



## Customer insight

Talent management solution  
provides insight into company's  
most valued asset:  
its employees





# insight

into company's  
most valued asset

**Tubacex needed an immediate solution in Spain to help manage its executive talent. In addition, several initiatives were ongoing in the areas of competencies and people management - it was clear the optimum solution would need a long term plan which could be deployed internationally and supported by a vendor that had local references, a local presence and could ensure success.**

## Setting the scene

Tubacex, S.A. is an industrial Group founded in 1963, dedicated to the manufacture and sale of special, seamless, stainless steel tubes, exporting to over 60 countries worldwide. Total sales have made Tubacex into the second largest global producer.

The Head Office is located in Llodio (Alava), Spain. Additional branches are present in Austria and the USA with subsidiaries in Italy, France, Holland, Germany, Poland, Czech Republic, Hungary, Canada, China, Brazil, Dubai and Russia.

The Tubacex Group workforce totals about 2000 employees. The main clients of the Tubacex Group belong to the oil, manufacturing, food producing, aircraft, nuclear and capital goods industries.

## Inspiring solutions

Tubacex searched the market and selected Lumesse\* and Audalia (a local Lumesse partner) because of their successful track records. According to Virginia Acasuso, People Development Officer of Tubacex: "This has been a long running project with parallel workstreams. We have focused on the theoretical development of a talent management model, whilst looking at the practical requirements for automation and ongoing employee support."

She adds, "When I say 'long' I refer to the time dedicated to development and setting things in motion, not lack of commitment- on the contrary, for us this is a strategic project and we have developed it with a huge amount of dedicated support from all parties."

The first phase of the project was for Tubacex to define the processes it wanted to implement through Lumesse Talent Management. Once the model was agreed the company mapped key competencies against the existing executive profiles in the organisation and created development plans which focused on the weakest of these competencies. Concurrently, employee data was loaded for 1,200 employees which gave Tubacex a unique repository for all Spanish employee information. Additionally the creation of career and development plans, linked to core competencies, meant the system could 'advise' and support the creation of actions plans, thus providing a more nurturing environment for every employee.

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Tubacex

## Fantastic outcomes

Tubacex is live with Lumesse Talent Management and is able to provide real-time information in a fast and user-friendly environment. This easy access and availability has created an improved sense of well being among the employees. “We have worked hard with the Lumesse-Audalia team on the development of the application and are now in the roll-out phase across the organisation, with many briefing sessions and detailed training workshops”, says Virginia. “This phase is crucial as all the company’s talent will have self-service access in the few next months. This will allow them to evaluate their subordinates, conduct self evaluations, request actions, find curriculum information and much more. The solution is also expected to be of great benefit to our executives as it will help them to better define our employee development strategy.”

Once the system is fully functional on a worldwide basis Tubacex will have the ability to evaluate its entire workforce.

Virginia comments on this goal: “We need complete visibility of our talent, namely access to all the information on each of our key professionals and a global view across all the businesses of the Group regardless of geography.” She adds, “The knowledge of Lumesse and Audalia is key given their extensive experience with multinational companies and talent processes. These are the foundation for this type of project.” She concludes by saying, “The Lumesse solution has facilitated our talent management processes considerably. The system has proved to be very flexible and adaptable. We like to say that we have a tool with the heart of Lumesse Talent Management, but with the soul of Tubacex!”



## In brief

**Solution:** Talent Management

- HR Management
- Skills & Competency Management
- Learning Management

**Industry:** Manufacturing

**Country:** Worldwide

**Employees:** 2,000

Tubacex needed a solution for the strategic talent management of employees. It would need to support operations in 60 countries, to serve as a central repository of all integrated information, and to provide enough flexibility for its own unique processes and reporting requirements.

Lumesse and its partner Audalia have provided a global repository for all employee information along with a competency catalogue ensuring targeted development plans for employee development and

a comprehensive view across diverse geographies and business units for maximum employee productivity. Self-service, flexible reporting and online real-time access have put information into the hands of all employees.

Tubacex, as a successful global company, has gained access and visibility into its most valued asset: its employees, and has created an environment of information sharing and employee development that supports continued success in the future.

## 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](http://www.lumesse.com/get-in-touch)



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