

Educos*VISION*[®]

Do you have a clear vision
of your Human Resources?



Boosting your human resources through smart technology

'An investment in knowledge always pays the best interest.' Benjamin Franklin

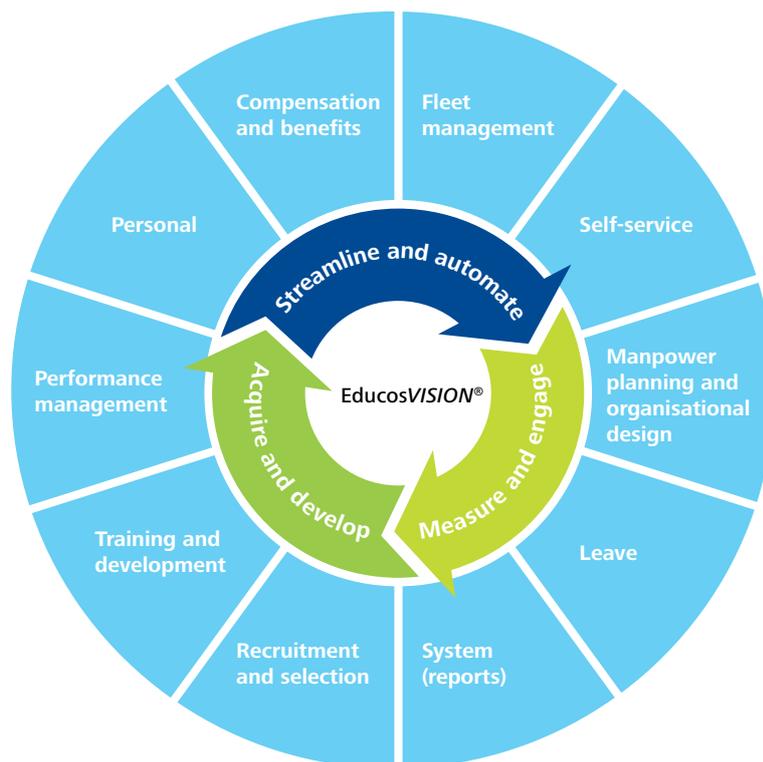
Because of the high expectations being placed on effective management of people, there is an increasing need for integrated, seamless HR Information Systems (HRIS) – such as EducosVISION®.

EducosVISION® is not only an invaluable management tool to assist you with all aspects of managing your human capital effectively, but also an expert, web-enabled, flexible and customisable system that uses

the latest technology and its unique framework to offer the full integration required by HR professionals to increase their work's value.

EducosVISION® is the proven culmination of many years of development effort and the application of extensive technical expertise, combined with Deloitte's outstanding consultancy experience, notably in HR transformation and IT implementation projects.

EducosVISION® is a modular, web-enabled IT solution based on an integrated view of HR. It provides you with 10 modules to manage the various fields of your firm's HR efficiently.



Deloitte's one-stop-shop

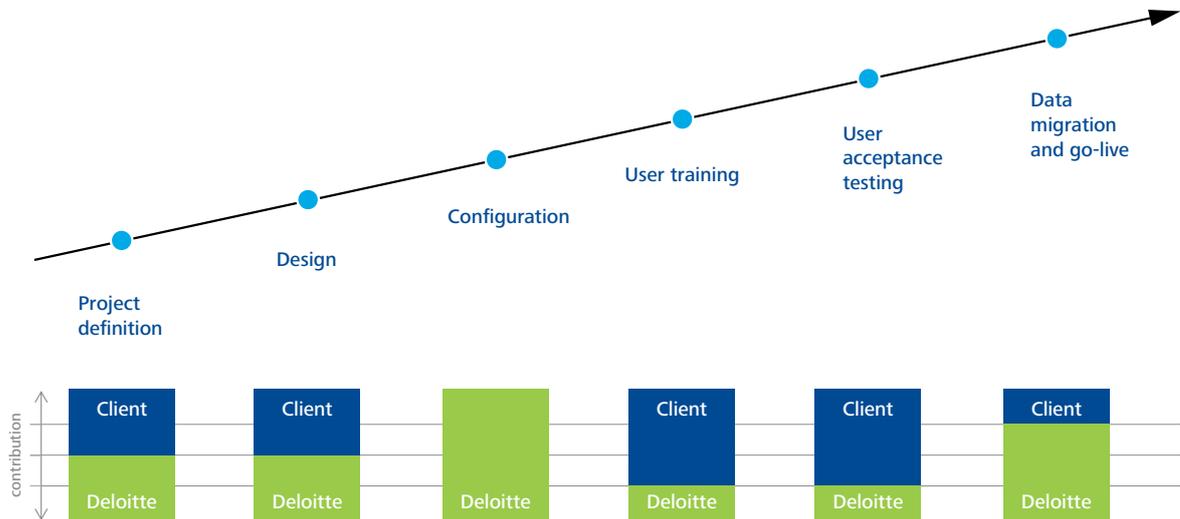
From design to implementation and maintenance

The EducosVISION® team reflects the strength of the multidisciplinary approach of Deloitte, and more specifically of its Advisory and Consulting Group (ACG).

By merging our leading skills in human resources, business and IT consulting, we are able to provide you with a streamlined HRIS solution, which is tailored to suit your specific HR business and technical needs. We deliver all related services, from to design to implementation, roll-out, training and maintenance of EducosVISION®.

Deloitte recommends a phased and incremental implementation approach, starting with the modules supporting the core processes (e.g. system and personnel modules). Other modules can then be added based on your firm's requirements. As the EducosVISION® modules are easy to interface with existing HR point solutions and applications, you will receive a system that suits your business needs, priorities and budget.

Deploying EducosVISION®: Project phases and client involvement



Streamline and automate

Do more with less

60% to 80% of the HR function is tied to repetitive administrative tasks. Much of this time is spent answering employee and manager questions and gathering information for reports, taking HR professionals away from added-value activities and programmes with impact on the firm's competitiveness.

Compounding this issue, research shows that up to 20% of the data that HR departments have on their employees is incorrect or out of date. Errors and oversights can leave organisations open to significant liabilities due to the complexity of modern business and government regulations.

As pressure for efficiency increases, so does demand for leveraging HR technology to automate administrative tasks, streamline processes and ensure data quality and reliability.



EducosVISION®

- Speeds up and streamlines traditionally labour intensive and manual HR functions, through automated processes configured into its framework, also offering automatic alerts and tracking functions
- Optimises transaction processing with quicker turn-around times, making data capture more efficient
- Ensures security, confidentiality and reliability of data and transactions
- Provides employees with access to valuable information via Self-Service, further reducing the administrative burden of HR professionals



Measure and engage

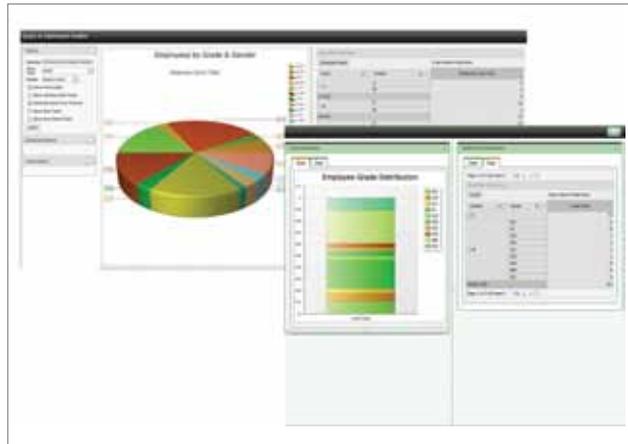
Add value from within

Over 30% of HR administrative work consists of filling in reports, often carrying incomplete information and taking a long time to extract and update.

A HR function aiming to become a real business partner to its line management needs to have a clear perspective on human capital performance and be able to integrate HR data in the decision making process.

The definition of KPIs is a vital step to this approach, allowing matching metrics with business objectives. Making these directly accessible to managers, via dashboards or reporting, is then paramount to encompass the business partnership.

Engaging managers through carefully designed and secure self-service, allows for a more effective involvement in all of the HR processes, giving time to the HR professionals to develop a more qualitative support.



EducosVISION®

- Provides the infrastructure to analyse and interpret data into meaningful information and present it via sophisticated dashboards allowing access to information in an accurate, complete, flexible and reliable way
- Can easily import and export information from and to third party IT systems, such as payroll providers or time management applications, allowing for consolidated reporting
- Offers sophisticated report writing capabilities: it comes with hundreds of standard reports and can easily be customised to produce specific reports also available via email
- Empowers Managers, implicating them into HR processes, through its user-friendly Self-Service tools



Acquire and develop

Grow your inner talent

66% of HR managers worldwide believe that talent management is the key driver of sustainable growth for today's organisations.

Being able to manage talent across the organisation from the recruiting phase through all their growth steps is vital to be able to endure future growth.

Attracting, developing and retaining are the key steps in this challenge. Research shows that many companies are still struggling to have efficient search tools for selection.

Development activities are often far apart from the business reality because long-term planning does not involve managers. And retention is often challenged by the fact that information about talent is not readily available across the whole organisation.

Competencies and a consistent organisational design are at the heart of any talent management effort. And a system needs to be put in place to manage all the information coming from so many different sources across the whole Talent Pipeline.

Competency Gap Analysis
As At: 21 Nov 2011

Employee	Type	Required	Actual	Mark
1		1	1	Yes
2		2	2	Yes
3		3	3	Yes
4		4	4	Yes
5		5	5	Yes
6		6	6	Yes
7		7	7	Yes
8		8	8	Yes
9		9	9	Yes
10		10	10	Yes
11		11	11	Yes
12		12	12	Yes
13		13	13	Yes
14		14	14	Yes
15		15	15	Yes
16		16	16	Yes
17		17	17	Yes
18		18	18	Yes
19		19	19	Yes
20		20	20	Yes
21		21	21	Yes
22		22	22	Yes
23		23	23	Yes
24		24	24	Yes
25		25	25	Yes
26		26	26	Yes
27		27	27	Yes
28		28	28	Yes
29		29	29	Yes
30		30	30	Yes
31		31	31	Yes
32		32	32	Yes
33		33	33	Yes
34		34	34	Yes
35		35	35	Yes
36		36	36	Yes
37		37	37	Yes
38		38	38	Yes
39		39	39	Yes
40		40	40	Yes
41		41	41	Yes
42		42	42	Yes
43		43	43	Yes
44		44	44	Yes
45		45	45	Yes
46		46	46	Yes
47		47	47	Yes
48		48	48	Yes
49		49	49	Yes
50		50	50	Yes
51		51	51	Yes
52		52	52	Yes
53		53	53	Yes
54		54	54	Yes
55		55	55	Yes
56		56	56	Yes
57		57	57	Yes
58		58	58	Yes
59		59	59	Yes
60		60	60	Yes
61		61	61	Yes
62		62	62	Yes
63		63	63	Yes
64		64	64	Yes
65		65	65	Yes
66		66	66	Yes
67		67	67	Yes
68		68	68	Yes
69		69	69	Yes
70		70	70	Yes
71		71	71	Yes
72		72	72	Yes
73		73	73	Yes
74		74	74	Yes
75		75	75	Yes
76		76	76	Yes
77		77	77	Yes
78		78	78	Yes
79		79	79	Yes
80		80	80	Yes
81		81	81	Yes
82		82	82	Yes
83		83	83	Yes
84		84	84	Yes
85		85	85	Yes
86		86	86	Yes
87		87	87	Yes
88		88	88	Yes
89		89	89	Yes
90		90	90	Yes
91		91	91	Yes
92		92	92	Yes
93		93	93	Yes
94		94	94	Yes
95		95	95	Yes
96		96	96	Yes
97		97	97	Yes
98		98	98	Yes
99		99	99	Yes
100		100	100	Yes

EducoVISION®

- Integrates talent management processes end-to end, from recruiting to succession planning, including training, performance management and career development, with a clear focus on competencies
- Is rapidly scalable and can be easily interface with legacy systems or third party solutions, leveraging consistency of information across the organisation
- Through its self-service, line managers are directly involved in the talent process, making it possible for faster and more timely decisions scoping the entire organisation
- Offers a progressive, modular implementation linked to business objectives, while keeping the consistency of the approach intact

2. Fiche par catégorie de projets de formation
- la fiche automatiquement par base des données existantes, vérifiez dans le tableau ci-dessous à la catégorie

2.1 Catégorie de projet LANGUES N°: 1

2.2 Type de formation voir tableau annexe

Lieu de déroulement de la formation voir tableau annexe
 Durée en heures de la formation voir tableau annexe
 Nombre total d'heures de formation
 - durée en heures de la formation x nombre de participants 32

2.3 Participants à la formation

Département / Direction	
Cadre(s)	
Statut(s) (CARTOON/CDDP / autre) voir tableau annexe	
Statut(s) sans qualification	
Total	

Prise de catering y compris les charges patronales	...
TOTAL, (Prise de déplacement / d'hébergement et de restauration)	...
3.2 Frais Normalisés(externes) / organisation(s) de formation ou fournisseurs Normalisés	
Facture(s) (électre) par (s) formation(s) / Frais d'impression / Autres	3,333 33
3.3 Frais Normalisés(externes)	
Prise de catering y compris les charges patronales	409 28
TOTAL, (Prise de déplacement / d'hébergement et de restauration)	...
Frais de prise en charge pédagogique	99 32
3.4 Autres frais	
Frais de locaux locaux / aménagement	29 57
Frais de matériel pédagogique (cibler / aménagement)	...
3.5 Service de accompagnement complémentaire	
Programme européen / Auto complémentaire de l'Etat	
Total de la catégorie de projets	3,836 54

Easy to use. Easy to interface. Easy to implement.

Quick wins with EducosVISION®

The top benefits that our clients mention are:

- *One-stop solution:* it can provide you with a complete and comprehensive solution with no need to implement any additional technology tools
- *Modular:* whether fully implemented 'off the shelf' or by selecting individual modules, it adapts with the organisation's specific need
- *Customisable:* system processes are adapted to your organisation and not vice versa
- *Scalable:* system can easily grow with your organisation without the need for excessive up-front investments
- *Open design:* system allows to easily interface and seamless integration with existing IT systems and applications, such as time management accounting and payroll, whether in-house or externally run
- *Affordable:* fast return on investment of only 6-18 months
- *Rapid implementation:* 3 to 6 months according to modules in scope
- *Always up-to-date:* system upgrades are implemented with minimum disruption to your organisation, because of the ease with which the system is maintained and upgraded
- *Ease of maintenance:* the system can be easily implemented on business standard platforms, with basic knowledge required from your IT structure to maintain its functionalities
- *Fully Localised:* multi-language support and full compliance with Luxembourg legislation



Contacts

Advisory and Consulting



Filip Gilbert

Partner
Operations and Human Capital
+352 451 452 743
fgilbert@deloitte.lu



Sergio Caredda

Manager
Operations and Human Capital
+352 451 454 734
scareda@deloitte.lu



Basil Sommerfeld

Partner
Operations and Human Capital
+352 451 452 646
bsommerfeld@deloitte.lu



Joël Vanoverschelde

Partner
Technology and Enterprise
Application
+352 451 452 850
jvanoverschelde@deloitte.lu

Deloitte Luxembourg

560 rue de Neudorf
L-2220 Luxembourg
Grand Duchy of Luxembourg

Tel.: +352 451 451
Fax: +352 451 452 401
www.deloitte.lu

Deloitte is a multidisciplinary service organisation which is subject to certain regulatory and professional restrictions on the types of services we can provide to our clients, particularly where an audit relationship exists, as independence issues and other conflicts of interest may arise. Any services we commit to deliver to you will comply fully with applicable restrictions.

Due to the constant changes and amendments to Luxembourg legislation, Deloitte cannot assume any liability for the content of this leaflet. It shall only serve as general information and shall not replace the need to consult your Deloitte adviser.

About Deloitte Touche Tohmatsu Limited:

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its network of member firms, each of which is a legally separate and independent entity. Please see www.deloitte.com/lu/about for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte has in the region of 200,000 professionals, all committed to becoming the standard of excellence.

© 2013 Deloitte General Services
Designed and produced by MarCom at Deloitte Luxembourg

