Job Roles Removed from UI

CDP-30303

Inactive job roles are now not shown on several Career Development user interfaces (UI), including both the legacy and latest Career Worksheet and Career Path.

In Career Worksheet, if an inactive job role is users' target role, the role still appears in the target role list, but users have the option to remove it. Here's a screenshot of the feature in the latest Career Worksheet.

The level of impact is Medium

- Type: Changed
- Lifecycle: General Availability
- Enablement: Automatically on

Aanya Singh
Administrative Support

Roles and Aspirations [Explore Career Options](#)

- Administrative Support**
Current Role • 2 years, 8 months • Administrative Support Family [Go to Role Details](#)
- Executive Management** 32% Ready
Target Role • Managerial and Supervisory Family [Go to Role Details](#)
- Lawyer** 17% Ready
Target Role • Administrative Support Family [Go to Role Details](#)
- Management and Planning** 50% Ready
Target Role • Managerial and Supervisory Family [Go to Role Details](#)
- Big Data Scientist** Inactive
Target Role • Digitalization [Remove Target Role](#)

Upcoming Role Available in Career Worksheet for Internal Hires

CDP-30340

When employees' job code changes in the system, the new job role is available both in the latest and legacy Career Worksheet. In the latest Career Worksheet, when employees open the Growth Portfolio, the new job role appears in the Roles and Aspirations section as "Upcoming Role," positioned after the current role and before any target roles. Employees can use a direct link to navigate to the role details page. All available actions for the upcoming role are the same as for target roles.

Type: New

Lifecycle: General Availability

Enablement: Automatically on



Carla Grant

Roles and Aspirations

[Explore Recommended Roles](#) [Browse All Job Roles](#)

Junior Engineer

Current Role • SuccessFactors

[Go to Role Details](#)

Senior Engineer

Upcoming Role • Starting from May 11, 2026 • SuccessFactors

74% Ready

[Role Readiness](#)

[Go to Role Details](#)

Skills and Attributes to Improve (10)

A - Attribute

Proficiency level hasn't been set for this attribute yet.

B - Attribute

A - Custom Attribute

Proficiency level hasn't been set for this attribute yet.

C - Attribute

Proficiency level hasn't been set for this attribute yet.

D - Attribute

Proficiency level hasn't been set for this attribute yet.

Skills and Attributes You Have (9)

[Business Acumen](#)

[G - Attribute](#)

[Resource Management](#)

[E - Attribute](#)

[Leadership and Mentorship](#)

[Quality Assurance](#)

[Risk Management](#)

[Stakeholder Management](#)

[Systems Thinking](#)

Principal Engineer

Target Role • SuccessFactors

24% Ready

[Role Readiness](#)

[Go to Role Details](#)



View Employees' Role Details

CDP-28698

In **Growth Portfolio > Team View > Summary**, managers can not only see employees' current and target roles but also drill down to each role's details by selecting an employee name.

The level of impact is High

The screenshot displays the 'effective people' Growth Portfolio interface. At the top, the 'Growth Portfolio' dropdown and a search bar are visible. The main navigation includes 'Team View', 'Skills and Attributes', and 'Summary'. A 'Popular Target Roles' section lists 'Project Coordinator (Executive Support)' at 50% Ready and 'Executive Management' at 37% Ready. A callout box for 'Employees (1)' shows 'Jada Baker' at 50% Ready. A red arrow points from this callout to a detailed view of Jada Baker's profile. This profile shows her current role as 'Project Coordinator (Executive Support)' with a '50% Ready' status. Below this, the 'About This Role' section indicates '40 Employees in This Role' and provides a link to 'Show More' details. The 'Skills and Attributes to Improve (2)' section lists 'Project Management' and 'Software Engineering' skills, both with 'Edit Proficiency' buttons. The 'Skills and Attributes You Have (2)' section is partially visible at the bottom.

Type: New

Lifecycle: General Availability

Enablement: Automatically on



View Full Job Profile for Job Roles

CDP-22199

To view the full job profile, select a job role and choose the link at the very end of the role description.

The full job profile includes all available details such as responsibilities, required qualifications, relevant skills, and potential career paths.

The level of impact is Low

The screenshot shows the 'Executive Management' job profile page on the Effective People platform. The page includes a search bar, navigation tabs for 'Type: New', 'Lifecycle: General Availability', and 'Enablement: Automatically on'. The main content area is titled 'About This Role' and features a 'No Employees in This Role' message. Below this, there is a section for 'Primary Duties and Responsibilities' with a list of bullet points. A red arrow points from the end of the role description to a detailed view of the 'Competencies' section, which lists various skills such as 'Critical Thinking', 'Acting as a Champion for Change', 'Controlling Costs', 'Inspiring and Motivating Others', 'Managing from a Distance', 'Delegating Responsibility', and 'Setting a Strategic Vision'.

ep effective people Growth Portfolio ▼ Search for actions or people

Growth Portfolio / Executive Management

Executive Management 3 Development Goals Create

You've held this role for 12 years, 9 months · Managerial and Supervisory Family

About This Role

👤 No Employees in This Role

Learn about the specific duties, responsibilities, qualifications, and expectations for this role.

Primary Duties and Responsibilities

- Creating, communicating, and implementing the organization's vision and strategy.
- Leading, guiding, directing, and evaluating the work of other executives and managers.
- Formulating and implementing the strategic plan that guides the direction of the organization.
- Achieving the organization's overall strategic goals and profitability requirements.
- Forming, staffing, guiding, leading, and managing an organization successfully.
- Overseeing the complete operation of an organization in accordance with the organization's policies and procedures.
- Evaluating the success of the organization.

For more information, view [the complete version of the job profile](#).

Executive Management Role: Executive Management

Competencies

- Critical Thinking** ▲
Description
Skilled at finding logical flaws in arguments and plans; identifies problems and solutions that others might miss; provides detailed insight and constructive criticism into problems and complex situations
- Acting as a Champion for Change** ▲
Description
Challenges the status quo; encourages people to question existing methods, practices, and assumptions; supports people in their efforts to try new things
- Controlling Costs** ▲
Description
Establishes clear budgets for different activities; looks for ways to reduce the cost of activities; delivers projects on time and under budget; prevents cost overruns
- Inspiring and Motivating Others** ▼
- Managing from a Distance** ▼
- Delegating Responsibility** ▼
- Setting a Strategic Vision** ▼

Configurable Default Expanded Role on Growth Portfolio Landing Page

CDP-29414

You can now configure whether the current role or target role is expanded by default in the Roles and Aspirations section on the Growth Portfolio landing page.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

The screenshot shows the 'Career Development Planning Feature Settings' page in the Effective People Admin Center. The page has a breadcrumb trail: 'Admin Center / Career Development Planning Feature Settings'. Below the title, there is an information banner: 'If settings can't be edited, learn about the corresponding prerequisites to make them editable. Learn More'. Under the 'Settings' section, there are two toggle switches: 'Hide the legacy Career Worksheet from UI' (checked) and 'Enable the redesigned Growth Portfolio landing page' (checked). A red box highlights the section 'Choose a role to expand by default in Growth Portfolio > Roles and Aspirations', which contains two radio button options: 'Current role' (unselected) and 'Target role' (selected).

- The target role is expanded by default with the skills and attributes information. You can change the setting under Choose a role to expand by default in **Growth Portfolio > Roles and Aspirations** in the **Career Development Planning Feature Settings** admin tool.
- This enhancement gives administrators flexibility to align settings with organizational preferences, improving the user experience for employees.

The level of impact is Medium

Minor Enhancements to Career Development

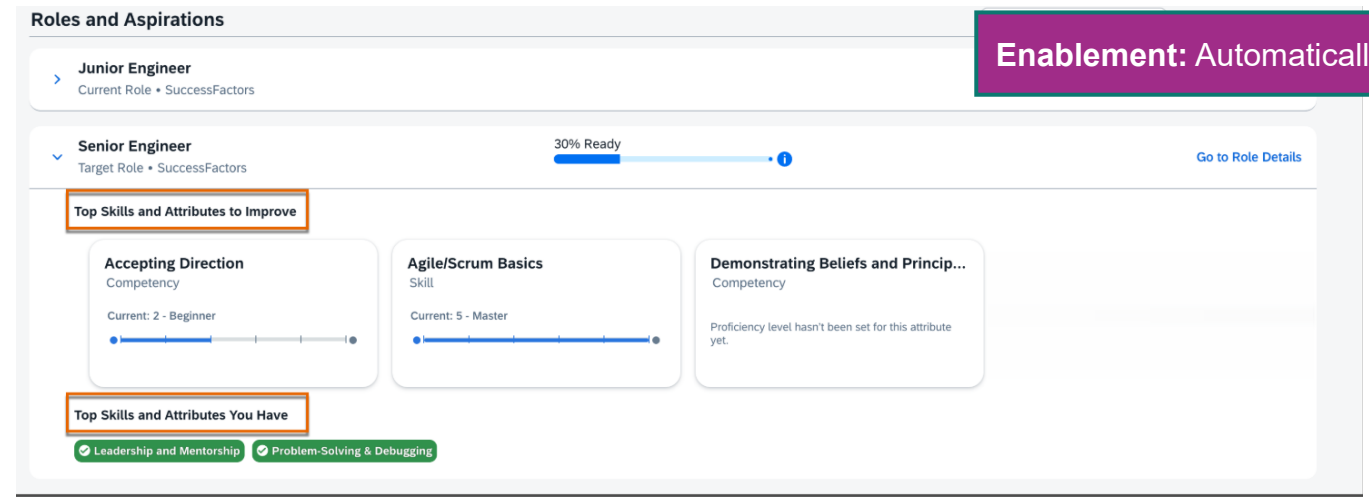
CDP-31298

SAP SuccessFactors has made several enhancements to Career Development features, including Development Goals, Career Worksheet, and Mentoring.

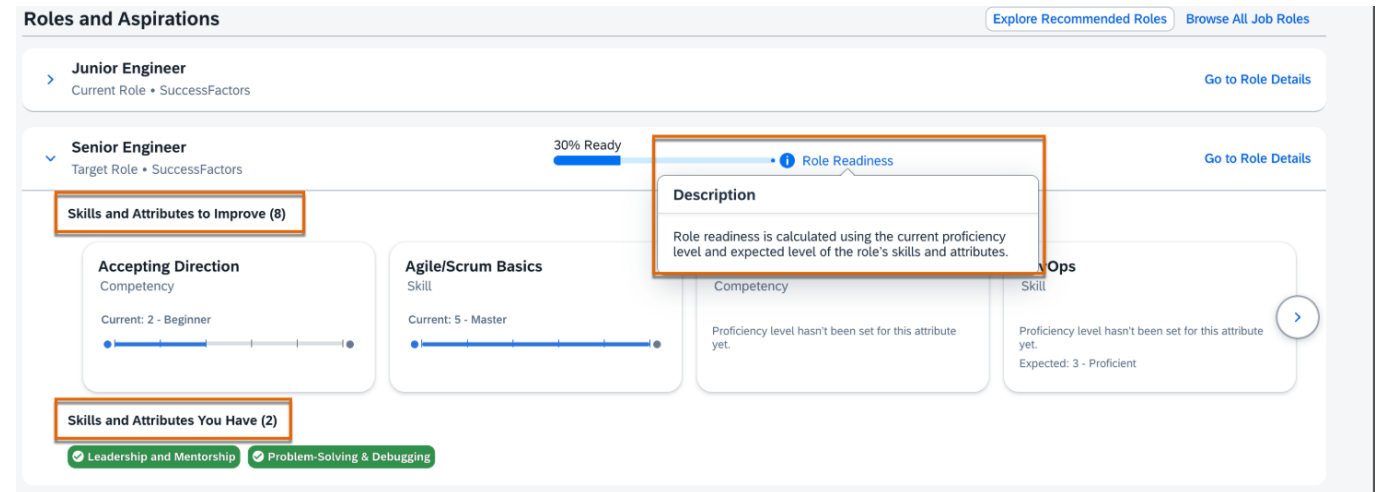
The level of impact is Low

Example:
Previously top 3 skills and no description of Role Readiness

- Type: Changed
- Lifecycle: General Availability
- Enablement: Automatically on



Now, the section shows all skills and attributes employees have achieved and need to improve, and the Role Readiness link

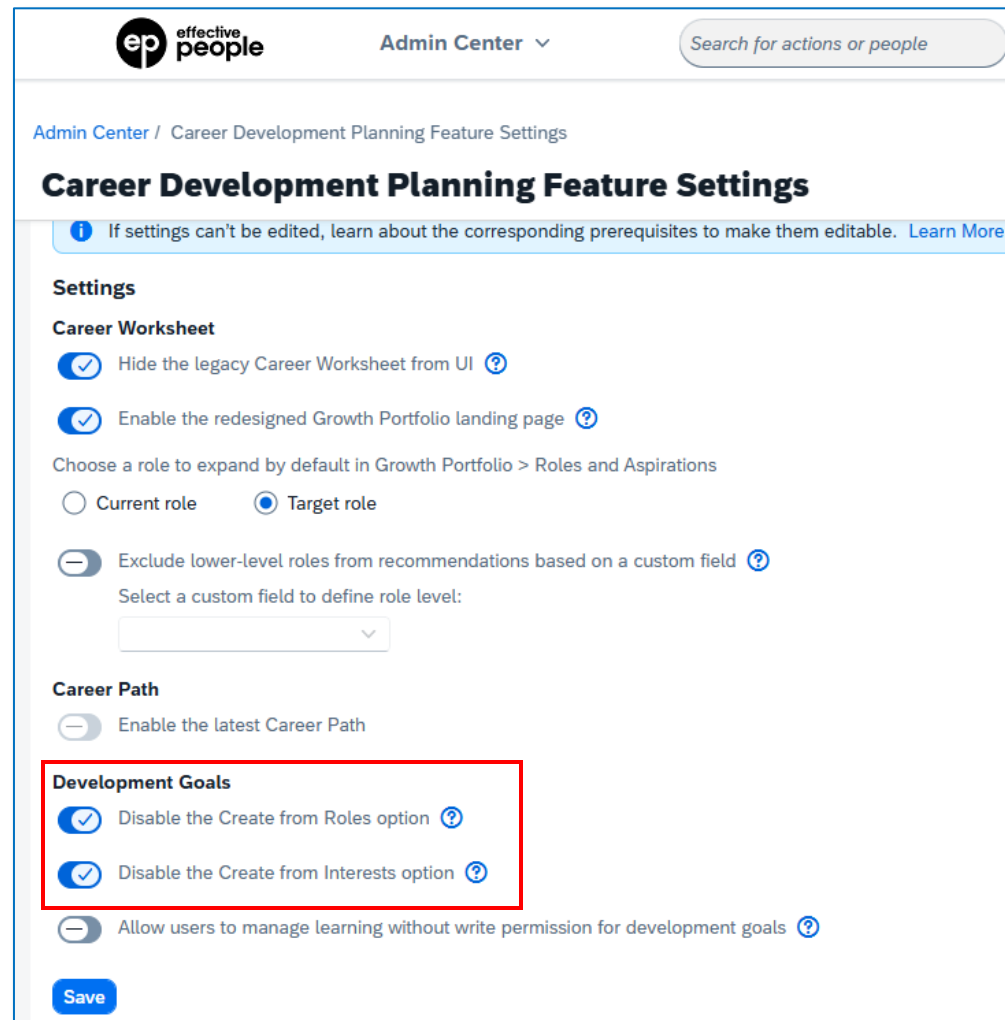


Admin Switches for Disabling AI-Assisted Goal Creation Options

CDP-31759

As an administrator, you can now control the visibility of the Create from Roles and Create from Interests options during AI-assisted development goal creation.

The level of impact is Medium



- Type: New
- Lifecycle: General Availability
- Enablement: Customer configured

- These switches help administrators and compliance owners better meet regulatory and governance requirements by controlling the rollout and visibility of AI features, reducing user confusion and support requests.

Enhancements to AI-Assisted Goal Creation

TGM-28255

AI-assisted goal creation has been enhanced to produce more detailed and meaningful goal content.

The level of impact is Medium.
Requires AI Licenses

Type: Changed

Lifecycle: General Availability

Enablement: Customer Engagement Executive or Account Manager

Hi, Lars Ole Dencker!

Tell us what you want to achieve:

Write some words about the goal to get ready-made content

500 characters left

Generate

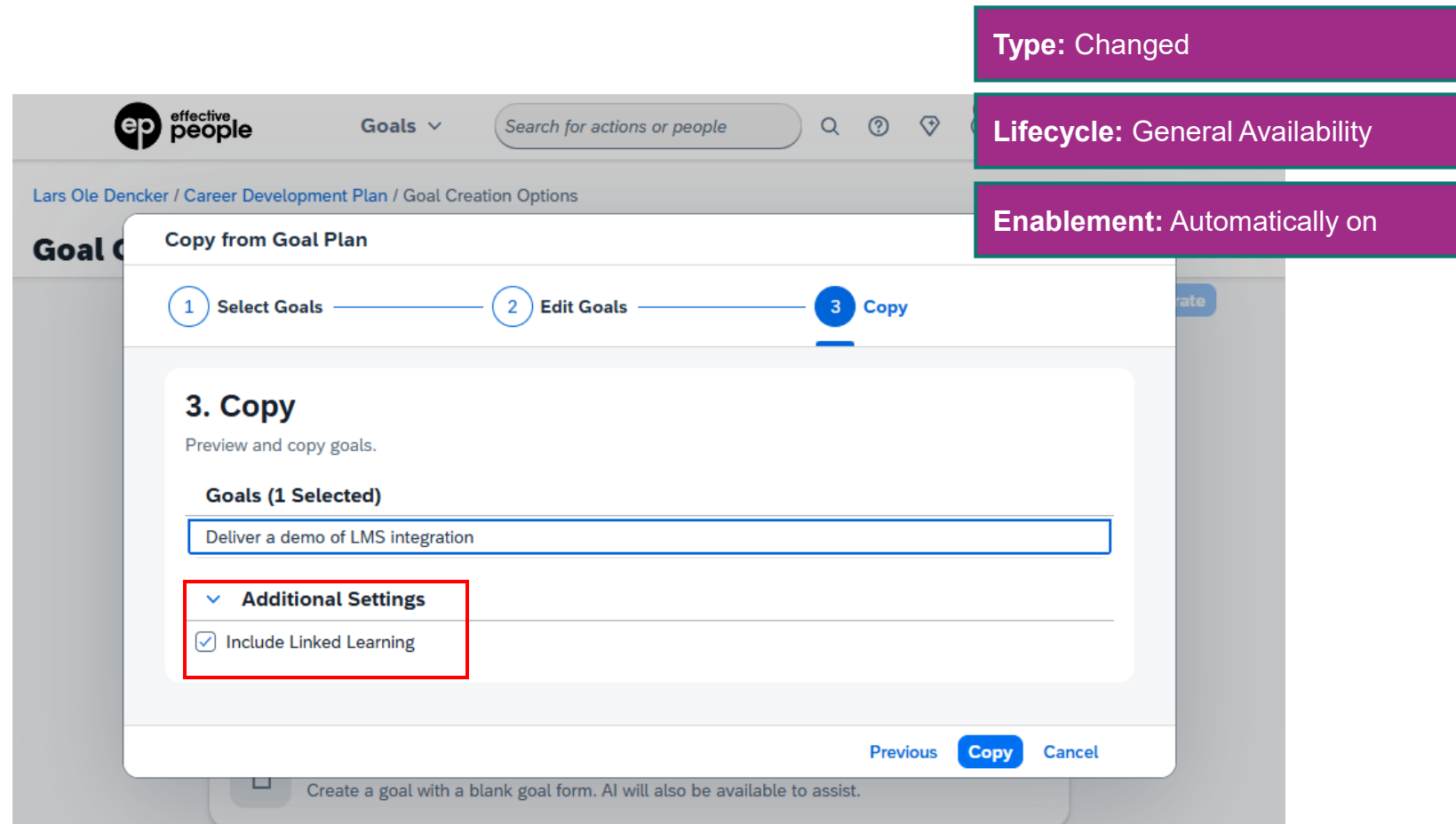
- The character limit for user input has increased from 200 to 500, allowing AI-generated goals to better reflect complex objectives without being constrained by length.
- This update improves the clarity and usefulness of AI-generated goals, helping users create actionable goals more efficiently and with less manual refinement.

Option to Exclude Linked Learning When Copying Development Goals

CDP-30343

When users create a development goal by copying an existing goal, they can choose not to copy linked learning by deselecting the option Include Linked Learning. Previously, linked learning items were always copied.

The level of impact is Low



The **Include Linked Learning** option appears selected by default in the **Copy from Goal Plan** dialog when both of the following conditions are met:

- Existing development goals contain linked learning.
- Users have permission to add or create learning.

Change Mentor Approval Method for In-Progress Programs

CDP-29921

Mentoring administrators and program owners can now change the mentor approval method for open enrollment programs after launching the programs.

The level of impact is Medium

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Mentor Approval Method

i You're changing the mentor approval method from administrator approval to manager approval. When you save the change, managers receive notifications through email and on the home page. Be cautious with the change, since its impact is significant.

Require Mentor Approval (by mentoring program administrators or by managers)

Administrators or owners approve mentors **?**

Managers approve mentors **?**

When setting up open enrollment programs, administrators and program owners decide whether employees need approval to join as mentors and if so, whether such approval should come from administrators or managers. Previously, they couldn't change the mentor approval method for programs already in progress. Now, they can do so using the **Require Mentor Approval (by mentoring program administrators or by managers)** option in **Manage Mentoring Programs**:

- If they enable this option, new mentor requests require approval from the role they set.
- If they disable this option, the system automatically approves all pending requests.
- If they change the method from administrator approval to manager approval, managers receive notifications through email and on the home page.
- If they change the method from manager approval to administrator approval, administrators review requests themselves.

Deep Dive Topic

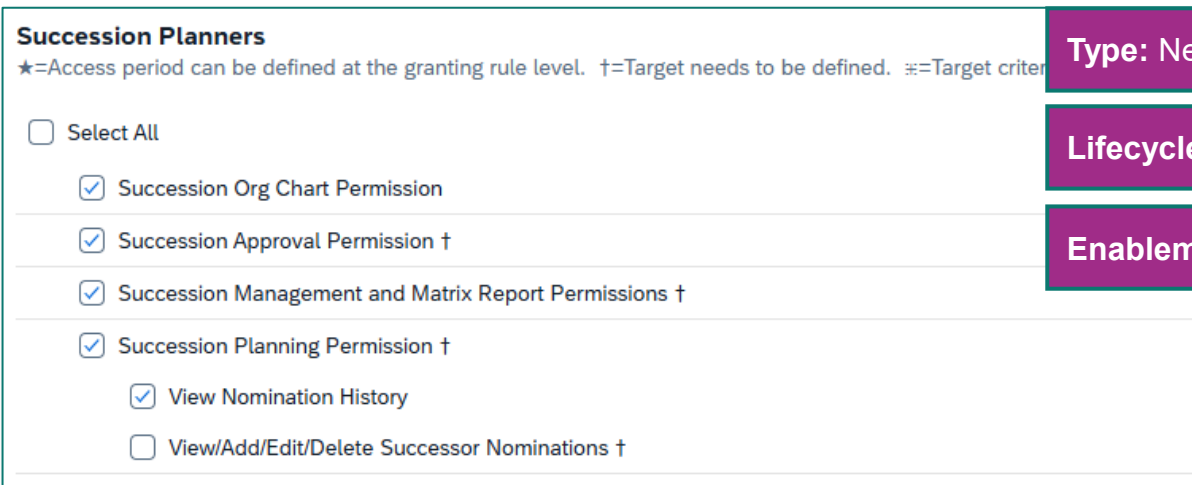


New Permission Control over Successor Nominations

SCM-21707

As an administrator, you can use role-based permissions to control who can manage successor nominations and who can be nominated as successors for positions or incumbents.

The level of impact is High



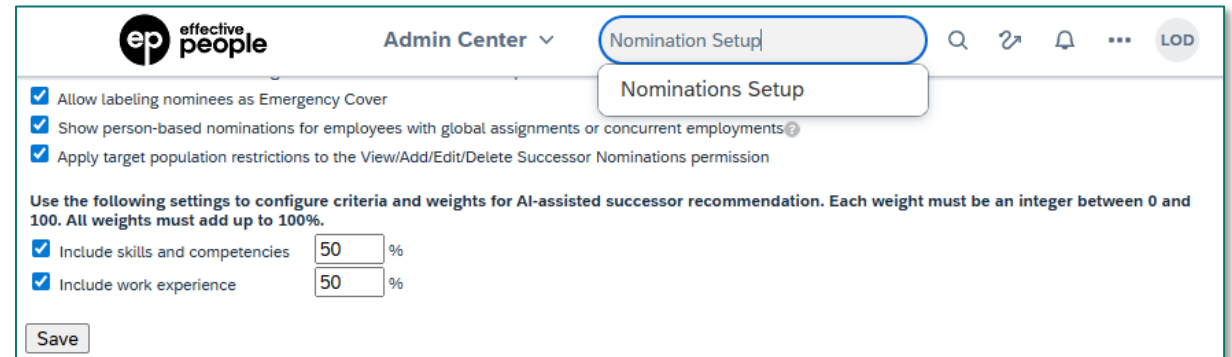
Succession Planners
★=Access period can be defined at the granting rule level. †=Target needs to be defined. ‡=Target criteria

- Select All
- Succession Org Chart Permission
- Succession Approval Permission †
- Succession Management and Matrix Report Permissions †
- Succession Planning Permission †
 - View Nomination History
 - View/Add/Edit/Delete Successor Nominations †

Type: New

Lifecycle: General Availability

Enablement: Customer configured



effective people Admin Center

Nomination Setup

- Allow labeling nominees as Emergency Cover
- Show person-based nominations for employees with global assignments or concurrent employments
- Apply target population restrictions to the View/Add/Edit/Delete Successor Nominations permission

Use the following settings to configure criteria and weights for AI-assisted successor recommendation. Each weight must be an integer between 0 and 100. All weights must add up to 100%.

- Include skills and competencies %
- Include work experience %

Save

A new permission **User Permissions Succession Planners View/Add/Edit/Delete Successor Nominations** has been added as a child permission under the **Succession Planning Permission**. You can use it to control who can manage successor nomination information.

To pair with it, in **Admin Center Nominations Setup**, a new option **Apply target population restrictions to the View/Add/Edit/Delete Successor Nominations permission** is available. By default, this option is not selected. Succession planners who have the existing **Succession Planning Permission** can nominate all active users in the system.



New Permission Control over Successor Nominations

When these options are enabled, succession planners must have both the **Succession Planning Permission** and the **View/Add/Edit/Delete Successor Nominations** permission to nominate users. In this case, only users within the target population can be nominated as successors.

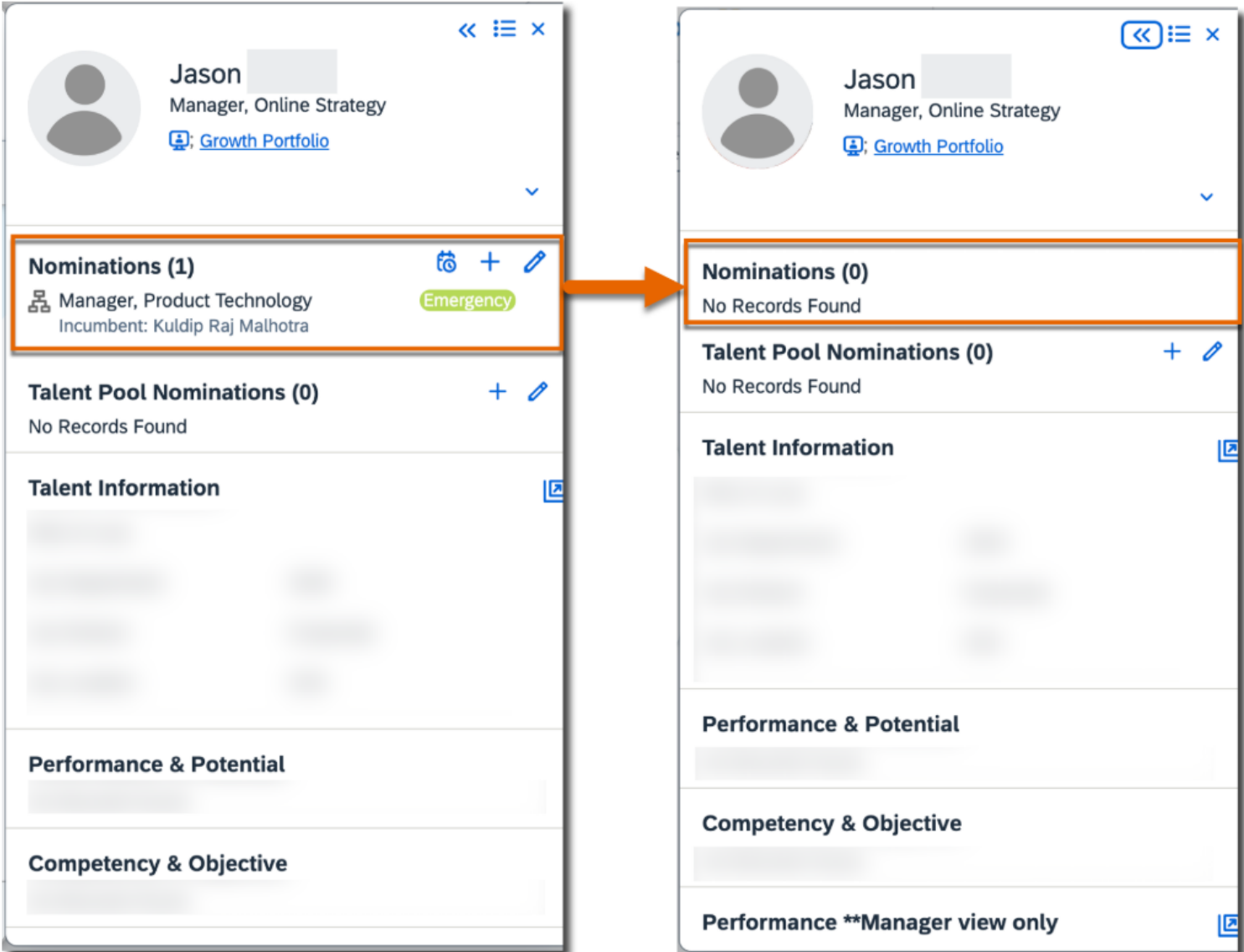
The following shows how the target population setting affects what succession planners with the new permission can do on the UI:

On the **position card**, they can only view successors included in their permission role's target population. Successors outside this scope are hidden

The image displays two side-by-side screenshots of a 'Sales Director, West' position card. Both cards show the same header information: 'Sales Director, West', 'Code: 45642', 'Bench Strength: 1-2 years', and 'Key Position: Not Critical'. Below the header is a 'Generate Insights' button. The main section is titled 'Incumbent' with '1 Total'. The 'Named Successors' section is highlighted with an orange border. In the left screenshot, it shows '2 Total 0 Emergency' successors: Alexander (1-2 years) and James (Ready Now, Pending). In the right screenshot, it shows '0 Total 0 Emergency' successors. Orange arrows point from the 'Named Successors' section of the left card to the right card, indicating the change in the successor list.

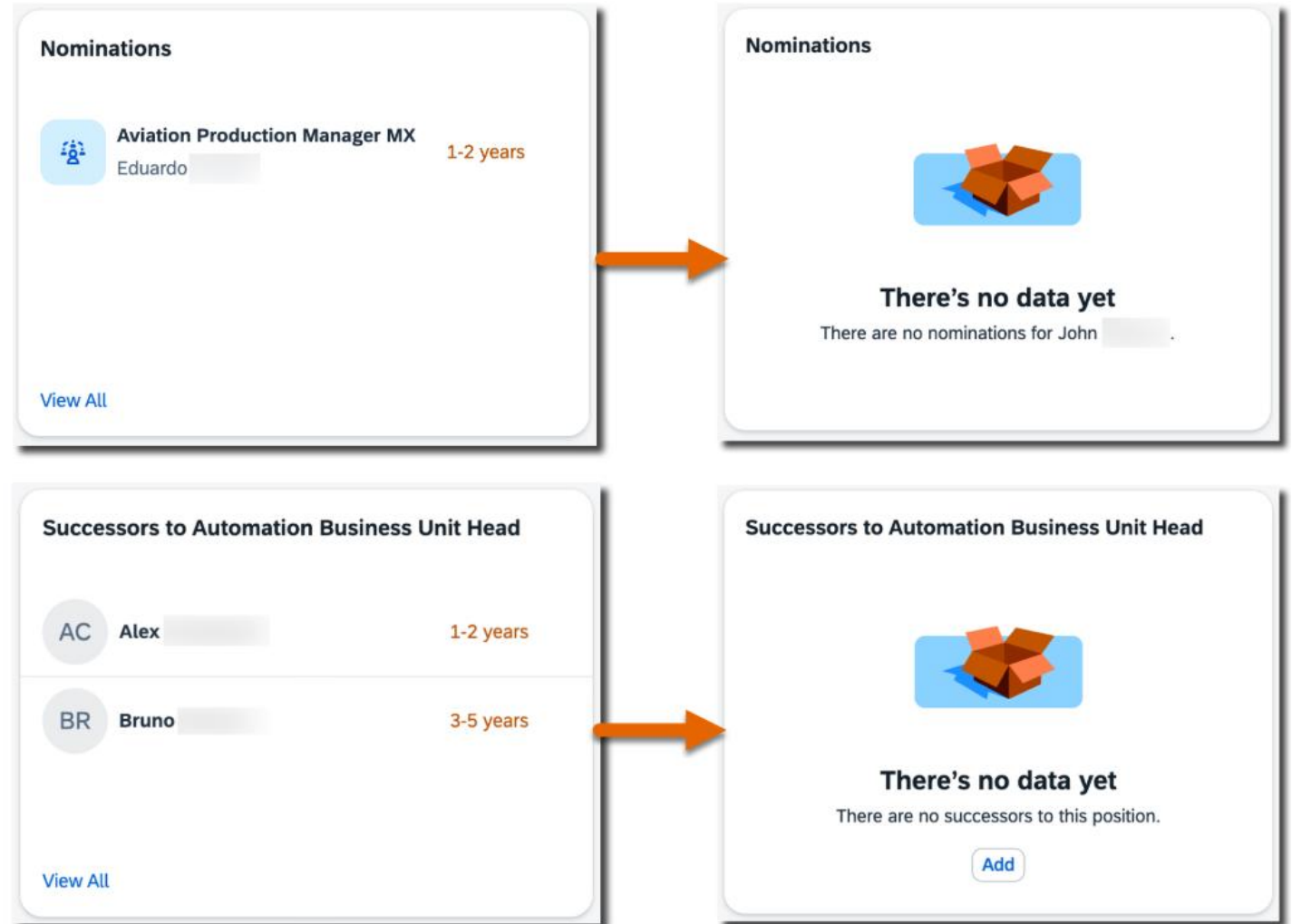
New Permission Control over Successor Nominations

On the **talent card**, they cannot view the current nominations or nomination history of users who are not included in the target population.



New Permission Control over Successor Nominations

On the Nominations and Successors cards in the **latest People Profile**, or on the Current Nominations and Successors blocks in the legacy People Profile, nomination information for users outside the target population is hidden.



New Permission Control over Successor Nominations

When adding successor nominations on Succession module pages or from other modules integrated with Succession Planning, the nomination is not allowed if the nominees are not in the target population.

The screenshot shows two panels. The left panel displays details for 'Sales Director, SC' (Code: 45371, Key Position: Not Critical) with 1 incumbent and 3 named successors (1 emergency). Below this is an 'Employee' search section for 'Benigno' (Forklift Operat Q) with an error message: 'You don't have permission to nominate this user. Please select a different user.' The right panel is titled 'Find a Successor for Charla' and shows a search input field with 'Ada Grzywna, General Manager I' selected. A red error message states: 'You don't have permission to nominate this user. Please select a different user.' Below the error is a search result for 'General Manager I'. 'Next' and 'Cancel' buttons are at the bottom right.

The screenshot shows a 'Nominations' page for 'John'. It features a blue box with an orange box icon and the text 'There's no data yet' and 'There are no nominations for John'. An orange-bordered 'Add' button is highlighted with a red box.

The screenshot shows a 'Nominations' page for 'John', identical to the previous one, but with an orange arrow pointing from the 'Add' button in the previous panel to the right.



Deleted and deprecated features



Deleted and deprecated Features

Type: Changed

Lifecycle: Deprecated/Deleted

Enablement: Automatically on

- **The Spell Check feature is Deleted on May 15, 2026.**
- **The legacy version of Goal Management will reach End of Maintenance on May 17, 2024, and will be Deleted on December 31, 2026.**

The level of impact is Low



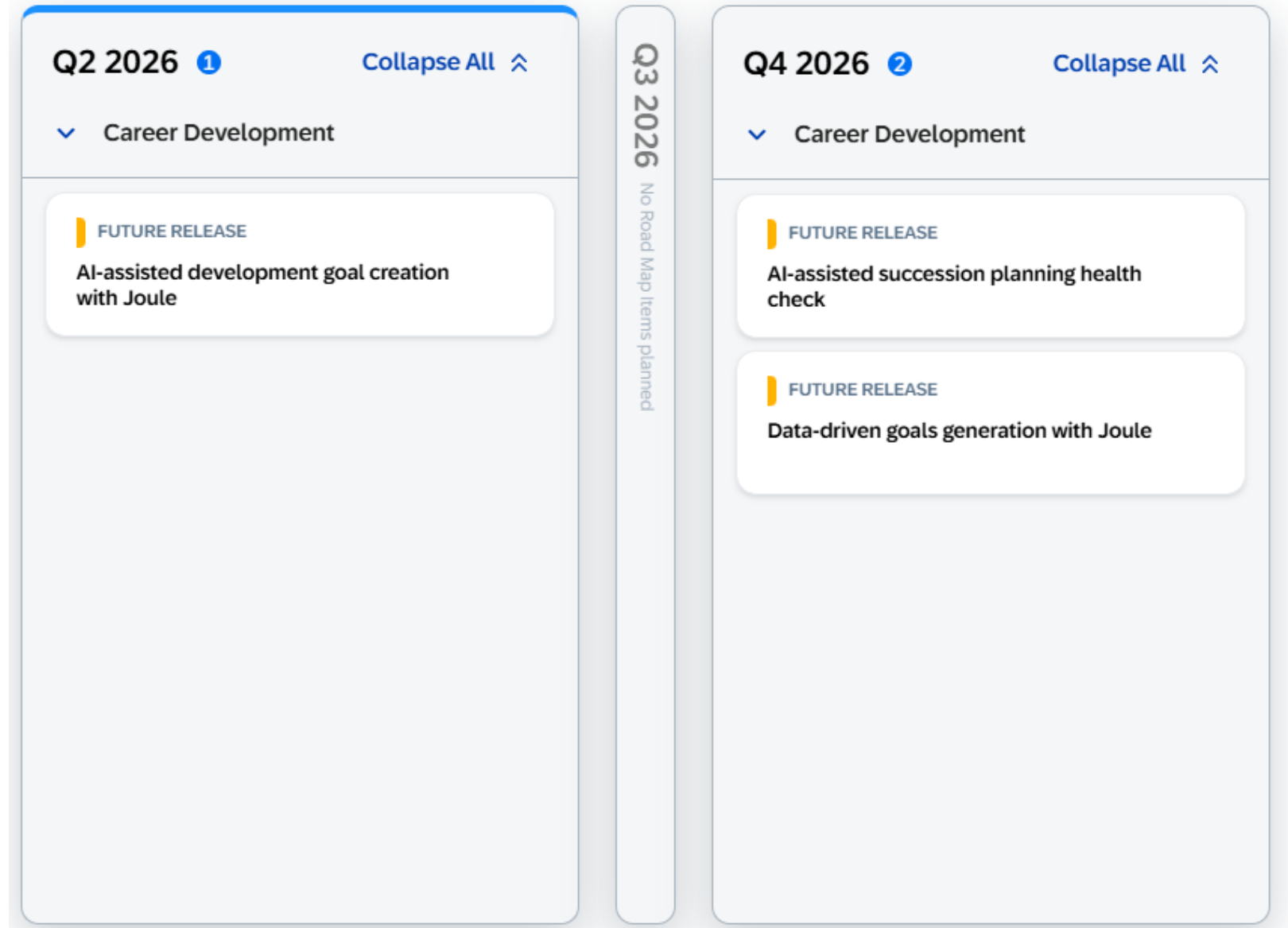
Product Road Map



Product Road Map

Click on the following [link](#) to access the Product Roadmap for Skills and Competencies Management.

Click on the following [link](#) to access the Product Roadmap for more SuccessFactors modules.





Thank you

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