

France Telecom Implements ActiveSuite from Jobpartners to manage top executives' succession planning

ActiveCenter and ActivePlanner help France Telecom manage mobility and career paths of top talent

Paris, 3 June 2005 – Jobpartners, the European leader of software solutions dedicated to the PRM (People Relationship Management) market, today announced that France Telecom has implemented its ActiveCenter and ActivePlanner solutions from ActiveSuite, a software suite from Jobpartners, designed to help attract, develop and retain the right people. The solutions are being used by France Telecom's Management Networks & Internal Communication department to manage the career development and succession planning programmes of its top executive management.

"This is a highly strategic project that had a tight deadline," commented Isabelle Deseille, Career Advisor of ARM & CI Management, France Telecom. "We decided to go for Jobpartners' solution as it answered all our requirements in terms of speed, security, ease of installation, and it could also be adapted to our organisation and our existing systems."

ActiveCenter and ActivePlanner have been implemented in order to control the mobility of executive employees more effectively, as well as to do the following:

- Manage a list of 'entrepreneurs' selected from the entire France Telecom Group (approximately 1,000 people)
- Prepare 'Talent Reviews' - top executives' evaluations carried out by the Executive Committee of France Telecom each year
- Define the career plans of approximately 80 executives with strong potential

ActiveCenter enables employee information to be securely collected, consolidated, managed, accessed and analysed, and ActivePlanner supports the establishment, review and management of short and long-term employee development plans to help maximise the potential of each individual. With these solutions, France Telecom has achieved the following goals:

- Constant access to each employee's information via a central database, which ensures effective control over different management processes
- The ability to update the database with ease
- The distribution of information to anyone who needs it
- The ability to make use of the information easily, such as gaining easy and quick access to statistics
- The ability to carry out the above in a secure environment

The ActiveSuite solutions are delivered as a secure web service managed by Jobpartners, which means the deployment of the solutions to France Telecom throughout the world has been an easy and successful process.

The first six months of the project consisted of establishing the specific needs of France Telecom and recovering existing data and personal details, and configuring this information with Jobpartners' solutions. The project, named "Belize", began in June 2004 with the launch of the first selection campaign to find the company's 'entrepreneurs'. A second campaign began in December 2004.

The first benefits demonstrate an impressive improvement in the speed of the process of selection, enabling information to be used and transmitted instantaneously.

"We were very quick to understand France Telecom's needs, and we concentrated on rapidly implementing a reliable and intuitive solution. The solution, which is currently used by HR, will be open to managers and employees in the future, and plans to open up the solution to other entities of the Group are already in place," commented Frederic Radier, Executive Vice President Enterprise Solutions, Jobpartners.

About Jobpartners

Founded in 2000 and headquartered in London, Jobpartners provides software solutions for qualitative human resources management and People Relationship Management (PRM). The leader in the European market, the company's innovative and straightforward approach provides companies with strategic value by enabling them to establish privileged relationships with new job applicants and current employees. The company's solutions address recruitment issues as well as internal mobility, performance management, executives and key people management, succession planning, package review and career management. With four subsidiaries in Europe, Jobpartners has clients in 45 countries and across all industry sectors. For more information, please visit www.jobpartners.com.