



## Cezanne Connect Succession & Career

Leading organisations have long recognised that they need to identify, develop and retain talent to sustain superior business performance

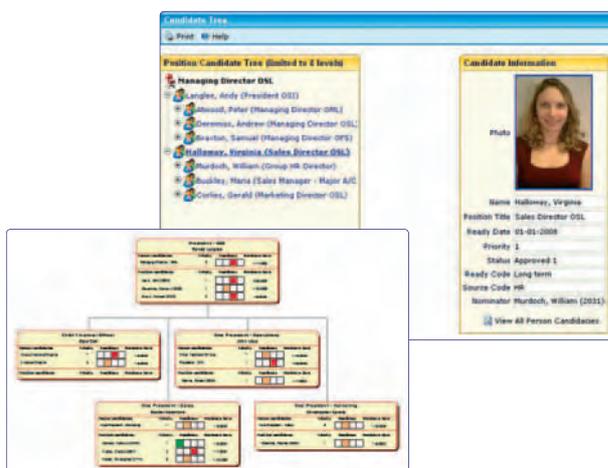
Without an effective approach to succession and talent management, money can be wasted on unnecessary recruitment and inappropriate training; high performance or high potential employees may feel unsupported in their careers and leave, and key positions left vacant for too long because there are no appropriate successors – all of which has a significant impact on an organisation's ability to perform.

That's why hundreds of organisations worldwide have chosen solutions from Cezanne Software to support their succession and talent management initiatives.

For many years, Cezanne Software has focused on providing systems to support human capital management. We've worked with many of the world's best-known – and most demanding – companies, and we've continuously refined and enhanced our solutions with input from hundreds of organisations at the forefront of best practice in talent management.

Succession & Career is a uniquely powerful system for succession and talent management. Designed to fit around your processes and reflect the way that you want to work, it will help you identify and develop successors for the top levels of the organisation, as well as manage broader talent pools.

And, since Succession & Career is part of an integrated suite of solutions for human capital management, it can easily be extended to address all of your talent management needs, from training administration to online performance management and 360 assessments.



Organisation charts and talent and succession trees help you see issues and opportunities more quickly.

# With its best-practice approach, comprehensive functionality and ease of use, Succession & Career can transform your talent and succession management processes

Cezanne Connect Succession & Career is part of an integrated suite of applications for Human Capital Management and Compensation Management. These include systems for performance management, employee surveys, people management, training and development, recruitment and compensation planning and management.

Extra functionality can be added as required, allowing you to select the options that best fit your business needs.

## Best practice framework

Succession & Career reflects the way leading organisations support succession and talent management. We've built on the expertise of our consultants and customers to provide a framework that you can continue to build on, year after year.

## Intuitive interface

We've designed Succession & Career to be exceptionally easy to use. A familiar browser interface, intuitive navigation and online help mean you'll get up to speed quickly.

## Flexible and open to change

Organisations have unique needs that change over time and systems must adapt to support them. Succession & Career can be configured and reconfigured to fit around your processes as they evolve. The system is also scalable; it is equally suited to supporting a handful of HR specialists tracking a small number of key people as it is to providing an enterprise-wide solution for hundreds or thousands of users.

## Inbuilt workflow

Automating processes can bring big productivity gains. Workflow can be configured to route information and tasks to the right people at the right time, streamlining processes and ensuring key activities aren't overlooked.

## Integration capabilities

Succession & Career works independently or can be deployed alongside your existing ERP or HR systems, allowing you to make use of the data you already have. Importantly, Succession & Career can be implemented more rapidly and with less pain than comparable functionality in ERP solutions, so you'll get results quickly.

## Advanced reporting

A real strength of Succession & Career is the way it lets you quickly find, analyse and report on the whole spectrum of talent-related data. An extensive library of reports together with powerful ad hoc reporting, query and export functionality, mean that information that previously may have taken days to pull together is now available whenever you need it.

Search results can also be transferred seamlessly into Microsoft Excel or Word, or exported into CSV file format for further analysis.

## Robust security

Deploying HR systems across intranets creates new security challenges. Robust, easy-to-manage security is essential.

Succession & Career's flexible roles-based security puts you in control, allowing you to define what information individual users can see or change. Data integrity can be further protected through workflow authorisation.

Advanced component architecture, including support for dual firewalls, allows you to more securely offer self-service access through a company intranet, extranet or dial-up connection.

# Benefit from an integrated and systematic approach to identifying and developing your key people

## Make talent visible

Succession & Career helps bring together all of the information needed for succession and talent management, providing you with a complete view of key people and positions across your business. You'll be able to see skills and experience; track potential, mobility, risk and readiness; manage career and succession plans; identify skills gaps and succession shortages; search for candidates to fill an unexpected vacancy and much more.

## Engage with employees across the business

Easy-to-use web technology and robust security means you can allow local HR professionals, line managers and even employees to access information or participate directly in talent processes, such as development planning and performance management, without losing control over either the data or the process.

And, since data is accessible and visible across senior management, it's also easier to encourage line managers to take responsibility for surfacing and promoting talent.

## Develop effective succession plans

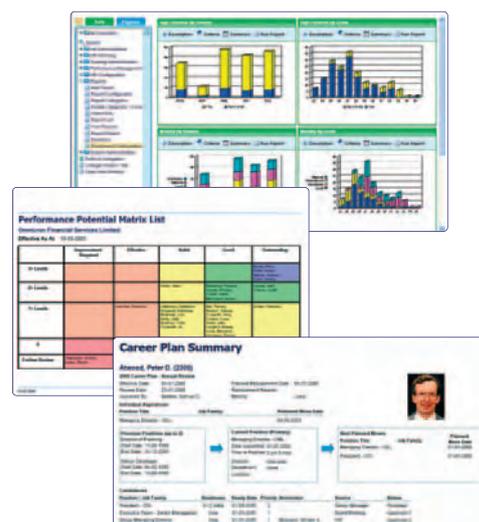
Simple list-based approaches to succession planning often hide critical coverage issues, such as over-reliance on a limited candidate pool, which undermine the validity of succession plans. With Succession & Career, much of this risk goes away. You'll not only find it easier to identify candidates for a position, but you'll see potential issues more clearly too.

## Cultivate leaders from within

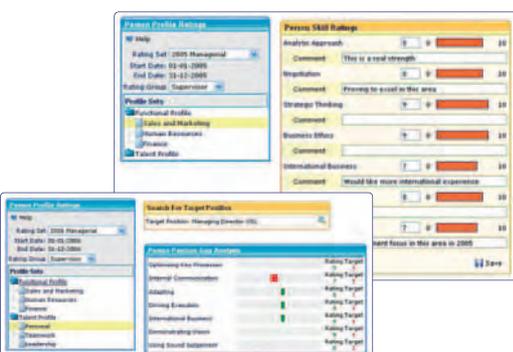
Research shows that insiders generally deliver better results than those who are recruited from outside the business. Succession & Career lets you define future role requirements, and identify and develop the talent you already have.

## Track talent movement over time

Date stamping and flexible reporting mean that you can track the dynamics of your talent pool. You'll be able to identify weaknesses and better understand how to resource and develop your people for the future.



An extensive library of reports together with dashboard functionality lets you track your talent with ease.



Gap analysis and best fit profiling make it easier to match people to positions and identify development needs.

## SUCCESSION AND TALENT MANAGEMENT

Succession & Career enables a systematic approach to identifying and developing the talent needed to fill key positions. It supports both the "linear" approach to succession planning, where candidates are matched to specific positions, as well as the development of broader talent pools.

## CAREER PLANNING

Career planning allows career development to be managed in the context of your overall talent management strategy. You'll be able to set up multiple career plans or career ladders, track and manage progression and easily identify risk issues, such as employees who are overdue for a move or lack required skills.

## EMPLOYEE AND LEADERSHIP DEVELOPMENT

To be effective, development initiatives need to be aligned with employee aspirations as well as the requirements of the business. Succession & Career will help you reconcile these different perspectives, so that appropriate development and career plans can be developed and tracked.

## COMPETENCY MANAGEMENT

Competency management encourages consistency by creating a shared understanding of the skills and behaviours that are valued by the organisation. Succession & Career allows you to look not only at the skills and competencies of individuals, but also the requirements for any job – future or current. By matching people to positions, you'll be able to see development needs much more clearly.



## Succession & Career capabilities

**Cezanne Software** provides leading-edge Human Capital Management systems that help companies better manage, develop, reward and retain their most important asset - their people.

With many years' experience of delivering solutions for HR administration, performance & talent management and compensation planning & management, and hundreds of customers worldwide, we are committed to service excellence.

Our focus is to provide flexible, people-centered solutions that improve the day-to-day management of HR activities, streamline critical HR processes and help companies to develop and maintain a competitive talent advantage.

### TRACK YOUR TALENT

- track key groups of employees, such as senior executives, young talent, specialists or high-potential staff
- see relevant biographical data, skills, proficiency levels and experience
- track and develop potential
- identify individuals who are overdue or ready for a promotion, under or over performing or at risk
- identify skills shortages that may require targeted recruitment or internal development activities
- track dynamics across the talent pool (inflow, outflow, movement within)
- identify potential replacements for unexpected vacancies using advanced search and best fit capabilities

### ACTIVELY MANAGE CAREERS

- build individual career plans, including multiple plans with different career paths
- align career plans with individual aspirations and business needs
- link career plans with appropriate development activities
- track career history and achievements

### PLAN FOR SUCCESSION

- identify key position requirements and match with candidates using best fit and gap analysis
- see and easily manage multiple nominations without risking over dependence on certain roles or candidates
- reconcile and align succession plans with employee career plans and aspirations
- explore the consequences of succession moves
- use succession trees and organisation charts to graphically display succession data
- see position blockages and gaps in the organisation where no suitable successors are available

### STRENGTHEN EMPLOYEE AND LEADERSHIP DEVELOPMENT

- match existing competencies and skills to current and future positions to identify strengths and development needs
- match needs to appropriate development activities (including mentoring, assignments, job rotation and training programs)
- create and track individual development plans

### MANAGE COMPETENCIES

- enables consistent competency model across your whole organisation
- allows for local variation where important
- provides link between people and position competencies (current and planned) enabling gap analysis
- date-related, so competencies can be easily refined over time
- import third party competency data, or create your own competency framework

### DEPLOY ENTERPRISE-WIDE

- supports rapid roll out and low cost maintenance through pure web architecture platform
- provides robust, roles-based access to control the data each employee can see or change
- supports multi-language implementations

### INBUILT INTEGRATION CAPABILITIES

- can be deployed alongside other modules from Cezanne's integrated suite of solutions for human capital management
- integrates with third party applications including SAP, PeopleSoft/Oracle and other HRIS
- integrates with Microsoft Office and e-mail

### GENERAL SYSTEM FEATURES

- scalable, pure web architecture, requires no client side software
- integrates with Business Objects' Crystal Reports for standard and ad hoc reporting and offers inbuilt organisation charting
- inbuilt workflow routes tasks and information automatically
- exports data in a wide variety of formats, including Microsoft® Word, Excel, pdf, CSV and HTML
- advanced security based on roles