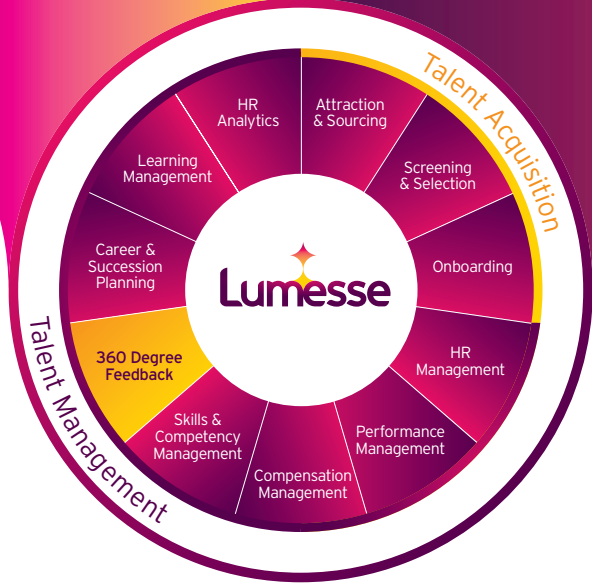




Product insight

Lumesse 360 Degree Feedback

Understand potential.
Drive change.
Improve performance.



Comparing self assessments with external perceptions from relevant stakeholders in an employee's working environment is a powerful and objective way to drive development and improve performance. Lumesse 360 Degree Feedback creates balanced, individual assessments of potential, strengths and needs, building great pipelines of experts and leaders.

Lumesse 360 Degree Feedback helps individuals become more aware of their behaviours and actions. It helps them to channel their focus on building upon personal strengths and on improving areas requiring development. Feedback is tracked via multi-sourced, confidential assessments from all relevant sources, including supervisors, peers, subordinates, partners or customers.

• Drive change:

Lumesse 360 Degree Feedback provides a fully rounded view of the strengths and needs of every individual in a clear, comprehensive and confidential manner. Balanced and reliable information fosters positive behavioural change and directly supports highly personalised development.

• Create configurable processes:

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 programmes.

• Empower people:

Support employees in selecting appropriate participants by easily selecting the feedback sources to include in 360 Degree programmes.

• Be comprehensive:

Source full internal and external feedback, including self assessments, subordinates, team members, peers, customers and management.

• Reduce complexity:

Visual aids help feedback recipients and providers ensure that reliable feedback is obtained in the easiest, most efficient way. In-context help guides users along and shows them their progress, from easily selecting appropriate feedback providers to entering and understanding feedback.

• Preserve confidentiality:

Deliver anonymous, honest and unbiased feedback supported by transparent processes.

• Strive for excellence:

Integrated analysis and reporting support feedback recipients in fully understanding their results and point them to actions to improve themselves. Detailed, easy to understand reports help to compare self-image versus the perception of others, forming the basis for tailored personal development of identified talent.

• Report clearly:

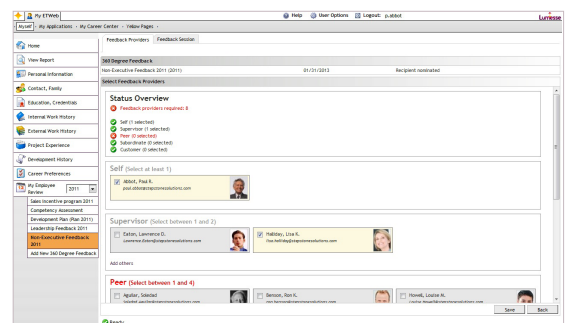
A comprehensive set of reports also enables effective planning and preparation of appraisal discussions, development planning and subsequent coaching and mentoring.

• Collaborate effectively:

Sophisticated scheduling and collaboration tools help mentors and coaches assist employees in interpreting feedback and building actionable career development plans.

• Self service:

Efficient administration via Self-Service capabilities reduces administrative overheads via automated, secure workflow processes.



Lumesse 360 Degree Feedback offers an intuitive, multi-language user experience that guides and supports all users in making the most of its extensive capabilities.



Working together

360 Degree Feedback is a key component of Lumesse Talent Management. It supports key Talent Management processes such as Career & Succession planning by identifying strengths and development needs in people who are ready for leadership positions or other critical organisational roles.

Comprehensive 360 Degree Feedback brings objectivity and clarity and helps ensure a high-performance culture with well planned development paths for talent within your organisation.

“360 Degree Feedback creates clarity and promotes objectivity in driving development and improving performance. It’s an essential tool for maximising personal performance based on feedback from multiple internal and external sources.”

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.

1,700 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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