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SuccessFactors - New Approach to Managing Talent

Ivan Grujović, Senior SAP CRM and HCM Account Executive for South East Europe – SAP Forum, Sofia, Bulgaria, October 1, 2014

Global Macro Trends Are Affecting the World of Work

Changing Workforce Demographics

48% of baby boomers expect to work past age of 65¹

60% share of India, other South Asian Nations and Africa in global labor force growth²

59% of all 2013 master's degrees will be earned by women³

Consumerization of Technology

90% of executives whose companies use social media technologies report measureable business benefits⁴

+1.3B workers will use mobile technologies in 2015⁴

50% Of iPads used daily in business settings⁸

Explosion of Big Data

2.8 Zettabytes of data per person on the planet by 2020⁵

55% of businesses report more accurate business insights thanks to big data⁶

85% of HR teams don't excel at providing insightful and predictive analytics⁷

Pushing the Modern HR Organization to Rapidly Adapt

Support global **end-to-end** and intersecting workforce processes

Address Employees' Expectations of **Simplicity and Great User Experience**

Leverage real-time workforce insight to **increase the business impact of HR**

While Still Managing **Risk and Cost**

But Yesterday's Systems Inhibit – Not Enable – Your Ability to Impact

**Out of date: Not
engaging or usable**

**Fragmented across
multiple point
solutions: No single
view of the truth**

**Outdated systems can't
support new demands**

**Lack of global
support**

**Not strategic or
impactful – focused
on administration**

The Solution: SuccessFactors HCM Suite

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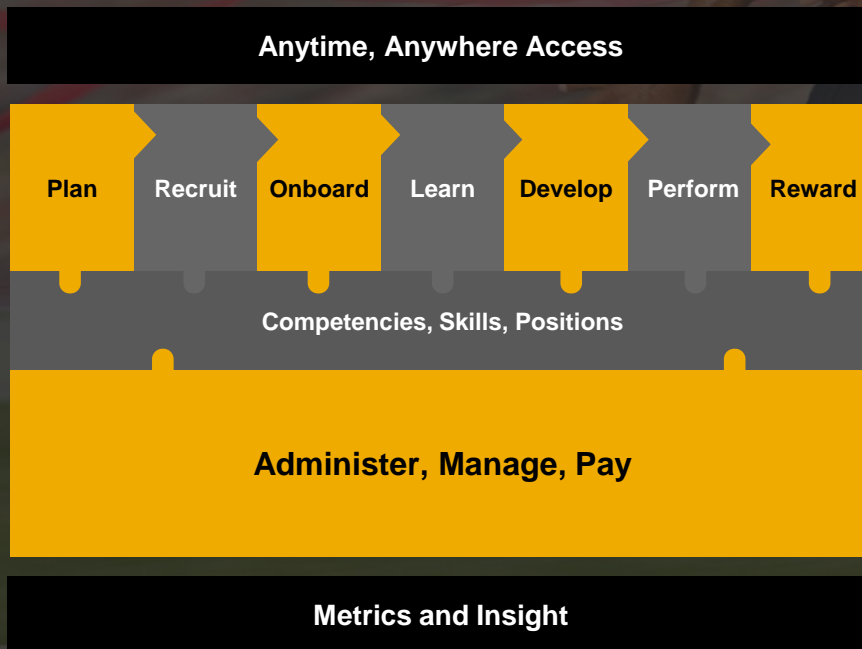


Success factors[®]

SAP helps HR leaders impact business results by delivering global expertise across complete, beautiful HCM solutions that span the entire employee lifecycle, supported by a rich ecosystem of partners.

Complete

One platform to support each phase of the employee lifecycle



The Power of 1

One set of employee master data to eliminate redundant users and data

One organizational structure to drive workflow, security, and HR processes

One competency catalog leveraged by all Talent Management processes

One set of consolidated, analytics to plan, measure, and impact business outcomes

Beautiful

Designed for how people work: anytime, anywhere, built-in mobile and social



Impactful

Enabling the transformation of HR to deliver measurable business results

Deliver insight to managers and executives

Empower and engage the workforce

Transform HR service delivery

Stay globally compliant

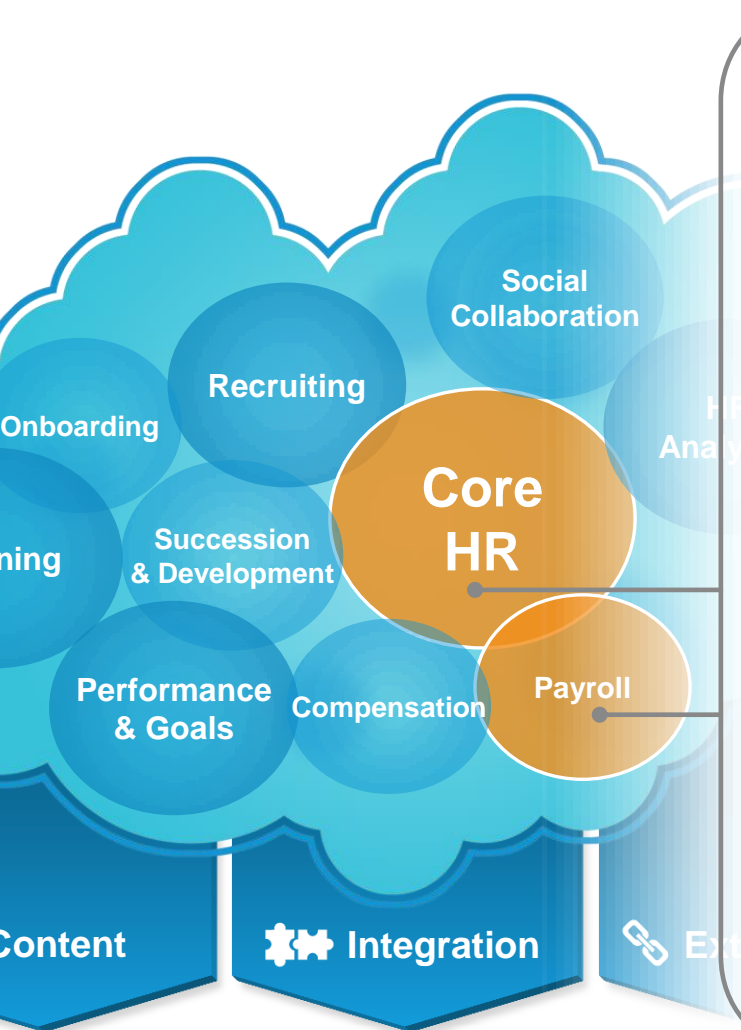


SuccessFactors 'Best of Breed' HCM Suite



SuccessFactors Core HR (Employee Central)

A next-generation HR system of record in the cloud



Drive Efficiency and Global Compliance

- HR transactions and on-boarding
- Position management
- Time-off management
- Reporting, compliance, and auditing
- Localized for over 50 countries and over 35 languages
- Global payroll for over 20 countries

DENTSPLY

“ We see SuccessFactors as a partner in meeting our high expectations for developing an effective global workforce. Throughout the implementation of Employee Central, SuccessFactors has demonstrated the ability to share our vision for DENTSPLY’s future. We look forward to working with them to meet our workforce management goals in the years to come.”

SuccessFactors Talent Solutions

Integrated talent processes covering the employee lifecycle



- Unified and Seamless
- Beautiful and Engaging
- Full Employee Lifecycle-Recruit to Retire
- Individual 'Best of Breed' Solutions
- Insight to Drive Better Business Execution

SuccessFactors Workforce Analytics Solutions

Confident business decisions with powerful workforce insights



Maximize impact to the business

- **Workforce Analytics**
 - Drive fact-based business decisions with over 2000 pre-defined workforce metrics and KPI's
- **Workforce Planning**
 - Plan your future workforce based on business need and trends: from global talent shortages to an aging workforce



“The beauty of working with SuccessFactors is that everyone is looking at the same set of data so we are all on the same page. We're pleased that we have taken this journey.”

All supported with a global partner ecosystem Plus community sharing and embedded content

Ecosystem

SI's + Application partners
supported with pre-defined
integrations

Community

15,000 member and
growing online community

Content

19,500+ unique HR
content elements
delivered by
SuccessFactors

Start Anywhere, Go Everywhere
Flexible and extensible architecture for
your unique business needs

Performance

Start where you want

Onboarding

Learning

Core HR

Analytics

Compensation

Recruiting

<your extensions and new
apps here>

Extend where you need

Is Your HCM Technology Helping You Drive Business Results?

Can every employee can tie their own goals back to the company strategy?

What if you could bring new employees up to speed 20% faster?

What if you could fill your open positions faster, with higher quality candidates and at a lower cost?

Can you tell the specific impact turnover has on revenue?

What are the drivers to better employee performance?

Proven Transformation. Proven Impact. Proven Results.

Cost Savings

(15.2)%
decrease in
turnover

(13.8)%
decrease in
low performers

Strategic Alignment

5.5%
increase in time
spent on
strategic
priorities

1 - 8+ weeks
faster
communication
of strategy

Productivity

3%
average
increase in
productivity

14%
increase in
project
completion

Business Results

1%
revenue added
back to profit

SIEMENS

Allianz 



Nestlé®

Coca-Cola®

VALE

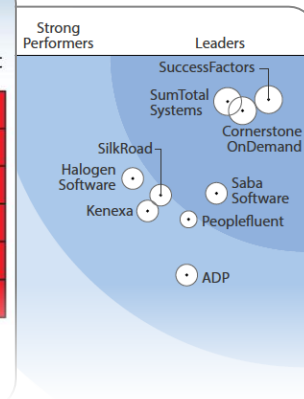
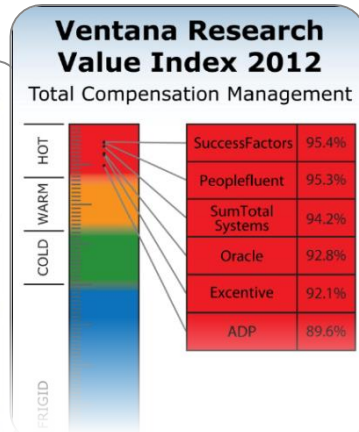
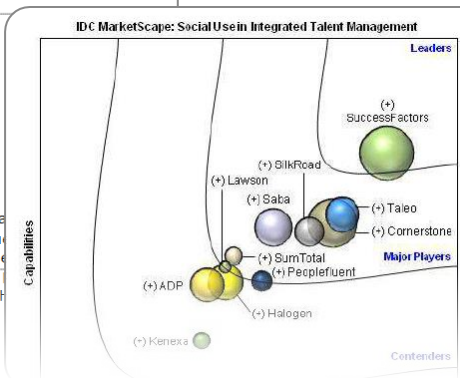
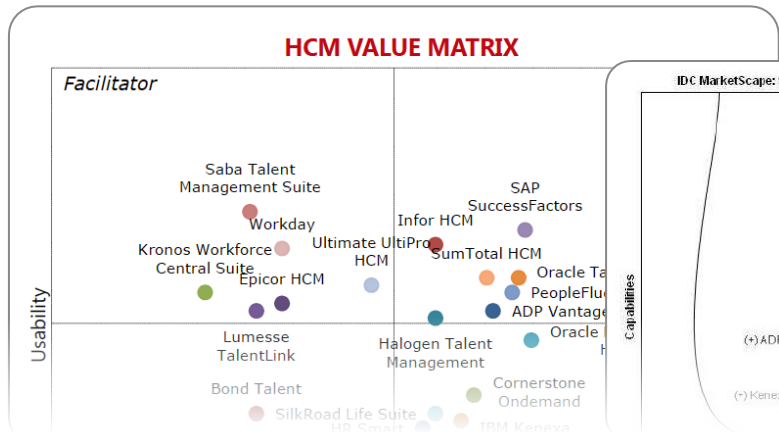
KRAFT



Over 4,000 customers and 18+ million subscribers

Choose the Clear Leader in HCM

Leader in 10/10 major analyst reports



- 2013 Gartner Magic Quadrant for Talent Management Suites
- The Forrester Wave™: Talent Management, Q1 2013
- All six IDC Integrated Talent Management MarketScope Reports for 2013
- Ventana Research Value Index: Total Compensation Management in 2012
- 2012 Nucleus Research HCM Value Matrix

Leveraging the Best of the Best Deliver a future-proof HCM roadmap



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#1 Enterprise
Applications

#1 Cloud HR
Software

40 years of business software leadership supporting 14,000 global HCM customers

10+ years of cloud HCM. 25M users to provide ongoing feedback and validation

