



HRCharter Enterprise

Connect people to information across the organisation and see HR data in a powerful new light

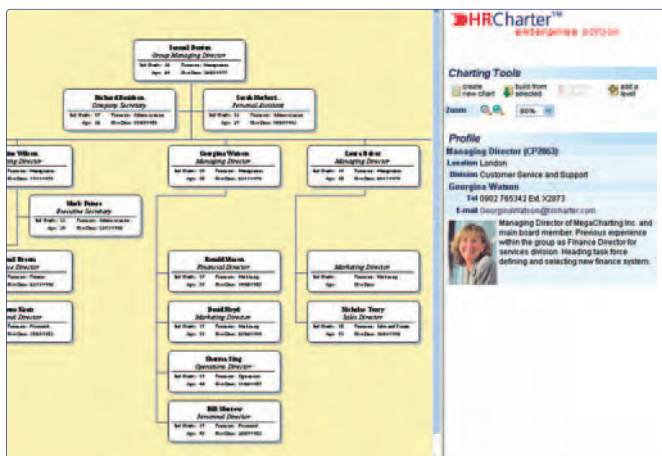
A challenge for every organisation today is how best to provide their people with the information that's needed to support effective communication and decision-making across the business, while at the same time reducing costs and improving operational effectiveness.

Too often, information about people, positions and performance, which would be of value to the whole business, is locked away in HR or ERP systems and accessible to only a few.

HRCharter Enterprise is a powerful web-based application that uses information you already have to dynamically generate information-rich organisation charts for self-service users, enterprise-wide. More than just a charting tool, HRCharter improves communication, facilitates employee and manager self-service, promotes data accuracy, provides management information and supports HR planning and organisation design.

For companies that already create and distribute corporate directories or organisation charts, HRCharter delivers immediate cost savings. That's because HRCharter takes the information you already have in an HR system (or other appropriate database) and automatically generates high quality charts and directories. There's no need to manually enter data, format chart layouts or distribute information; HRCharter does it all for you, delivering information directly to the people who need it.

Keeping directories and charts up to date is easier too, since changes to the underlying database are automatically reflected in the chart.



HRCharter automatically generates high quality charts for self-services users enterprise-wide

By unlocking the value of your HR data, HRCharter can transform communication and understanding across the business

HRCharter Enterprise can be implemented alongside your existing HR or ERP solution, or as part of Cezanne's integrated suite of applications for Human Capital Management and Compensation Management. These include systems for succession & career planning, 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.

Improve communication

Successful organisations put communication at the heart of their business. HRCharter provides a fast, intuitive route to key information. Core contact details are available through HRCharter's corporate directory, while the organisation chart and associated profile pages provide valuable additional information.

For example, HRCharter:

- helps with induction - letting new employees quickly see where they fit into the organisation and helping them to get acquainted with the roles and responsibilities of their colleagues (longer-serving employees find this useful too!)
- improves collaboration - making it easier to find colleagues with appropriate skills and experience
- supports operational effectiveness - allowing alternative contacts to be more quickly identified if key decision-makers are absent.

Facilitate employee and manager self-service

Today's approval-oriented self-service HR applications rely on reporting hierarchies to route approval requests to the right people and to ensure data security. Broken links or outdated reporting relationships mean that the workflows related to, for example, leave requests or training nominations, simply will not work. Security may also be compromised.

Maintaining accurate information about reporting hierarchies and other people-related data can be a challenge, especially in large organisations. HRCharter makes this information easily visible for authorised users to review and update. HRCharter also handles the demands of companies with multiple reporting lines, where different approval processes - such as training requests, appraisals or salary reviews - may be based on different relationships.

HRCharter can create charts based on several different reporting hierarchies, for example; employee - supervisor, position - reports to, department or org unit tree, or salary review group hierarchy. The system can also be configured to reference multiple reporting relationships in charts (functional supervisor, mentor, etc.) giving unique flexibility.

How you benefit

Support planning and organisation design

Mergers, acquisitions, restructuring and organic growth - all these present challenges for HR management. What is the best organisation design and how do you communicate your plans to the rest of the business? Who are the most appropriate candidates for positions and what are the implications of moving them?

HRCharter incorporates a range of powerful features for advanced users to support HR planning. For example, within a chart you can move, hide, delete or add employees, positions or even whole departments, allowing the implications of change to be more easily understood. Charts can be incorporated into other applications, such as Microsoft®Word or PowerPoint®, to allow you to share them with other people.

An advanced search option helps you to easily locate employees or positions based on a wide range of criteria. For example, HRCharter could be used to find and review information about high potential employees as part of a succession planning process, or to locate the most appropriate candidates for an unexpected vacancy.

VISUALISE AND GET MORE FROM YOUR EMPLOYEE DATA

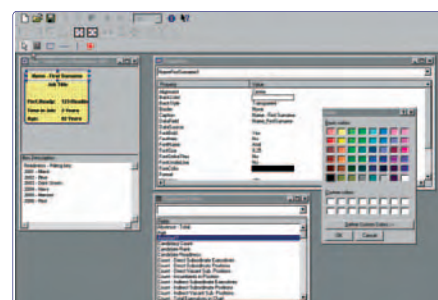
It is not always easy to identify key HR issues using standard reports.

HRCharter takes advantage of our ability to quickly understand data presented in a graphical format. By including a wide range of data in charts, and then using colour coding to add impact, data can be seen and assimilated much more quickly.

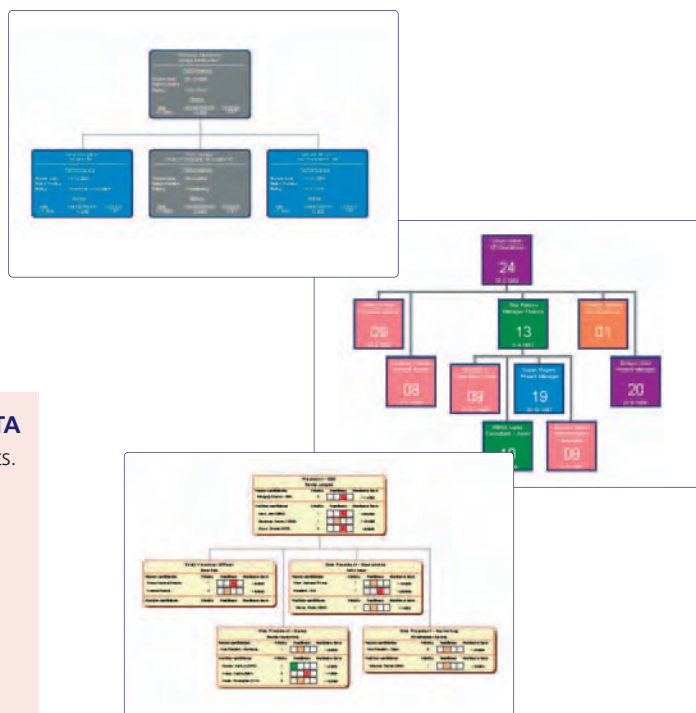
Details about individuals and their responsibilities are more meaningful when viewed in the context of their peer groups and reporting relationships. Data about key HR issues, such as performance, equal opportunities or skills, can be more easily interpreted and have more impact when graphically mapped within an organisation hierarchy.

Deliver management information

To make good decisions, managers need timely information in a form that is easy to understand and act upon. HRCharter lets you present data about people, positions and performance to authorised users in a way that is meaningful to them. For example, you could allow line managers to see charts containing salary or performance details for their direct and indirect reports to assist with reviews. HR professionals can be helped to identify planning issues by graphically displaying succession candidates or workforce demographics in the context of the organisation structure.



The box editor is a powerful tool for system administrators, providing control over the design and content of chart boxes.



Colour coding and conditional mapping add impact to data making it easier to see key information. For example, succession readiness or skills distribution.



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.

Organisation Charting capabilities

IDEAL FOR ENTERPRISE-WIDE DEPLOYMENT

- intuitive and easy to use, even for the occasional user
- web-based architecture is ideal for enterprise-wide deployment since directories and charts can be accessed, subject to permissions, by anyone with access to your company intranet
- roles-based security provides restricted access to sensitive data. The employee role provides fast, easy access to corporate directories and charts containing non-sensitive information. Manager and power user roles permit controlled access to a wide range of additional information according to security permissions

UNRIVALLED FLEXIBILITY

- can be used to support a wide range of HR processes and activities, such as organisation design, workflow approval, succession and compensation planning
- can take information from a variety of different data sources, including HR systems such as SAP® and Oracle/PeopleSoft®
- supports relational tables, allowing charts to include not only information held directly on employee or position records (e.g. employee name or position grade) but also related information, such as performance or salary history
- data-driven, automatically builds corporate directories and organisation charts from a database. Changes to the database are automatically reflected the next time a directory or chart is generated

CUSTOMISABLE CHART CONTENT AND DESIGN

- powerful box editor gives administrators control over the content and design of chart boxes. Chart content can be linked to colours and box shapes to add impact to data, for example to show gender or age distribution

DISPLAYS DIFFERENT REPORTING RELATIONSHIPS

- creates charts based on employee, position or org unit reporting relationships

ADVANCED FEATURES FOR POWER USERS

HRCharter Enterprise can be deployed with an optional plug-in or ActiveX control – a small browser component that offers additional capabilities for power users

- print high quality wall map or book charts. With book charts, HRCharter intelligently splits the organisation across as many pages as required and provides page numbering and a full index
- use drag and drop functionality to explore “what-if” scenarios to understand the implications of reorganisation or growth. Move individuals, positions or whole departments, add or delete jobs, levels or entire branches, without affecting the underlying database
- edit chart content to amend key position or person information or create new charts
- identify employees and positions using customisable advanced search criteria
- use advanced navigation options to jump between employees using “Find In Chart” search option. Zoom in for greater detail or zoom out to see the bigger picture
- copy all or any part of a chart to the Windows clipboard and paste directly into other applications, such as Microsoft® Word or PowerPoint®

GENERAL SYSTEM FEATURES

- web-based application, designed to be deployed across a corporate intranet or the internet web architecture, requires no client-side software
- accessible through a standard web browser
- scalable, allows you to create charts from databases ranging in size from a few employees to tens of thousands

For more information and to access the online demonstration visit www.hrcharter.com