Lawson Talent Management

Imagine Knowing:

Which employees have the highest potential…
how to recruit more talent like them.
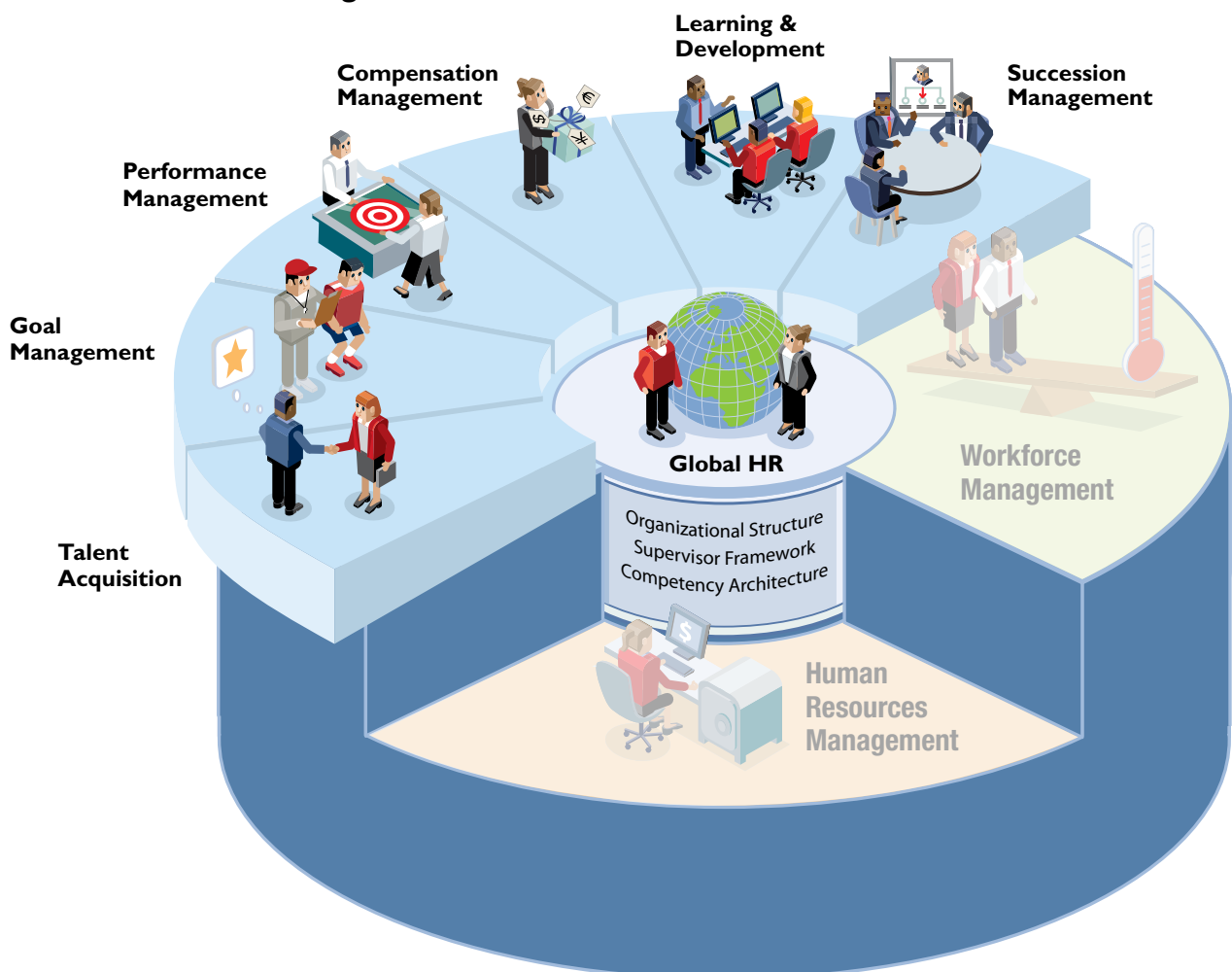
Imagine Understanding:

Which employees are a flight risk…
how your compensation plans could enhance employee retention.

Lawson Best-of-Suite Talent Management Solution With World-Class HR Delivers Answers

Lawson Talent Management, one of three suites within the Strategic Human Capital Management System, delivers transformational tools designed to help you link together people, strategy, and execution. The only best-of-suite talent management solution integrated with core human resources applications, Lawson Talent Management provides you with valuable insight into workforce talent.

Lawson Talent Management helps deliver actionable information about your people in support of business strategy — while allowing you to work in your preferred technology space, such as Microsoft Outlook, rather than in the actual application. You gain a full view into all aspects of your workforce, positioning you to make informed decisions that can help maximize the value of your most important asset — your people.

Lawson Talent Management

Compensation Management

Learning & Development

Succession Management

Performance Management

Goal Management

Talent Acquisition

Global HR

Organizational Structure
Supervisor Framework
Competency Architecture

Workforce Management

Human Resources Management

One Integrated System

Full integration is "horizontal" within the Lawson Talent Management Suite, with interconnectedness among other software system applications. It is "vertical" where a change at one point of entry into Lawson Talent Management permeates throughout the entire suite and its applications.

Lawson Talent Management is made up of the following seven applications, which are strong on their own, but derive their power from full, horizontal and vertical integration.

Lawson Global Human Resources

Assists a human resource department in managing and maintaining core aspects of ever-changing global and contingent workforces, including country-specific attributes.

As shown in the preceding diagram, Lawson Global Human Resources is the centerpiece of Lawson Talent Management. Its infrastructure helps an organization simplify key human resources processes, and can support highly complex, multi-national and matrixed organizations with ease. Features include:

- Flexible organizational structure, with unlimited levels and an independent entity legal structure

- Supervisory structure to automate workflows and approvals

- A global employee record, with optional employment contract management and flexible employment status definitions, such as contractor, volunteer, etc.

- Robust, profile-based jobs and positions, with embedded potential successor and country-specific details

- Dynamic, self-maintaining employee groupings that facilitate process automation

- Integrated skill and competency repository that streamlines talent management functions, provides consistent talent profiles across the entire suite, and can manage a range of third-party content

Lawson Talent Acquisition

Helps you beat the competition to top talent

Lawson Talent Acquisition arms hiring managers, recruiters and others involved in recruitment activities to strategically acquire top-quality talent. Use the tool to define your workforce needs, tap into appropriate job-candidate sources, efficiently communicate offers and contracts, and effectively manage data about current and potential talent. Once you have selected your top talent, you may also expedite their on-boarding process by leveraging functionality for all employee transitions. As a result, your new and existing employees are better equipped to quickly and productively perform in their new roles. Additional Lawson Talent Acquisition features include:

- Simplified candidate search, registration and profile creation, including resume/CV upload and resume/CV builder

- Flexible sourcing with links to networking tools, job boards, searches, and agencies

- Facilitation of all candidate events, such as visual presentation of recruitment and selection activity status, correspondence management, transition activities and tracking of costs

- Enhanced on-boarding for all new and existing employees from the time of hire through the performance appraisal process

- Requisition management to leverage core human resource data, such as job/position details, compensation structures, and competency requirements by default when you create, approve, and route job requirements

Goal Management

Align employee goals with business objectives

Lawson Goal Management gives you the ability to align employee goals directly with business objectives. You will begin to understand exactly how each employee impacts the overall success of your organization. Best of all, you poise your employees to achieve measurable, relevant results. Lawson Goal Management also makes it possible for employees to understand how they impact organizational success and helps you boost goal initiative, buy-in and, ultimately, results.

- Cascade goals down through the organization

- Align goals by classifying them by category and type within the organization

- List specific personal activities under each goal, assign weights to goals, and link goals to activities according to priority

- View how employees are aligned with organizational goals and what they are doing to achieve their goals

- Understand how individual employees are impacting overall success by aligning their goals with business objectives

Lawson Performance Management

Evaluate and measure workforce performance. This application is designed to help an organization recognize, retain, and reward top performers while reducing attrition and flight risk.

Lawson Performance Management allows you to create and deploy standardized, online performance appraisal forms with clearly defined evaluation scales — helping to facilitate a thorough, objective review for every employee. In addition, Lawson Performance Management:

- Helps supervisors manage, develop, and retain their best people
- Reveals where the talent is within your organization, who the top performers are, when personal and organizational goals are reached, and what behaviors make people succeed

  - Matches employee competency profiles to job success profiles

  - Analyzes gaps of skills for particular positions and jobs

- Allows you to tailor 360-degree appraisals to automatically flow through areas, groups, or positions within the organization you define, according to an unlimited schedule, and assign weights to individual sections of a review
- Shows individual performance review status and overall organizational unit scorecard on a management dashboard

Lawson Compensation Management

Maintain pay levels that current, prospective, and contingent employees expect. Simultaneously manage payroll costs.

The Lawson Compensation Management application offers highly efficient capabilities for managing an employee's total compensation, including pay-for-performance, salary planning and administration, and reporting and analytics. The solution helps you:

• Award compensation increases such as merit or promotions by creating a budget, establishing award guidelines, and making the awarding process simple for the management team

• Perform comprehensive incentive compensation administration, including pay-plan definition, rules automation, eligibility determination, and automated payout functionality

• Manage salary structures and step-and-grade progressions to ensure pay equity in the workforce based on current market information

Lawson Succession Management

Set up organizational plans to backfill vacancies. Receive alerts when employees are either ready for progression, or at risk of leaving.

Lawson Succession Management operates with a visually appealing, intuitive user interface for managing current and prospective employees, including:

• "Always on" listings of target job succession candidates

• High-potential designations at successor level

• Visual gap analysis of talent profiles

As a result, you not only gain the ability to recognize performers and source candidates like them, but also to graphically see how the process is working for the organization.

Lawson Learning and Development

Design training plans based upon employee, management, and strategic planning inputs that meet development objectives and requirements.

Lawson Learning and Development helps you link training and other development activities to resulting competencies and skills. As a result, employees have a motivating line of sight to future career opportunities, with access to:

• Role-based training functionality for administrators, instructors, managers, and employees

• Employee development plans, which are linked to training and other activities

• Automated skill and competency achievement, based on training results

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Rich-Client Experience, Thin-Client Advantages

The full Lawson Talent Management Suite has been designed to operate with a visually appealing, intuitive, Smart Office user interface. Information is maintained on a server, yet retains user-specific customization upon logging on, empowering users with the resources and tools they need to achieve improved productivity.

Inline Analytics and Reporting

You may access information within the Lawson Talent Management Suite as soon as it has been entered into the system. Its inline analytics allow you to:

• View information graphically

• Take action on the data from the view

• Transform graph and list data to PDF and Excel reports with a single click — anytime, anywhere — without any third-party software

Lawson Talent Management Provides Choice

Lawson Talent Management offers you choice. Choice of deployment models, choice of pricing models and choice of applications. Lawson understands that customers want to choose how they license our software (perpetual or subscription pricing), where they deploy it (via Software-as-a-Service (SaaS) or on premise) and which applications in Talent Management they buy (and when). With Lawson the choice is yours.

Lawson Strategic Human Capital Management

The Lawson Strategic Human Capital Management System includes three Lawson suites: Talent Management, Human Resource Management, and Workforce Management. Each suite comes with robust applications you can use to strategically manage your workforce.

**For more information about Lawson Talent Management solutions, call
1-800-477-1357, direct at +1-651-767-7000, international at +46 8 5552 5000.**