



Solutions overview

Inspiring talent
management



Inspiring talent management

Intuitive technology that people love to use

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 multicultural background and presence means we understand how to deliver talent management software that works 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.

Our passion is intuitive technology that people love to use, creating fantastic outcomes and inspiring careers. We deliver integrated talent management solutions as SaaS (Software-as-a-Service) from secure datacentres worldwide. And analysts at Gartner and Bersin & Associates rank our solutions among the industry's best.

Great technology is important. People make the difference.

From our multicultural background and presence we know that even countries that share a border can be hugely different. That's why we have experienced teams available around the world, in the places you work, who speak your language and understand your culture and business practices. They are ready to help you with expert implementations, great training, best-practice advice and local support.

inspiring
talent
 management

There's only one way to build talent management. Your way.

Lumesse has created the industry's most functionally complete talent management and talent acquisition solution, with intuitive, robust products that your people will love to use. Available in over 50 languages, our solutions are modular and well-integrated, allowing you to build talent processes that work the way you want to work.



Attraction & Sourcing

Find and hire the very best

- **A great candidate experience:** Create a personalised experience that leaves a lasting, positive impression. Your careers site can be designed to appeal to a mass audience or specialist candidate populations.
- **Multi-channel marketing:** Tailor your communications strategy for each recruitment channel, from social media and digital marketing to traditional print and press, while encouraging interest from sources such as referrals and careers events.
- **Focus resource where it matters:** Easily create a library of personalised templates for candidate communications and post jobs on external channels. By streamlining your communications, you'll be able to spend your valuable time where it matters most.
- **Better results:** Monitor the results of all your talent sourcing activities, so that messages can be refined or resources switched to achieve greater impact and attract better quality candidates.

Screening & Selection

Save time and improve candidate quality

- **First impressions count:** Bring objectivity, speed and transparency to your recruitment processes, improving the candidate experience and reducing the chances of counter-offers.
- **Quality not quantity:** HR and line-managers can reduce the time they spend interviewing, by identifying and fast-tracking those candidates who meet or exceed pre-defined hiring criteria.
- **Working together:** With all stakeholders working together through one system, interview times can be easily booked and feedback forms are visible to all.
- **Boost your talent pipeline:** Ensure that good candidates, who may not be right for a position today, are not discounted for a potential position tomorrow.
- **Focus efforts:** Keep the administrative tasks associated with response handling, diversity monitoring, interview management and assessment to a minimum, freeing up time to focus on what matters - spending time with the best candidates.

Onboarding

Make it great – from the very start

- **A joined-up approach:** Coordinate employment offers, contracts, and induction activities in a secure online environment, reducing the potential for errors whilst keeping administration to a minimum.
- **Get integrated:** Automated reminders help keep track of all your tasks, and integration with existing ERP, HR or payroll systems ensures a smooth process from start to finish.
- **Be compliant:** Ensure compliance with increasingly complex legislation for equal opportunity and data protection.
- **Getting started:** Build a branded online portal for new hires, with Frequently Asked Questions and the latest company news, creating a sense of belonging even before their first day.
- **Say hello:** Encourage communication and collaboration between your new hires and their future colleagues, before their official start date.

HR Management

Make better HR decisions

- Reduce costs and improve efficiency through a centralised database of complete employee profiles.
- Acquire data from existing systems (SAP, PeopleSoft, Oracle, etc.) with standard interfaces.
- Accelerate HR processes through automated workflows and task-based reminders.
- Provide managers with a snapshot of individuals and groups, across functions and locations.
- Increase compliance with global and regional regulatory requirements.
- Make better decisions with more accurate information and flexible reporting.
- Empower manager and employee users via advanced, secure self-service features.

Performance Management

Build a performance culture

- **Get productive:** Align individual employee, team and manager goals with cascaded organisational objectives, across functions and departments.
- **Win-Win:** Implement a flexible, intuitive review process which is simple for line managers to administer and increases employee engagement.
- **Increase adoption:** Multi-lingual, browser-based access encourages employee uptake, regardless of location.
- **Better decision-making:** Provide senior management and HR executives with both high-level overviews and drill-down information on the status and objectives of your performance process, by locations, teams and individuals.
- **The right rewards:** Identify exactly how people are performing against objectives and reward them accordingly.

360 degree feedback

Complete your view

- **Get productive:** 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.
- **Preserve confidentiality:** Deliver anonymous, honest and unbiased feedback supported by transparent processes.
- **Be comprehensive:** Source full internal and external stakeholder feedback, including self assessments, subordinates, team members, and management.
- **Focus on the best:** Detailed feedback reports provide understanding of self perceptions and perceptions of others, and form the basis for tailored personal development of identified talent.

Compensation Management

Smarter pay and rewards

- **Better decision-making:** Give executives an instant, global view of your organisation's compensation structure, helping make the right decisions based on accurate data.
- **Balance your salary budget:** Ensure you meet your financial obligations with better salary planning, tight budget control, and appropriate merit increases.
- **Drive high performance:** Create a compensation management strategy that links performance to reward, engaging and motivating staff at all levels.
- **Find and keep the best:** Use the latest market data and research to compare compensation across jobs, industries and locations. Benchmark your compensation to retain talented people and attract the best external talent.
- **Be fair and transparent:** Create consistency across teams and skill areas, with review processes that avoid internal or external imbalances and minimise your retention risk.

Skills & Competency Management

Develop your talent

- **Locate your talent:** Identify employees with relevant or transferable skills, qualifications and experience, using powerful search technology that integrates with other HR systems.
- **Create flexible, customised profiles:** Build your own competency models or leverage 400 pre-defined competencies in 18 core areas, allowing you to easily profile key current and future roles.
- **Identify skill gaps:** Plan intelligently for promotions, internal mobility and business growth by identifying future skill gaps.
- **Move your talent:** Support international relocations or secondments by identifying and encouraging people with overseas ambitions to develop the skills they need to make the move.
- **Optimise your workforce:** Use search capabilities to find the best-fit teams and people for projects and vacancies.
- **Update skills:** Create needs-based recommendations for training and development measures.
- **Strategic HR planning:** Enhance leadership and vision with a comprehensive overview of all organisational talent

Career & Succession Planning

Look to the future

- **Manage risk:** Identify key positions or areas of the business vulnerable to future skill gaps and work towards low attrition to ensure minimum disruption and risk.
- **Increase visibility:** Support management decision-making by supplying detailed information on key positions and potential successors. Build a complete picture of your global talent pool across critical functions, countries and regions.
- **An internal view:** Reduce your dependence on hiring external talent by identifying and developing internal successors.
- **A simpler process:** Maintain a real-time organisational view of individual career histories and current readiness, and proactively identify potential gaps in bench strength.
- **Empower and engage:** Keep your people motivated and challenged through their personal development and individual career plans.
- **Improve your options:** Test out 'What-if' succession scenarios which support development of effective, agreed succession plans.

Learning Management

Keep your people learning

- **Empower your people:** Self-managing a personal development plan allows your people to select courses that match identified training needs.
- **Build loyalty:** Motivate your employees and secure their commitment by showing that you value them enough to invest in their future.
- **Measure success:** Monitor individual progress against benchmarks, ensuring employees, managers, HR and training teams understand key performance indicators.
- **Streamline the process:** Reduce administrative effort with workflow management for scheduling and automated correspondence, improve cost and quality control, and manage budgets through cost centre expense allocation.

HR Analytics

Data you can trust

- **Plan ahead:** Support long-term organisational planning with insight into the best sourcing, succession and deployment scenarios.
- **Work smarter:** Equip teams to make smart decisions around hiring, promotion and pay, with access to a broad metric and KPI library for all talent management areas.
- **Work faster:** Embedded analytics and automated alerts guide managers to quick adjustments and continuous improvements.
- **A complete picture:** Effortlessly produce informative organisation charts based on your existing data, or review the talent pipeline for a specific position.
- **Flexible, pre-built reports:** Benefit from best-practice, configurable reports on issues such as Potential against Performance or Performance against Retention.
- **Support decision-making:** View details of specific groups or individual employees, while the system automatically correlates data and recommends critical actions and next steps.
- **Visualise your data:** Graphical views allow you to highlight successes and potential issues at a global or regional level via an interactive map.

Contact

Hong Kong +852 28 15 34 56, hk@lumesse.com
Malaysia +6012 334 5045, my@lumesse.com
Shanghai +86 21 6258 6618, cn@lumesse.com
Singapore +65 6720 0680, sg@lumesse.com

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



© Lumesse AS All rights reserved. Unless explicitly permitted by Lumesse AS or by applicable copyright law, no part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording, or otherwise.