

Work smarter. Visualise data. Report brilliantly.



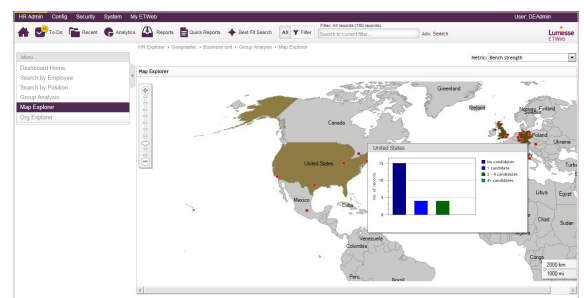
Effective, empowered HR teams and executives must be able to calculate, retrieve, understand, analyse and present key organisational and workforce metrics to support the business and the colleagues that rely on them.

Lumesse HR Analytics gives you instant, actionable intelligence instead of just raw data. With one central, consistent database fed by multiple data sources, this powerful analysis toolset allows you to monitor and report across all talent management processes via central dashboards and interactive, graphic views, delivering detailed insights into key talent processes.

With Lumesse HR Analytics you gain control of all strategic talent processes and data sources, rendering you a business partner coordinating between HR and your management team. This capable, responsive reporting tool gives you an instant overview of all important HR information, identifying at-risk areas and making recommendations for proactive prevention with detailed data.

- **Plan ahead:**
Support long-term organisational planning with insight into the best sourcing, succession and deployment scenarios.
- **Support decision-making:**
View details of specific groups or individual employees, while the system automatically correlates data and recommends critical actions and next steps.
- **Visualise your data:**
Graphical views allow you to highlight successes and potential issues at a global or regional level via an interactive map.
- **Work smarter:**
Equip teams to make smart decisions around hiring, promotion and pay, with access to a broad metric and KPI library for all talent management areas.
- **Work faster:**
Embedded analytics and automated alerts guide managers to quick adjustments and continuous improvements.

- **A complete picture:**
Effortlessly produce informative organisation charts based on your existing data, or review the talent pipeline for a specific position.
- **Flexible, pre-built reports:**
Benefit from best-practice, configurable reports on issues such as Potential against Performance or Performance against Retention.



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

Working together

Lumesse HR Analytics is a core component of Lumesse Talent Management. Lumesse HR Analytics integrates seamlessly with all our Talent Management solutions, helping you produce instant, accurate and actionable data across your entire

organisation, as well as integrating and reporting data from all modules such as Performance Management, Compensation Management, Skills and Competency Management, Career and Succession Planning, and Learning Management.

“We were swayed by Lumesse’s value and its outstanding product features in HR metrics and graphic reporting.”
NeoDerm

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



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