

Product insight
Lumesse Performance Management

Share goals.
Measure performance.
Reward success.

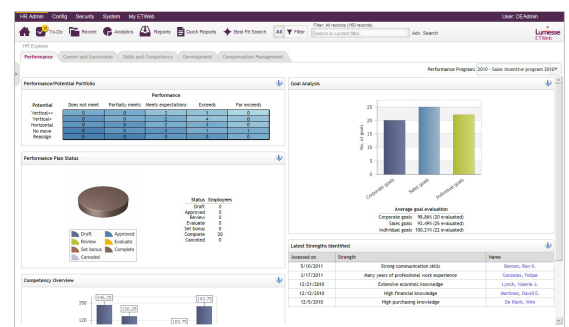


Companies and people perform better when they share aligned goals, measure performance and reward success. Lumesse Performance Management gives employees, managers and HR teams the tools and insights to inspire people to perform to the best of their ability.

Lumesse Performance Management transforms the traditional performance review, aligning the individual goals of employees to the organisation's strategic objectives. Managers and employees work together to define, review, measure and update objectives, anywhere, anytime, through intuitive, Internet-based self-service portals:

- **Get productive:** Cascaded organisational objectives across functions and departments align company, manager, team and employee goals for maximum performance.
- **Enhance company performance:** Build a shared vision and drive organisational unity.
- **Win-Win:** Flexible, intuitive review processes increase employee engagement and simplify administration for line managers and HR professionals.
- **Enable visibility:** Comprehensive graphical views allow managers to easily monitor departmental KPIs.
- **Self-service:** Employee and manager Self-Service areas help define performance plans, set and review objectives, and evaluate outcomes.
- **Drive adoption:** Multi-lingual, browser-based access encourages employee uptake, regardless of location.
- **Empower managers and HR:** High-level overviews and drill-down information on locations, teams and individuals allow better decision-making for managers and HR professionals.
- **Improve process:** Assisted performance reviews facilitate consistent, best practice evaluations, while pre-configured reports for HR managers support compliance and quality monitoring.
- **Save time:** Comprehensive analytics and built-in reports save time and optimise use of performance data.

- **Raise engagement:** Collaborative planning, monitoring, development and performance recognition capabilities maximise employee potential, job satisfaction and retention.
- **Streamline workflow:** Timely reminders, prompts and scorecards support line managers in delivering effective performance management processes.



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

Working together

Performance Management is a key component of Lumesse Talent Management. It works seamlessly with other modules such as Lumesse Career & Succession Planning to help identify people who are ready for leadership roles or who have specific development needs. Or, by integrating with Lumesse Compensation Management, you can make a visible link between individual performance and your total pay and reward packages.

Rewards programmes help ensure the readiness and retention of your high performers, and allow you to create a high-performance culture with well planned career paths for talent within your organisation.

“With a proper performance management system, employees are motivated and more involved in appraisals and development.”
TUV Rheinland Group, Asia

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

