



Success Story: Lectra

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A Lectra, world leader in integrated technology solutions for for industries using flexible materials – textiles, leather, industrial fabrics, or composites – has just implemented the Meta4® PeopleNet solution.

A transnational company, Lectra develops long-term relationships with its 23,000 customers in more than 100 countries. Its state-of-the-art technology, which meets the specific needs of each industry, and the expertise of its 1,400 employees establish Lectra as a recognized standard.

For Veronique Zoccoletto, Director of Human Resources and Information Systems, the purpose behind selecting an HR information tool was to ultimately optimize the HR function for the entire group.

The goal was to enable the HR staff in charge of internal training at both Lectra and Lectra Academy to fully dedicate themselves to managing, tracking and supporting managers and employees—and this way support development of the groups' development.

The challenge consisted in rationalizing the current processes and substituting the multiple tools in place for a central HR tool to make it possible to:

- Unify and optimize personnel management at the level of the entire group
- Deploy a single database cutting back transactions to the maximum and avoiding processing duplication
- Ensure data integrity via common rules and processes
- Generate reliable reports for follow up and analysis.

For this, a project team first clarified and specified the HR processes and procedures within the group with the purpose of improving overall efficiency.

"With this purpose, we sent out an invitation to tender at the end of 2008 to four vendors who we had shortlisted previously based on several studies. We then narrowed this down to two companies; Meta4 was one, because of the suitability of its functional coverage. After a deeper second analysis, Meta4 was finally selected," added Marina Massonet, HR Project Leader at Lectra.

The functional richness of Meta4® PeopleNet which is particularly suited to the size of the group, the way it is organized and its challenges greatly helped the Lectra project team in the decision making process. The integrated modular solution would allow Lectra to install Global Human Resources Management without having to develop the Payroll module— although this possibility to broaden the functional scope of the solution would be saved for the future.

"We also liked the capacity for multi-currency and multi-company management in Meta4 PeopleNet, as well as its ergonomics, flexibility and capacity for managing our external resources."

From the very moment the contract was signed in March 2009, the HR managers and key users at Lectra were trained up by Meta4 so they could launch the design phases, which were then developed by November 2009.

"The Meta4 PeopleNet implementation only took 9 months. It was done in two stages: in the first one Organization, Personnel Administration and Compensation were rolled out, and in the second, Recruitment and Training."

After successful deployment in France at the end of 2009, then in June 2010 the Meta4 PeopleNet solution was rolled out in China, North America, Spain, Germany and the Eastern European countries. Lectra took care of training the teams.

Today, all Lectra's HR teams worldwide use the Meta4 PeopleNet solution and they can fully concentrate on analysis, follow up and support of their teams out in the field.

BENEFITS OF THE PROJECT AND THE META4®PEOPLENET SOLUTION

- Functional scope of the Meta4 PeopleNet solution extended and adapted to the needs of the group.
- The evolving potential of the solution which allows human resources management to be adapted to the company's strategy.
- The short time to deployment of the solution.
- A technology platform adapted, capable of offering enormous flexibility, thanks to the object orientation technology that sustains it.

ABOUT LECTRA

Lectra is the world leader in integrated technology solutions that automate, streamline, and accelerate product design, development, and manufacturing processes for the soft goods industries. Lectra develops the most advanced specialized software and cutting systems and provides associated services to a broad array of markets including fashion (apparel, accessories, footwear), automotive (car seats and interiors, airbags), furniture, as well as a broad array of other industries including aeronautics, marine, wind turbine, and personal protective equipment.

Lectra serves more than 23,000 customers in over 100 countries with 1,400 employees and €153 million in 2009 revenues. Lectra is listed on the Euronext Paris stock exchange.

More information in www.lectra.com.

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