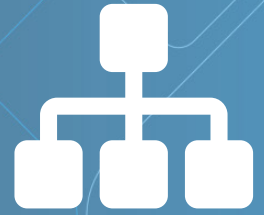


# Career & Succession Planning



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Map talent across your business and put in place career and succession plans that really work.

## Plan for the future

Cezanne HR's integrated Career & Succession module makes it simpler for HR teams to develop and implement effective succession strategies and foster talent growth across the whole organisation.

It brings together the data required to take career planning decisions, making it easier for you to link the skills, potential and aspirations of employees with the needs of your business.

## Focus on key positions

Career & Succession helps you take a systematic and organised approach to ensuring appropriate coverage for your key positions.

You'll be able to review current incumbents, line up future successors, and map out alternative career moves to ensure you are developing the breadth and depth of experience needed for the smooth running of your business in the months and years ahead.

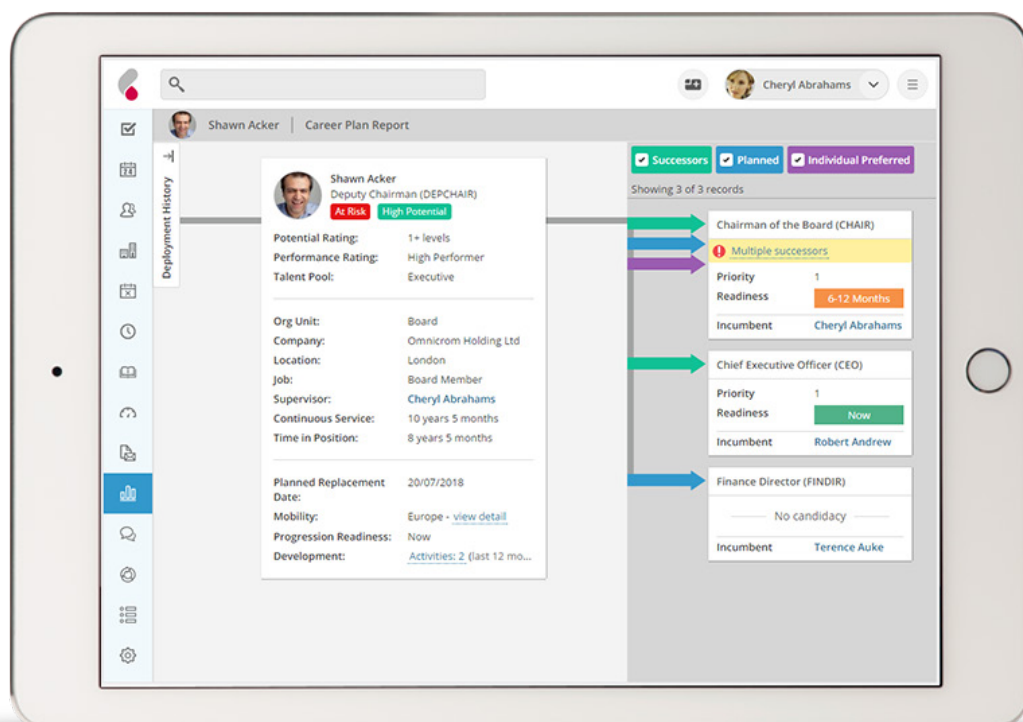
Essential information such as risk, readiness, potential, performance and career preferences, is more visible, and easier to investigate, helping you to make better-informed decisions.

## Cultivate the next generation

With Career & Succession, you can easily widen the reach of career and succession planning to cover everyone in your organisation.

Career-related information such as potential, readiness, time in service, development activities, mobility, company-originated career moves and personal preferences, can be viewed for any employee. It will help you identify development and career progression opportunities, and work with employees and their managers to plan for the future.

It's an effective way to foster a development mind set and help managers focus on developing and retaining key talent for the benefit of the whole organisation.



## Work with talent pools

You have the option to create as many talent pools as you need, from broad-based groupings such as high potentials, to specialist streams like IT expertise, or focus on a country or unit. This means you can flex the system to fit your business needs, whether that's building bench strength to provide future agility, supporting change, or going for growth.

## Visualise talent

With interactive n-box grids, succession charts and individual career summaries at your fingertips, you'll find it is easier to identify gaps and capitalise on opportunities.

For example, with Career & Succession you can:

- Drag and drop employees around n-box performance and potential grids, so you can see the depth and strength of your talent pools
- Look at age and gender distribution in the context of your n-box grids to help ensure you are achieving a balanced approach
- Take advantage of information-rich succession charts to check succession coverage and quickly identify potential issues, for example, overdue career moves, over nominated candidates or positions with limited coverage
- Review summary records for employees with relevant information about their current situation and future career moves.

## Keep on top of key dates

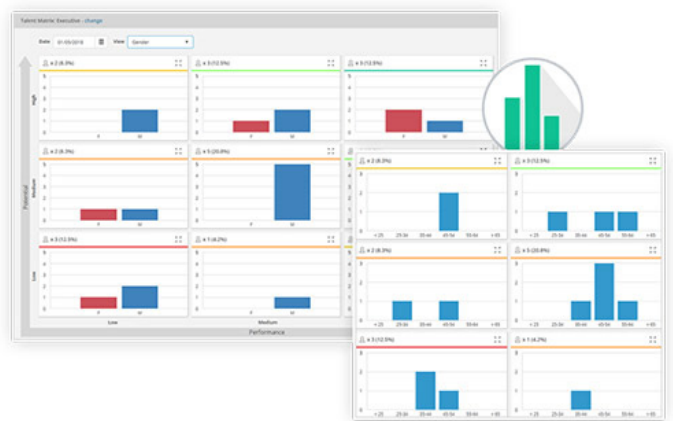
You'll automatically receive notifications when key dates, such as planned moves, readiness or replacement dates are approaching, so you have time to review plans and make adjustments.

## Get the complete picture

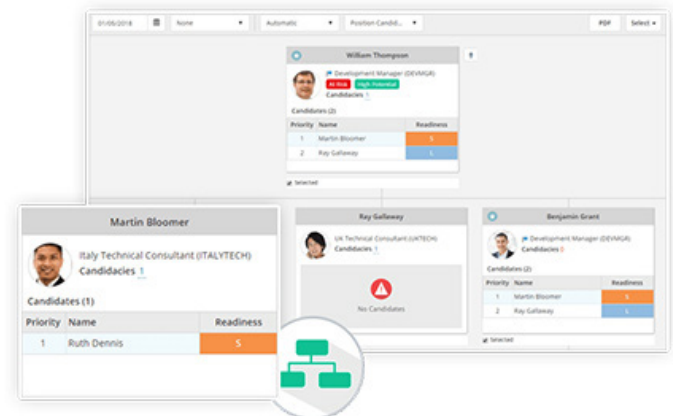
As Career & Succession is part of Cezanne HR's integrated HR software suite, you'll automatically benefit from a wider, richer source of data to help inform your talent management decisions.



Map performance and potential in interactive n-box grids



Look at key demographics, such as gender distribution



Visualise succession coverage with dynamic organisation charts

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## Features overview

- **Position flags:** highlight key positions or job families, either current or future, that need succession coverage
- **Identify successors:** nominate employees or external candidates to one or more positions, with associated information such as; readiness, mobility and individual preferences
- **Multiple talent pools:** set up as many different talent pools as you need, each with their own focus, candidate pool and n-box grids
- **Interactive n-box grid:** decide on your own dimensions, 4-box, 9-box etc., and update performance and potential information in real time
- **Gender and age distribution:** see demographic distribution in the context of n-box grids or organisation charts
- **Graphical organisation charts:** visualise career and succession plans and more easily identify risks, such as succession blockages or gaps, overdue moves, talent at risk or over-reliance on succession candidates
- **Talent summaries:** easily review relevant information e.g. current position, risk, potential, performance rating, length of service, time in position, mobility and candidacies
- **Career plans overview:** benefit from comprehensive summary screens to quickly review individual employee plans, aspirations, career history, risk, etc.
- **Succession and career reporting:** use inbuilt query options to track dynamics across the talent pool, report on risk, readiness and much more
- **Benefit from notifications:** configure alerts so you are automatically notified when key dates are approaching
- **Built for the Cloud:** achieve more with a system that's been built from the ground up to take advantage of the latest web and mobile technologies
- **UK & international:** powerful global features and multiple language translations included at no extra charge
- **Modular & scalable:** built to help you grow. Add employees, divisions, companies, countries, and new modules when you need them
- **Comprehensive & configurable:** straightforward for you to set the system up to work your way
- **Regular updates:** benefit from free, seamless delivery of the latest features, so you never get left behind
- **Secure by design:** GDPR compliant, with role-based access and advanced security at every level
- **Connect from anywhere:** use from your PC, Mac, tablet or smartphone
- **Integrations:** benefit from an open API, single sign-on, dual authentication, one-click export to Excel, data import and a host of other integrations, including leading payroll and LMS
- **Alerts & Notifications:** never miss an important date with automatic emails, tasks and reminders
- **Transparent pricing:** no upfront fees or hidden extras. Check out the subscription fees on our [website](#)
- **Trusted worldwide:** join tens of thousands of users in the UK and over 80 countries around the world
- **Fast to deploy and easy to manage:** our expert team can help you get up and running in no time at all. We'll even upload your core HR data for you for free

Visit our [website](#) to find out more about how we support you.

## About Cezanne HR

We've built something special at Cezanne HR; a powerful, configurable HR software solution that's simple to deploy, easy to manage and remarkably cost-effective, whatever the size of your business. As a team, we've a long track record of delivering successful HR solutions to businesses worldwide. We've worked with companies of every size and across every business sector. That's why we decided from the very start to build an exceptionally robust and scalable SaaS platform for human resources management which, like our customer community, is growing all the time.

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