



Customer insight

Easy to use solution
enables Imtech to develop
its high potentials





Develop high potentials

Imtech is a decentralised international company with several offices in the Netherlands which all have their own HR system. Imtech wanted visibility into the terms of employment of their degree educated and top 150 employees within Europe.

Initially Imtech chose to implement its own system to collect and hold its employee data and terms of employment. The system was basic with a single option for reporting on an individual basis only. This system did not offer any insight into the employment terms at an international level - a pre-requisite for managers. It was clear the system could not support its needs. Imtech decided to move to a standard, off-the-shelf, web-based solution with good security and reporting features. It was also important to Imtech that it could independently manage and control the solution.

Setting the scene

Imtech N.V. is a Dutch company which has expanded across Europe over 10 years. This technical services provider in the fields of electrical engineering, ICT and mechanical engineering has 25,000 employees in over 425 offices in multiple countries. In addition to Belgium, Netherlands and Luxembourg, Imtech now has offices in Scandinavia, the United Kingdom, Spain, Germany and Eastern and Central Europe.

Inspiring solutions

In June 2008 Imtech started using Lumesse* Talent Management. "The solution and its usability fit seamlessly with our needs," says Mr. Dons, Compensation & Benefits Manager at Imtech. He explains: "The benefit of the solution is that it does not work from the salary administration but from the functions within a company. Functions and roles can be created within the solution and an organisational chart can easily be drawn from this. This is important and useful extra functionality within the solution."

Lumesse Talent Management is cost-efficient and function-rich for Imtech. Compared to the previous system, which only worked with reporting on an individual basis, this solution provides multiple reporting capabilities. It was important for Imtech that this functionality was kept. Lumesse built this option into the system to meet this requirement. Furthermore, the solution offers other simple options for reporting which can easily be exported to Excel or Word. This is especially suitable for compensation management. "When defining the compensations we use information from external agencies. To access this information we need specific data from the system.

In the past this data was taken from the files manually, but now we can create a report with the required details. This saves us weeks of work."

The solution is web-based, has different language options and works with multiple currencies, so the solution can easily be deployed in all countries. Good security was very important for Imtech because the system holds sensitive information. Lumesse offered to deliver the solution on-premises and allow Imtech to operate it itself. This also provides security for users as Imtech can determine access and viewing rights for employees.

The talent management solution enables users to easily and simply create a digital employee file. Because it is web-based, users have access to the system from any location. "We now have a clear overview of the most highly educated employees. We can create a separate personalised file for each employee with the addition of pictures and resumes." Imtech is very pleased with this extra functionality within the system. There's also a testing area which can be used for practising. The management development element of the system was reviewed beforehand which proved very helpful.

“The solution is simple and pragmatic, it matches Imtech as a company and contributes to our vision. It fits my philosophy.”

Imtech

Fantastic outcomes

For Imtech the new reporting features and centralised views of the terms of employment are very valuable. Before, data had to be requested for one person at a time and everything was imported into the system manually. With Lumesse Talent Management new information can be input easily and, with a click, data summaries can be created or exported to Word or PowerPoint saving a sizeable amount of time and work for Imtech.

“Lumesse has guided us well during the implementation phase at Imtech in the Netherlands. They looked at our requirements and demands, and functionalities were built in where needed. Lumesse made sure that all the data from the previous system was maintained. The implementation was structured and smooth. The entire implementation took a couple of months as the data from all divisions and systems had to be converted to the talent management solution.”

After the implementation Imtech realised that the solution had much more to offer. For example, Imtech could now also register and monitor its high potentials and offer opportunities for career and succession planning.

This presents good options for Imtech to expand the solution further in the future.

“The solution is simple and pragmatic, it matches Imtech as a company and contributes to our vision. It fits my philosophy,” says Mr. Dons, Compensation & Benefits Manager, Imtech.



In brief

Solution: Talent Management
• Compensation Management

Industry: Technology

Country: The Netherlands

Employees: 25,000

Imtech is a decentralised company with several operations in Europe. It wanted insight into the employment terms for its degree-educated employees. In particular visibility of the top 150 employees in Europe and its Dutch managers was of a great importance to Imtech.

With Lumesse Talent Management Imtech is able to create a clear overview of its employees and their terms of employment. Imtech wanted a complete, off-the-shelf solution with good usability, robust security features and the ability to implement on an international scale.

Because the system is easy to use, language independent and supports multiple currencies the solution can be used without training, even for international users. The standard reporting capabilities are both comprehensive and very easy to use. With just a few clicks extensive employee details can be exported, providing a time reduction of several weeks.

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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