



# Statement of Direction Performance Management

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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 the increasingly global enterprise.

Lawson Performance Management is being developed to extend the Lawson Human Capital Management product line into the arena of Talent Management. Performance Management is the first in a series of products that are being developed by Lawson to deliver a comprehensive Talent Management suite, and we anticipate that this suite will include workforce planning talent acquisition, succession management, expanded learning and development, and total reward management. Lawson Performance Management will help address a critical need in organizations for effective performance management by combining performance assessments and data collection, on-going goal management comprehensive competency model content with results analysis. The product will extend the current Lawson Performance Management solution to provide a comprehensive set of tools to measure and understand employee performance.

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**

- The first release of Lawson Performance Management included functionality to support goal management and competency evaluation. The latter has been developed in partnership with Personnel Decisions International (PDI). It was generally available in May, 2006.
- Lawson has initiated customer design discussions for proposed functionality with User and Focus groups.
- Lawson will continue to work with 'lead adopter' customers, where possible and other parties interested in the requirements for performance management, to extend the current functionality.

## **Planned Features – Development Goals of Performance Management**

This document outlines Lawson's current vision for this project – covering the next several releases. 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.

- User-defined performance appraisal form incorporating customer-defined evaluation scales
- Comment helper
- Spell Checker
- Inappropriate Language Checker
- Support for multiple languages
- Assign weights to individual sections of a review
- Dashboard for managers showing the status of performance reviews and an overall performance scorecard for an organizational unit
- Program assistance to help create SMART goals
- Checklist type evaluations of competencies and behaviors
- Gap analysis of skills for particular positions and jobs
- Matching employee competency profiles to job requirements

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