

“ Lumesse Talent Management has given us a flexible and efficient solution that makes the absolute best of the great human potential we have within Systematic. ”

Systematic

inspiring

human potential

Solution:	Lumesse Talent Management
Product:	Lumesse ETWeb
Industry:	Software
Implementation:	Denmark (HQ), Finland, UK, US
Employees:	450

Systematic, the largest privately owned software and systems company in Denmark, develops software and solutions to support critical decision making in the areas of defence, healthcare, and intelligence and national security. Founded in 1985 its 450 employees throughout Denmark, Finland, UK and the US support a global customer base.

Systematic wanted to improve the effectiveness of its performance management process, reducing its reliance on paper-based processes with an online, automated system integrated with its ERP environment. Systematic chose Lumesse Talent Management.

Integration with the company's ERP system means all performance-related information can be gathered into a user-friendly interface, enabling quick, accurate and objective assessments.

Strong reporting tools enable the generation of reports for analysis and management reporting purposes.

A link to the training and development programmes ensures continual development of the human potential within Systematic.

“ We are delighted with our partnership with Lumesse. ”

Systematic

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Software specialist Systematic wanted to offer its 450 employees worldwide a better way to work together on HR matters, whilst reducing costs and administration overheads. HR wanted to add value to the business by broadening its service and making information easy to find.

When Systematic consolidated business units it used three different systems to support its HR processes. There was no integration and processes were labour-intensive and paper-based. This didn't support the integrated HR strategy the company wanted for its people. Many of Systematic's employees are project-based - so it's vital that a performance audit trail is kept during the project, to support new people into the project and to provide a smooth transition into other roles or projects within the organisation.

Systematic wanted a web-based solution to automate talent management for a global workforce.

“We used to work with stand-alone systems - meaning a lot of spreadsheets and manual work,” explains Janne M. Hallum, Head of Human Talent Management at Systematic. “We wanted integration into our ERP system, mainly for Finance purposes, and to make our HR processes much more efficient for staff, wherever they were.”

Systematic evaluated the market and even considered, as a software developer, writing its own solution.

In the end it chose Lumesse Talent Management as a solution that met all of its requirements. With the help of Lumesse professional consultants the implementation progressed smoothly. Lumesse ensured integration between Systematic's ERP system and the talent management solution to enable download of performance indicator data. According to Hallum: “We felt fully supported. The project management was excellent and we received really helpful advice and suggestions.”

To promote the ease-of-use the solution offered, Systematic decided to introduce it to employees gradually. Functions not needed immediately were hidden and modules were introduced as and when required by staff. “There was virtually no resistance to the introduction of the new system. The whole organisation was receptive and started seeing the benefits quickly,” says Hallum.

Fantastic outcomes

The performance management solution gives employees a clear view of their development history and goals. It guarantees continuity with a performance audit trail, even if their manager or role changes. Managers create time savings by conducting performance reviews, together with their people, in a user-friendly online interface. Having staff information at their fingertips is an asset for managers that previously had to ask for files from the HR archive. Now, staff data can be accessed at any time. It has also enabled

them to document different types of review discussions where previously only periodic performance reviews would be captured by the HR process.

Managers can now log the outcome of different dialogue types, e.g. project briefs and debriefs, disciplinary reviews, discussions and agreements around sickness, and career wishes - providing an audit trail and a rich source of data on each employee.

Within HR, the benefits are acutely felt. “Eliminating paperwork has cut our administrative overhead. Better still, we are now able to add real value to the people we work with. We help managers set and cascade goals, we provide comprehensive reports on staffing by country, business unit and even by project. The data is easy to manipulate and we also have the ability to present a graphical view of the data we have - really useful for management reports,” according to Hallum.

The solution is also closely linked with Systematic's training and development programmes and keeps track of the certification level achieved by employees, as well as the training and mentoring received.

Hallum concludes: “Having a single, accessible repository for our employee data is invaluable. In the future I would love to build on the strong foundation we have today. Introducing career and succession planning would really give us additional value.”

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.

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