



Solutions overview

Inspiring talent
management



Inspiring talent management

Intuitive technology that people love to use

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, educate and develop the right people, in the right places, at the right time.

Our multicultural background and presence means we understand how to deliver talent management software that works 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.

Our passion is intuitive technology that people love to use, creating fantastic outcomes and inspiring careers. We create integrated talent management solutions delivered as a service (SaaS, Software-as-a-Service), on-premises, or hosted from secure data centres worldwide. And analysts at Gartner and Bersin & Associates rank our solutions among the industry's best.

Great technology is important. People make the difference.

From our multicultural background and presence we know that even countries that share a border can be hugely different. That's why we have experienced teams available around the world, in the places you work, who speak your language and understand your culture and business practices. They are ready to help you with expert implementations, great training, best-practice advice and local support.



inspiring talent management

There's only one way to build talent management. Your way.

Lumesse has created the industry's most functionally complete integrated talent management solutions, with intuitive, robust products that your people will love to use. Available in over 50 languages, our solutions are modular and well-integrated, allowing you to build talent processes that work the way you want to work.

Recruiting

Find and hire the very best

- **People focused:** Our talent acquisition solutions are designed with users in mind - candidates, hiring managers and HR. We help bring all these people together to support your daily recruitment challenges, improving your employer brand by creating an unbeatable candidate experience.
- **Multi-channel marketing:** Tailor your communications strategy for each recruitment channel, from social media, digital marketing and job boards to traditional print and press, while encouraging interest from less direct sources such as referrals and careers events.
- **A great candidate experience:** Create a personalised experience that leaves a lasting, positive impression. Your new web 2.0 careers site can be designed to appeal to a mass audience or specialist candidate populations.
- **Source great candidates:** Use your branded career sites, preferred-supplier recruitment agencies, job boards, outsourcing companies, or 200+ social media sites connected to Lumesse TalentLink, to attract great people. Lumesse TalentLink ensures you have all candidates in one place and helps you create global talent pools.

Onboarding

Make it great - from the very start

- **A joined-up approach:** Coordinate employment offers, contracts, and induction activities in a secure online environment, reducing the potential for errors whilst keeping administration to a minimum.
- **Get integrated:** Automated reminders help keep track of all your tasks, and integration with existing ERP, HR or payroll systems ensures a smooth process from start to finish.
- **Be compliant:** Ensure compliance with increasingly complex legislation for equal opportunity and data protection.
- **Getting started:** Build a branded online portal for new hires, with Frequently Asked Questions and the latest company news, creating a sense of belonging even before their first day.
- **Say hello:** Encourage communication and collaboration between your new hires and their future colleagues before their official start date.

HR Management

Make better HR decisions

- **Reduce costs:** Improve efficiency through a centralised database of complete employee profiles.
- **Improve accuracy:** Consolidate and analyse data from existing systems (SAP, PeopleSoft, Oracle, etc.) with standard interfaces, eliminating duplicate data entry and errors.
- **Work smarter:** Accelerate HR processes through automated workflows and task-based reminders.
- **Create visibility:** Provide managers with a snapshot of individuals and groups, across functions and locations.
- **Increase compliance:** Meet global and regional regulatory requirements.
- **Make better decisions:** Deliver more accurate information and flexible reporting.
- **Self-service:** Empower manager and employee users via advanced, secure self-service features.

Performance Management

Build a performance culture

- **Get productive:** Align individual employee, team and manager goals with cascaded organisational objectives, across functions and departments.
- **Win-Win:** Implement a flexible, intuitive review process which is simple for line managers to administer and increases employee engagement.
- **Increase adoption:** Multi-lingual, browser-based access encourages employee uptake, regardless of location.
- **Better decision-making:** Provide senior management and HR executives with both high-level overviews and drill-down information on the status and objectives of your performance process, by locations, teams and individuals.
- **The right rewards:** Identify exactly how people are performing against objectives and reward them accordingly.

Compensation Management

Smarter pay and rewards

- **Better decision-making:** Give executives an instant, global view of your organisation's compensation structure, helping make the right decisions based on accurate data.
- **Balance your salary budget:** Ensure you meet your financial obligations with better salary planning, tight budget control, and appropriate merit increases.
- **Drive high performance:** Create a compensation management strategy that links performance to reward, engaging and motivating staff at all levels.
- **Find and keep the best:** Use the latest market data and research to compare compensation across jobs, industries and locations. Benchmark your compensation to retain talented people and attract the best external talent.
- **Be fair and transparent:** Create consistency across teams and skill areas, with review processes that avoid internal or external imbalances and minimise your retention risk.

Skills & Competency Management

Develop your talent

- **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.
- **Optimise your workforce:** Use search capabilities to find the best-fit teams and people for projects and vacancies.
- **Move your talent:** Support international relocations or secondments by identifying and encouraging people with overseas ambitions to develop the skills they need to make the move.
- **Update skills:** Create needs-based recommendations for training and development measures.
- **Strategic HR planning:** Enhance leadership and vision with a comprehensive overview of all organisational talent

360 Degree Feedback

Complete your view

- **Create configurable process:** Automate processes to collect 360 degree feedback, from creating questionnaires, selecting providers and collecting feedback from internal and external stakeholders, to results analysis and individual coaching.
- **Preserve confidentiality:** Deliver anonymous, honest and unbiased feedback supported by transparent processes.
- **Be comprehensive:** Source full internal and external stakeholder feedback, including self assessments, subordinates, team members, peers, customers and management.
- **Strive for excellence:** Detailed feedback reports provide understanding of self perceptions and perceptions of others, and form the basis for tailored personal development of identified talent.

Career & Succession Planning

Look to the future

- **Manage risk:** Identify key positions or areas of the business vulnerable to future skill 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. Build a complete picture of your global talent pool across critical functions, countries and regions.
- **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 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.
- **Improve your options:** Test out 'What-if' succession scenarios which support development of effective, agreed succession plans.

Learning

Enabling the power of human potential

- **Empower your people:** Help your employees quickly find everything that is essential to sharing knowledge, learning new skills and enhancing every work day.
- **Deliver engaging learning experiences:** Create targeted blended learning programmes that include e-learning, tests and assessments, instructor-led training, or social learning.
- **Build loyalty:** Motivate your employees and secure their commitment by showing that you value them enough to invest in their future.
- **Measure success:** Monitor individual progress against benchmarks, ensuring employees, managers, HR and training teams understand key performance indicators.
- **World-class capabilities:** in Learning management, content development and management, online content delivery and custom course development.

HR Analytics

Data you can trust

- **Plan ahead:** Support long-term organisational planning with insight into the best sourcing, succession and deployment scenarios.
- **Better reporting:** Easily produce team, regional and global reports on areas such as regulatory compliance, diversity distribution, language proficiencies and skill gaps.
- **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.



About

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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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