



Product insight  
**Lumesse Skills & Competency Management**

Identify skills. Develop talent.  
 Inspire careers.



In a global economy competitive advantage comes from the ability and dedication of your people. Do you know what skills and competencies exist in your organisation? And will these support your company's future strategy? Lumesse Skills & Competency Management helps you identify people with the skills and competencies, qualifications, knowledge and personal qualities you need, and to plan for their development with your organisational goals in mind.

Identifying and placing people in the right position at the right time dramatically increases their motivation and reduces retention risk, avoiding recruitment costs, disruption and loss of critical knowledge.

Lumesse's Skills & Competency Management gives HR a fully rounded view of every individual's abilities and potential, steering their development, career planning and remuneration. Managers can conduct comprehensive skills analyses and identify potential skill gaps. An augmentable library of over 400 key competencies in 18 core areas allows you to profile and evaluate any role or position, establishing individual and organisational readiness.

A sophisticated search and filter function lets you find the right people for every position. The search is multi dimensional, enabling searches not only on skills and competencies but any combination of experience, qualifications, certification, language proficiency, mobility, and project experience. The Best Fit Search function identifies those employees that closely match your requirements, accelerating the selection process and helping you find the right person for every job.

- **Locate your talent:** Identify employees with relevant or transferable skills, qualifications and experience, using powerful search technology that integrates with other HR systems.
- **Create flexible, customised profiles:** Build your own competency models or leverage 400 pre-defined competencies in 18 core areas, allowing you to easily profile key current and future roles.
- **Identify skill gaps:** Plan intelligently for promotions, internal mobility and business growth by identifying future skill gaps and create needs-based recommendations for training and development measures for individuals or teams.
- **Mobilise your talent:** Support international relocations or secondments by identifying and encouraging people with overseas ambitions to develop the skill they need to make the move.

- **Optimise your workforce:** Use search capabilities to find the best-fit teams and people for projects and vacancies, and build organisational bench strength through effective planning and development.
- **Strategic HR planning:** Enhanced leadership and vision with a comprehensive overview of all organisational talent.

Competency	Not specified	No ability	Very weak	Weak	Good	Very good	Exceptional
General management	○	○	○	○	○	○	○
Team management	○	○	○	○	○	○	○
Customer focus	○	○	○	○	○	○	○
Team leading	○	○	○	○	○	○	○
Strategic thinking	○	○	○	○	○	○	○
Implementing change	○	○	○	○	○	○	○
Communication	○	○	○	○	○	○	○
Influence and drive	○	○	○	○	○	○	○
Coaching	○	○	○	○	○	○	○
Results orientation	○	○	○	○	○	○	○
Decision making	○	○	○	○	○	○	○
Conflict resolution	○	○	○	○	○	○	○

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

## Working together

Lumesse Skills & Competency Management is a key component of Lumesse Talent Management. Skills & Competency Management works alongside Learning Management and Career and Succession Planning,

helping you plan individual development activities and make better-informed decisions around training, promotions, redeployment or pay and reward.

“With Skills Management and Learning Management, we now have the perfect technical infrastructure to support our mission.”  
Allbau

## 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](http://www.lumesse.com/get-in-touch)

