



illumin8HR

impact through insights

Case study:

Cezanne HR elevates strategic value of HR with people analytics



Solving a real problem for busy HR teams



Flexible, intuitive platform that fits the data and customer profile



A trusted partnership approach

At a glance

About:

Cezanne HR is a UK-based supplier of a global Cloud HR system trusted by thousands of HR professionals worldwide. They work with mid-sized companies across a wide range of business sectors.

Industry:

Human Resources



The challenge

Cezanne HR has a long track record of delivering successful HR solutions on an international basis. In order to meet current and future needs of their customers, they are regularly adding to their modular cloud-based HR platform, and recognised people analytics as an area that could provide significant benefits for their customers.

They identified a need to replace their existing analytics reports with a more powerful and flexible option that could be offered out of the box across their complete customer base and provide a more advanced reporting and analytics platform when needed.

The solution

Cezanne HR recognised a synergy between their intuitive, sophisticated HR functionality and Activ8's people analytics solution, illumin8HR. Partnering with Activ8 meant that they would get an advanced solution built on 15 years' experience, without the internal cost or resource requirement of building their own solution in-house.

illumin8HR was integrated into Cezanne HR's core system and white-labelled to tie in with their offering. The Activ8 team worked closely with Cezanne to take full advantage of data in their HR platform, including specific localised metrics for countries such as Italy and Spain.

illumin8HR also gives Cezanne HR's customers the flexibility to build their own analytics dashboards, drill downs and reports, set company-specific metrics, automate management reporting and benefit from predictive capabilities.

illumin8HR goes beyond straightforward analytics dashboards by automatically finding and presenting people managers with insights that highlight predictive trends and anomalies that might otherwise be hidden by averages. For example, an insight can highlight a sudden increase in sickness absence across one part of the business, or an increase in senior staff turnover in another. HR teams and people managers can then interrogate their HR data to uncover possible causes, and use that data to initiate positive change.

The solution also saves Cezanne HR's customers hours of time by automatically collating and sharing graphical management reports as ready-to-use company-branded PowerPoint presentations.

Features of illumin8HR:

- ✓ Best-practice dashboards and reports: that can be easily adapted
- ✓ Drag and drop report builder: for straightforward report-building
- ✓ Simple business language queries: for quick ad hoc questions
- ✓ Automatically found insights: that automatically surface important trends and anomalies
- ✓ Fast data drill down: enabling dynamic drill through and filtering of data
- ✓ Easy configuration options: designed for HR professionals and line managers
- ✓ Advanced security options: to keep sensitive HR data safe
- ✓ Automated report packs: for easy scheduling and sharing of professionally formatted report packs

The outcome

Activ8 worked closely with the Cezanne HR team to support their organisational readiness and go to market programme.

Thanks to Cezanne HR's advanced software as a service architecture, the core capabilities of the new analytics solution, were seamlessly made available to Cezanne HR's customers in Spring 2021. Today, tens of thousands of HR professionals and managers have fast, easy access to informative dashboards thanks to this partnership.

In addition, customers with more advanced reporting needs have the option to upgrade to the Insights module, giving them the freedom to take advantage of the advanced features of the platform.



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"We know just how much pressure HR teams and line managers are under, and how vital it is for them to have fast, easy access to data that helps them do their job better. With illumin8HR, we can offer them an advanced people analytics platform that is enormously flexible, visual and simple to use – and puts them in control of what matters most to them."

John Hixon
Director of R&D, Cezanne HR



"We are delighted to see the value Cezanne HR are driving for their customers with our people analytics platform. The relationships built with John and his team are a great example of what a partnership should look and feel like – building trust, sharing ideas, and working together to create greater value for end users."

Jessica Cooper
Chief Operating Officer, Activ8 Intelligence