



Statement of Direction

Global Talent Management

Lawson has never been more committed to delivering a leading Human Capital Management solution to the global marketplace. With Lawson's new pattern-based development tools and methodology, a new generation of Human Capital Management products is being created to help address the needs of increasingly global enterprises.

Lawson plans to extend the Human Capital Management suite to deliver a strategic Global Talent Management System. The offering will include a flexible, extensible organizational structure, an improved global employee record, enhanced training management with assessments, dynamic employee groups and a flexible event-driven occurrence management, similar to Personnel Actions. In addition, the solution will feature new job, position and assignment records, contingent workforce management, and the ability to work with the talent acquisition, on-boarding and incentive-based compensation management systems that are currently in development. The proposed Global Talent Management suite will build upon the solid functionality of our core Human Capital and Lawson Performance Management solutions and will provide more efficient capabilities to work together with Lawson Business Intelligence, as well as increased levels of configurability, based on foundational technology improvements.

This statement of direction has two important goals:

1. To provide our customers with prompt communication about upcoming product offerings and
2. To simplify your planning process with opportunities to participate in and budget for future projects.

This statement will not indicate specific release dates, nor is it intended to be a comprehensive and final list of future functionality.

Project Overview

- Lawson has been working with several lead adopter customers to complete the design and validation phase of the project.
- Beta site implementations for Global Talent Management are planned to validate functionality and system usability.
- Lawson plans to hold periodic usability labs with customers, non-customers and Lawson employees. The objective of these sessions is to finalize user interface and functionality prior to release.

Planned Features – Development Goals of Global Talent Management

This document outlines Lawson's current vision for this project. This vision could and may change during the development cycle of this project and, as a result, Lawson cannot and does not make a commitment to develop the specific features listed below.

NOTE: For additional details on the upcoming Lawson products, please click on the last three bullets below:

- Flexible organizational structure and multiple reporting structure capabilities
- New global employee/contingent worker record with global employment contract management
- Streamlined job and position management
- Dynamic self-maintaining employee groupings to facilitate process automation
- Goal, Performance and Compensation Management to support pay for performance initiatives
- Talent Acquisition with resume parsing, role-based interfaces and process-driven on-boarding
- Performance Management including goal setting, appraisals, competency checklists and rich behavioral model content
- Total Compensation Management with variable and incentive-based pay

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