



## INFORMATION

Date: January 2007

### Rhema Group partners with Cezanne Software to bring online performance management into blended solutions

Helping organisations to optimise their Performance Management skills and processes has long been a key deliverable in the Rhema Group portfolio of people development consultancy and training expertise. And Rhema regularly enhances its own offering in this increasingly important area of concern for companies in a globalised market.

Acknowledging that client organisations are looking at any time for the most efficient routes to optimal management of performance, and want these to be integrated with streamlined systems and processes, Rhema has welcomed Cezanne Software as a strategic partner, to provide a high quality online performance management system within Rhema's customised blended solutions.

Announcing the partnership, Rhema MD Jeremy Francis said: "Performance management and employee development are rightly recognised by the best and most competitive organisations as being crucial to commercial effectiveness and growth, as well as building corporate reputation in the battle for talent. Rhema has always amply demonstrated its empathy with these corporate priorities.

"We now recognise that these organisations need to have both superb HR development content and performance planning and evaluation delivered via equally impressive online systems – often across multinational structures - for speed, consistency and cost effectiveness. Our strategic partnership with Cezanne reflects our desire to meet these client needs."

Cezanne Software develops and supports software solutions that enable organisations to better understand, plan and manage their key asset – their people. The Company's focus is to provide flexible, people-centred solutions that improve the day-to-day execution of the business strategy, drive the business processes which are critical for success and help companies to develop and maintain a competitive talent advantage.

Aligned with Rhema Group's consultancy services and training content input, the incorporation of Cezanne's systems, which can be branded for the client

company and accessed from its intranet or as a hosted solution, enhances the blended solution.

Doing the same as the paper systems which are already so familiar, but doing it far more efficiently, Cezanne software puts online the necessary elements of performance management- including objective setting, relating performance to competencies, reviewing, and delivering feedback and comments. It can facilitate self appraisal, sending reminders for action, and creating checklists etc. It helps to identify personal development, training and coaching needs. And the user organisation's HR function can in turn interrogate the system to monitor performance, link this to reward, and prepare statistical reports.

Cezanne Software is focused on the design and implementation of state-of-the-art software solutions for succession and talent management, employee performance management, people management and development and compensation planning. It has more than 600 company clients in Europe, the US, Latin America and Asia Pacific .Cezanne Performance routes information and tasks to the right people at the right time, reducing administrative overheads and making the performance management process much more transparent and easier to manage. Since the system is online, and always available, everyone involved benefits from instant access to current and historical information.

Julie Windsor, Director of Cezanne UK, comments; "We are delighted to partner with Rhema Group. In today's competitive business environment, achieving and sustaining a high level of employee performance is critical to success. I am confident that the combination of Rhema's deep expertise with Cezanne's flexible, easy-to-use performance management tools will provide Rhema's customers with a truly effective solution."

---

### Contacts....

For further information and interviews contact Terri Anderson

T: + 44 1494 565864

M: + 44 7802 872346

E: [hq@rhemagroup.com](mailto:hq@rhemagroup.com)

---

### Notes to Editors

**The Rhema Group** [www.rhemagroup.com](http://www.rhemagroup.com) is a highly respected and well-established UK human resource development company which also operates globally. Founded in 1985 by MD Jeremy Francis, Rhema (a name derived from the Greek for *inspired word*) has won a solid reputation for innovation, quality and reliability of delivery of people development and performance.

Focusing on Talent Development, Management Development, Performance Management, Sales Training and Skills Development, Rhema provides on a 24/7 basis customised and blended

solutions involving business consultancy, assessment/psychometrics, training, coaching, software and E-learning (via internet and client intranets).

Rhema Group includes a roster of talented and experienced UK consultants, and through 15 international partners of best practitioner status in Europe, USA, South Africa, Australia and S.E. Asia, Rhema delivers proprietary products and services globally in a variety of languages – in particular to multinationals looking for high quality, customised and consistent international roll-out of centrally mandated people development programmes and assessments. Clients include Microsoft, Société Générale, Reed Business Information, BOC Group, International Financial Data Systems, Institution of Civil Engineers and leading Dutch vendor lease organisation De Lage Landen.

**Cezanne Software** [www.cezannesw.com](http://www.cezannesw.com) is a leading supplier of software systems for human capital management and compensation planning with customers across Europe, the Americas and Asia Pacific.

The company's integrated suite of applications include systems for succession & career planning, employee performance management, survey, salary analysis, pay review and budgeting, and reflect many years' experience of working with clients, independent consultants and academics at the forefront of best practice in talent and compensation management

In June 2006, Cezanne Software merged with long-standing partner HRM Software. The combined company is now branded under the Cezanne Software name.