



Product insight
Lumesse Career & Succession Planning

Design your future organisation.
Develop great people.
Manage risk.

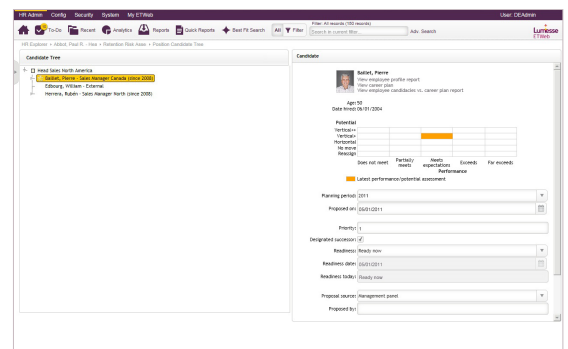


Lumesse Career & Succession Planning leads you through every step of the career and succession planning process, tracking information about people's future potential, past performance, career aspirations and retention risk.

Comprehensive interactive analysis tools and reports provide invaluable input to formal talent review processes, helping to identify talented individuals for the future, regardless of location. Employees can clarify and record their own career preferences, including geographic mobility, preferred next steps and any cross functional development required, generating a balanced career plan. Key indicators of organisational health such as bench strength can easily be determined using powerful reporting tools.

- **Manage risk:** Identify key positions or areas of the business vulnerable to future succession gaps, and work towards low attrition to ensure minimum disruption and risk.
- **Increase visibility:** Support management decision-making by supplying detailed information on key positions and potential successors, including reports, charts and analysis.

- **Plan for the future:** Build detailed succession plans and a complete picture of your global talent pool across critical functions, countries and regions, including talent balance sheets to assist talent management reports.
- **An internal view:** Reduce your dependence on hiring external talent by identifying and developing internal successors.
- **A simpler process:** Maintain a real-time organisational view of individual career histories and current and projected readiness, and proactively identify potential gaps in bench strength.
- **Empower and engage:** Keep your people motivated and challenged through their personal development and individual career plans, with proactive career development.
- **Improve your options:** Test out 'What-if' succession scenarios that support development of effective, agreed succession plans.



Lumesse Career & Succession Planning offers an intuitive, multi-language user experience that guides and supports all users in making the most of its extensive capabilities.

Working together

Career & Succession Planning is a key component of Lumesse Talent Management. Career and Succession Planning works seamlessly with Skills and Competency Management and Performance Management, helping you put in place the right development and rewards programmes.

It ensures the readiness and retention of your high performers, and helps you create a high-performance culture with well planned career paths for talent within your organisation.

“We have created an executive development steering system that gives us transparency over management potential in the group and its development.”
Lufthansa AG

Lumesse Talent Management

Lumesse Talent Management is the product of many years' experience in helping great businesses unlock their human potential. A true global enterprise solution, Lumesse Talent Management combines deep functionality, powerful business insights and a great user experience:

- Fully integrated modules for HR Management, Performance Management, Compensation Management, Skills & Competency Management, Career & Succession Planning, Learning Management and HR Analytics.
- Flexibility to support individual talent processes or end-to-end talent management.
- Instant access to global, country and functional talent information with powerful HR analytics and reporting.
- Intuitive and easy Internet-based access in any one of over 30 languages.
- Secure data storage with rigorously controlled access, comprehensive user management, and configurable workflows.
- Support from experienced teams around the world who speak your language and understand your culture and business practices.

About

Lumesse is the only global company making talent management solutions work locally. We help customers around the world to implement successful local talent management initiatives that identify, nurture and develop the right people, in the right place, at the right time. Our multi-cultural background and presence means we understand how to deliver talent solutions that work the way our customers work, as individuals and as teams, because no two people, organisations or cultures are the same. We regard differences as strengths, not as obstacles.

2,000 customers work with us in over 70 countries because they recognise that commitment, innovation and value only come from people. We help customers to unlock and inspire that human potential in their businesses. Our integrated talent management solutions are comprehensive, intuitive, secure and fully internationalised into over 50 languages.

We have Lumesse offices and partners in more than 40 countries, covering EMEA, the Americas and Asia-Pacific. To find your nearest office and talk to someone who speaks your language, visit:

www.lumesse.com/get-in-touch

