

# SAP HCM – Start Anywhere, Go Everywhere

James Reid – GM UKI Successfactors

The SAP logo is located in the bottom left corner. It consists of the letters 'SAP' in white, bold, sans-serif font, set against a blue rectangular background that tapers to the right. A small registered trademark symbol (®) is positioned below the 'P'.



"Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do."

**Steve Jobs**

1955 - 2011

# Unprecedented pace of change...

**15 billion  
Web-enabled  
devices by 2013**

will create a universe  
of intelligence  
everywhere

**1 billion+ people  
in social  
networks**

will rewire business  
and personal  
boundaries

**Millennial Class**

will transform customer  
demands and the  
workplace

**Data doubling  
every 18 months**

will create new  
opportunities and  
risks for value  
creation

**New, disruptive  
business  
models**

will accelerate  
change and  
innovation

# Pushing the Modern HR Organisation 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Out of date: Not engaging or usable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**Outdated systems can't support new demands**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



# Complete

One platform to support each phase of the employee lifecycle

Anytime, Anywhere Access

Plan

Recruit

Onboard

Learn

Develop

Perform

Reward

Competencies, Skills, Positions

Administer, Manage, Pay

Metrics and Insight

## 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

The image displays the Successfactors mobile and social interface across multiple devices:

- Desktop Monitor:** Shows a dashboard with sections for Welcome (Important Reminders: Performance Reviews Due), My Info (Carla Grant, VP, Sales), Analytics Headline (Vacant Positions: 51), My Team, To Do, Goal Status (Business Process, Customer, Financial, Innovation and Learning, Successful Customers), Jam (Don't Miss Out!), and Quick Links (Org Chart, Directory, Goal Plan, Reviews, Forms, Executive Review, Development Plan, Succession Org C).
- Tablet:** Displays the Successfactors mobile app interface with sections for MY PROFILE, FEED, and TO DO (4 days vacation for Marcus Hoff).
- BlackBerry:** Shows an Org Chart for Justin Rowe (Director, Engineering) and Nazanin Sanli (Program Manager).
- HTC Smartphone:** Displays an Employee Change Request for DEP1, Carla Grant, initiated on 09 August, 2011, with organizational information and latest activity.
- iPhone:** Shows 2012 Goals with progress bars for: Improve brand awareness by 5 points (70%), Expand sales team by 50 percent (60%), Ensure 50% of total revenue comes from products introduced in the last 3 years (20%), and Increase customer net promoter.

# 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

**Start Anywhere, Go Everywhere**

**Start where you want**

Performance

Learning

**Core HR**

Analytics

Onboarding

Compensation

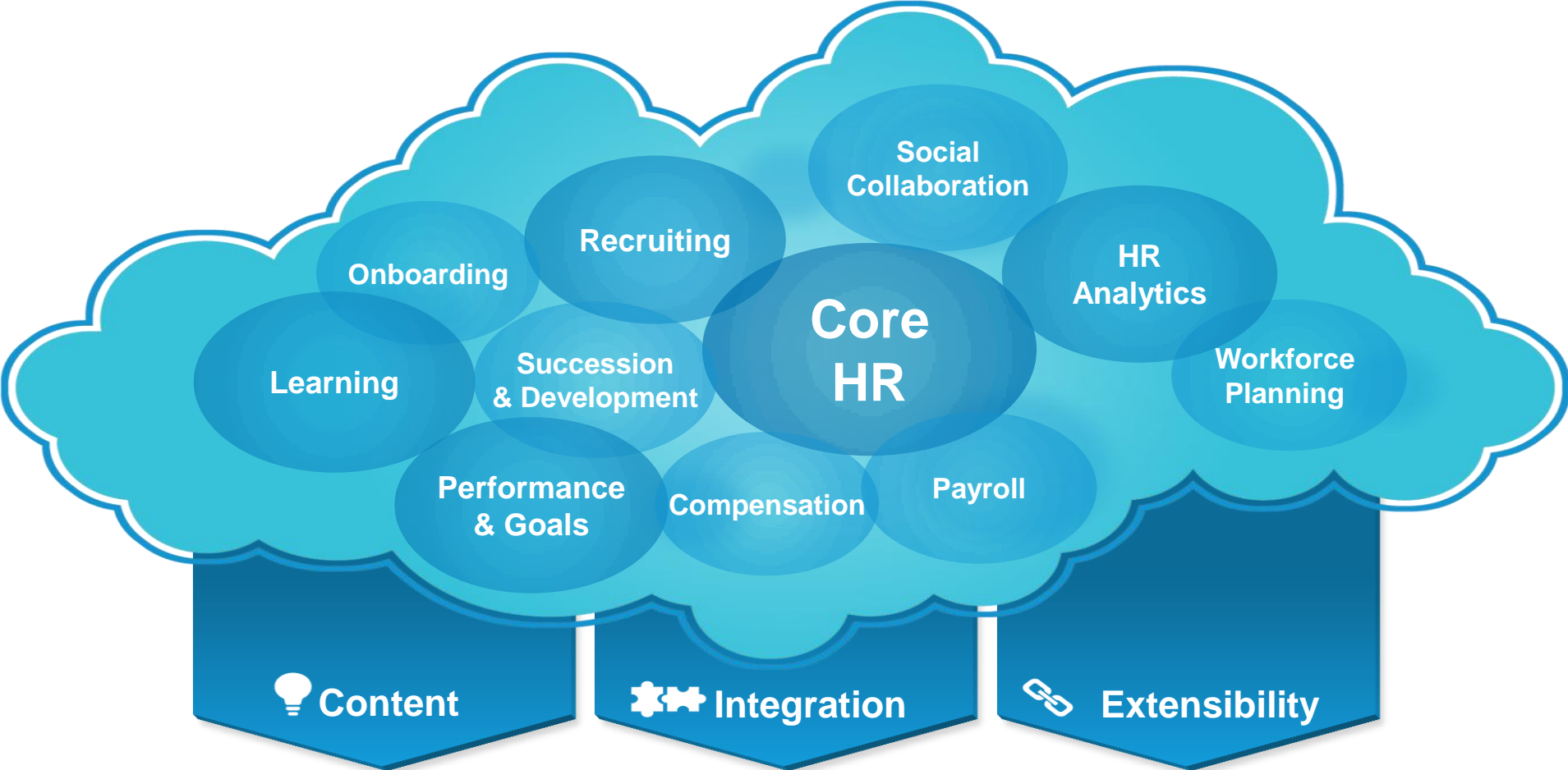
Recruiting

<your extensions and new apps here>

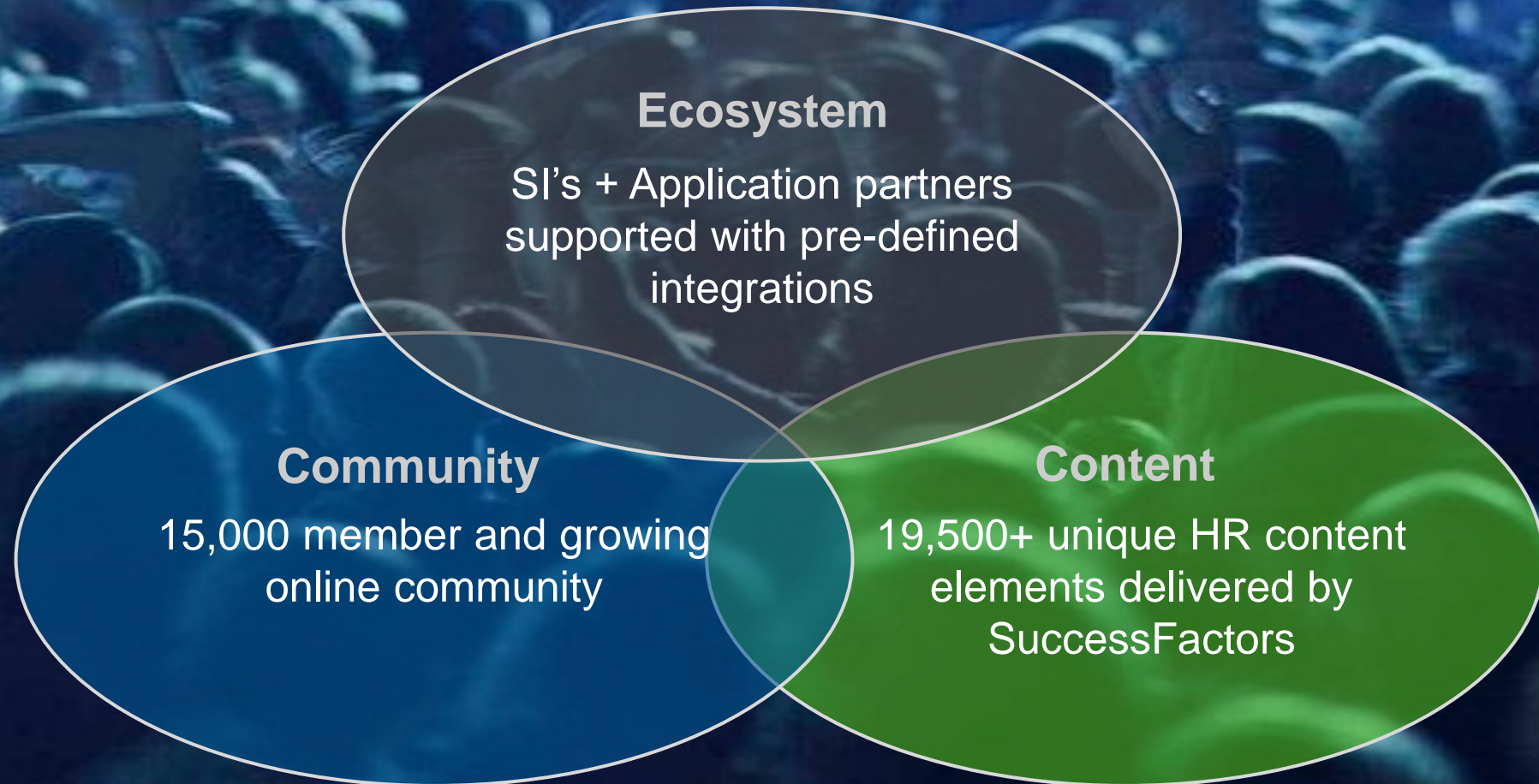
**Extend where you need**



# SuccessFactors 'Best of Breed' HCM Suite

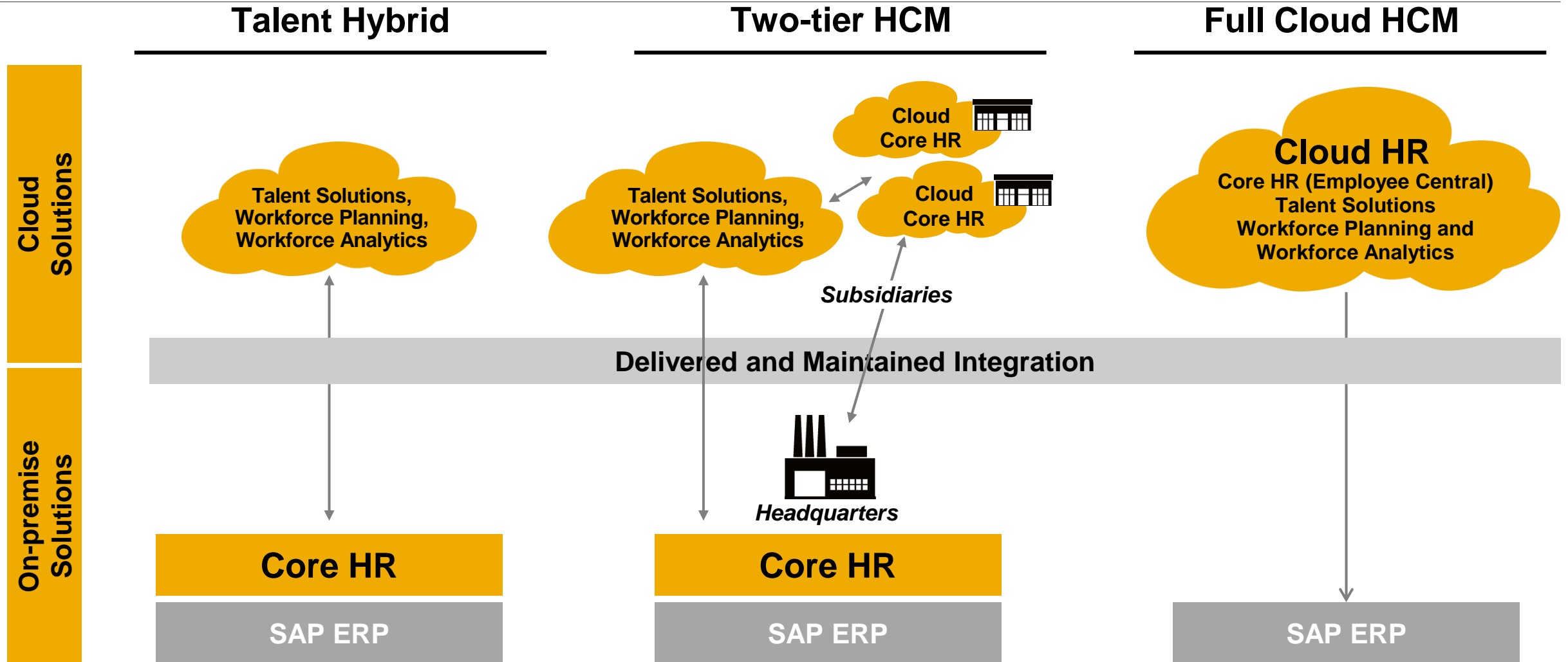


# All supported with a global partner ecosystem Plus community sharing and embedded content



# Cloud transition scenarios for SAP customers

Leverage existing investments, connect with delivered integrations



# 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®



 EXPRO

WELCOME BREAK

Over 4,000+ customers and 20+ million subscribers

# Plan International

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