

Carlson Wagonlit Travel delivers strategic international talent management with StepStone Solutions

London/Paris, June 17, 2010 - StepStone Solutions, a global leader in total talent management, today announced that Carlson Wagonlit Travel (CWT) is successfully implementing its talent management solutions. The goal for CWT is to optimise the management of its talent processes for its entire global organisation. CWT, a world leader in business travel management, is present in over 150 countries with 22,000 employees worldwide. CWT tripled in size between July 2004 and July 2008 and, to manage this transformation, CWT has been building a Human Resources and Talent Management architecture capable of supporting its future development.

"We chose StepStone Solutions Total Talent Management for this project for three main reasons: its ease of deployment; the advanced ergonomics of the solution which makes it intuitive for staff; and the modular nature of the solution, covering all key HR and talent processes," said Lionel Prud'homme, Vice- President HR EMEA at CWT.

This ambitious project will take place in several stages. Carlson Wagonlit Travel has chosen to deploy StepStone Solutions' modular suite initially to a pilot population of 500 senior managers. The flexibility of the solution will, once the tool has been adopted by the pilot group, allow it to be progressively extended to the whole organisation.

CWT identified the need to automate HR processes to concentrate its efforts on developing people and organisational talent. The priority has been to focus on high value missions for the HR teams (analysis, advice, diagnosis, HR roadmap, staff development) and reduce low value-added tasks such as recruitment administration. The modules to be implemented first have been chosen after identifying the most time-consuming in-house HR processes. Thus, since early 2010, CWT has been live with the StepStone Solutions Talent Acquisition (e-recruitment) module. This has greatly improved tracking of external candidates and, through access to information by all parties involved in the process, reduces cycle time and improves efficiency and the candidate experience during all stages of recruitment. Internal mobility has also been enhanced because each CWT employee can now see and apply to all available positions in any country in real time.

"This project exemplifies the approach that many companies are starting to take, seeing global talent management as a business priority that can drive growth," said StepStone Solutions CEO, Matthew Parker.

After the implementation of the pilot at CWT's European headquarters the deployment is now underway at a country level in the United Kingdom, Denmark, Italy, Switzerland, Spain, and Poland. Starting in March 2010 CWT has begun the implementation of the StepStone Solutions Performance Management module which will reduce significantly the effort involved in setting goals and assessing staff performance. It was previously very difficult for CWT, with teams located around the world, to have a comprehensive, real time view of performance. The time savings achieved with the automation of reporting and real-time monitoring should enable HR teams to divest themselves of these low level tasks.

“By the end of June 2010 we will have introduced the Compensation module, and then next year Career and Succession planning. Ultimately, we expect widespread deployment of these modules across 22,000 employees within 18 to 24 months,” says Lionel Prud'homme.

About Carlson Wagonlit Travel

Carlson Wagonlit Travel (CWT) is a world leader in business travel management. Present in more than 150 countries CWT serves companies of all sizes, as well as government and NGOs. Drawing on the expertise of its teams and advanced technology, CWT helps clients derive the greatest value from their travel program in terms of savings, service, security and sustainable development. The company also provides services and quality assistance to its passengers. CWT Services and solutions are organized in four lines: Traveller & Transaction Management, Program Optimization, Safety, Meetings and events. In 2009 its revenue reached 21.4 billion U.S. dollars from its 100% owned subsidiaries and joint ventures. For more information: www.carlsonwagonlit.com

StepStone Solutions

StepStone Solutions delivers world class technology for finding, recruiting, retaining, managing and developing talented people. Our global talent acquisition and talent management solutions are available in many languages, with seamless, internet-based access. With the support of our experienced professionals they can be quickly and reliably implemented anywhere in the world, using SaaS or on-premises delivery, to give rapid return on investment. Over 1500 organisations in 40 countries rely on StepStone Solutions every day to improve their business performance, build effective talent strategies, and to help their people have more effective, enjoyable and rewarding careers. At the end of March 2010 more than 1,450 organisations, including many of the world's leading businesses, use StepStone Solutions' software and services. It operates in 16 countries and employs around 450 people. Its global customers include Aviva, BASF, Deloitte, Deutsche Telekom, Lufthansa, Kruger Products, PUMA, and Virgin Atlantic.

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