Product insight

Lumesse ETWeb 11

Unlock human potential. Drive great performance. Build inspiring careers.

The people in your business will make the difference between success and failure. They are the ones that add value, drive growth and create innovation. Successful companies know how to unlock this human potential – they know that identifying, nurturing, educating, developing and rewarding great people are the keys to long-term success.

At Lumesse we understand that no two people, organisations or cultures are the same. So with Lumesse ETWeb you can have integrated talent management solutions that work the way you work, as a business, as individuals and as teams. Effective integrated talent management with Lumesse ETWeb will lead to improved employee engagement, positively impacting retention, performance, productivity, innovation and learning. And a superb user experience drives user adoption and real productivity for all your users.

Lumesse ETWeb is a fully integrated talent management solution trusted by big brands around the world. Lumesse ETWeb, 100% web-based and delivered from your own datacentre or fully hosted by us, is the product of many years' experience helping great businesses unlock their human potential.

Lumesse ETWeb provides a full range of integrated talent management capabilities, with deep, highly configurable & customisable functionality that can be adapted to your exact organisational requirements:

- HR Core
- Learning Management
- Performance Management
- Compensation Management
- Skills and Competency Management
- 360 Degree Feedback
- Career and Succession Planning
- HR Analytics

A true global enterprise talent management solution, Lumesse ETWeb combines deep business insight with a flexible, intuitive and attractive user experience to drive higher user adoption levels. The usability and user experience make it easier for employees to access, navigate and use its extensive functionality. By using components that employees know from other (social) web experiences Lumesse ETWeb feels immediately familiar.

- **Real talent intelligence:**
  Give executives, HR teams and line managers instant access to global, country and function specific talent information with powerful HR analytics and reporting.
- **Usable and accessible:**
  Intuitive and easy to access in any one of over 30 languages through a flexible, attractive user experience.
- **Interactive Talent Profile:**
  All relevant information on one page, easy-to-access, easy-to-configure and easy-to-use, supported by a new completeness indicator, drives user adoption and data quality.
- **Scalability and performance:**
  The enterprise architecture of Lumesse ETWeb allows scalability to the largest customers and most complex business processes, with low Total Cost of Ownership combined with high performance and usability.
- **Experience:**
  With more than 20 years' experience, our passion is developing effective, intuitive talent management software that people love to use.
- **Security:**
  All data is stored securely with rigorously controlled access, comprehensive user management, and configurable workflows.
- **Flexibility:**
  Suitable for specific talent processes or end-to-end talent management, and available as a stand-alone or integrated talent management solution.
- **Relevance:**
  With strong customisation and integration capabilities Lumesse ETWeb will support any type of business or HR process in complex, global organisations.
- **Compatibility:**
  Supporting the widest and latest range of MS office products and browser families.

Lumesse
inspiring talent management

A great user experience

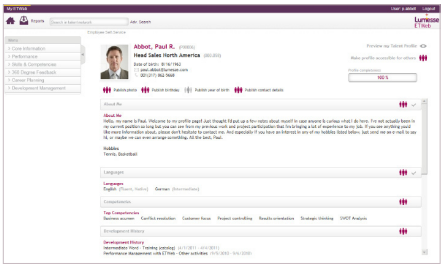
The quality of the user experience is critical in driving high adoption and real productivity in talent management, for both core (talent and HR professionals) and non-core (managers and staff) users. Lumesse ETWeb features an intuitive, attractive, familiar interface that your people will love to use, while its ability to be configured and branded to your exact requirements allows you to create a work environment to suit your business.

Naturally, Lumesse ETWeb is multi-lingual and fully internationalised to suit the needs of both global businesses and local organisational units.

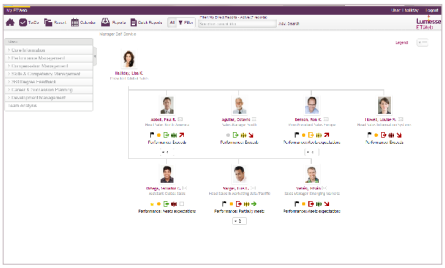
Lumesse ETWeb has a 100% web-based interface that supports the latest version of major browsers, including IE9, FireFox and Safari.

Based on a navigation and visual model that will feel familiar and intuitive to users of current web 2.0 and social media applications, Lumesse ETWeb will drive higher adoption among global users with its attractive, multi-lingual interface. Improved navigation, reporting, searching and responsiveness will all help to drive better data quality, user productivity and satisfaction.

> As a major user of Lumesse talent management technology we are pleased to see the many enhancements on the roadmap and the commitment of the company to providing choice to its customers.
>
> Merck



The configurable, interactive talent profile in Lumesse ETWeb 11 is designed to provide your people with an instant view of their most important information. It allows them to visualise their personal data and objectives and improve internal networking.



An interactive organisation chart offers an intuitive overview of your department's structure, helping managers be more productive and effective in daily tasks with detailed, configurable information views on areas such as potential, development, retention risk, bench strength, compensation, and performance.

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, educate 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

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