

The HR Transformation Blueprint: Connecting Your Talent to Your Results

May 2013

The SAP logo is located in the bottom left corner of the page. It consists of the letters 'SAP' in a bold, white, sans-serif font, set against a blue background that is shaped like a right-angled triangle pointing towards the top right.

SuccessFactors People Cloud solutions

We deliver beautiful solutions that engage employees and provide a blueprint for HR to drive maximum impact to the business, while leveraging SAP's innovations, industry expertise and global ecosystem – all to drive **better business execution.**

SAP

The world of work is at an inflection point



Demographics

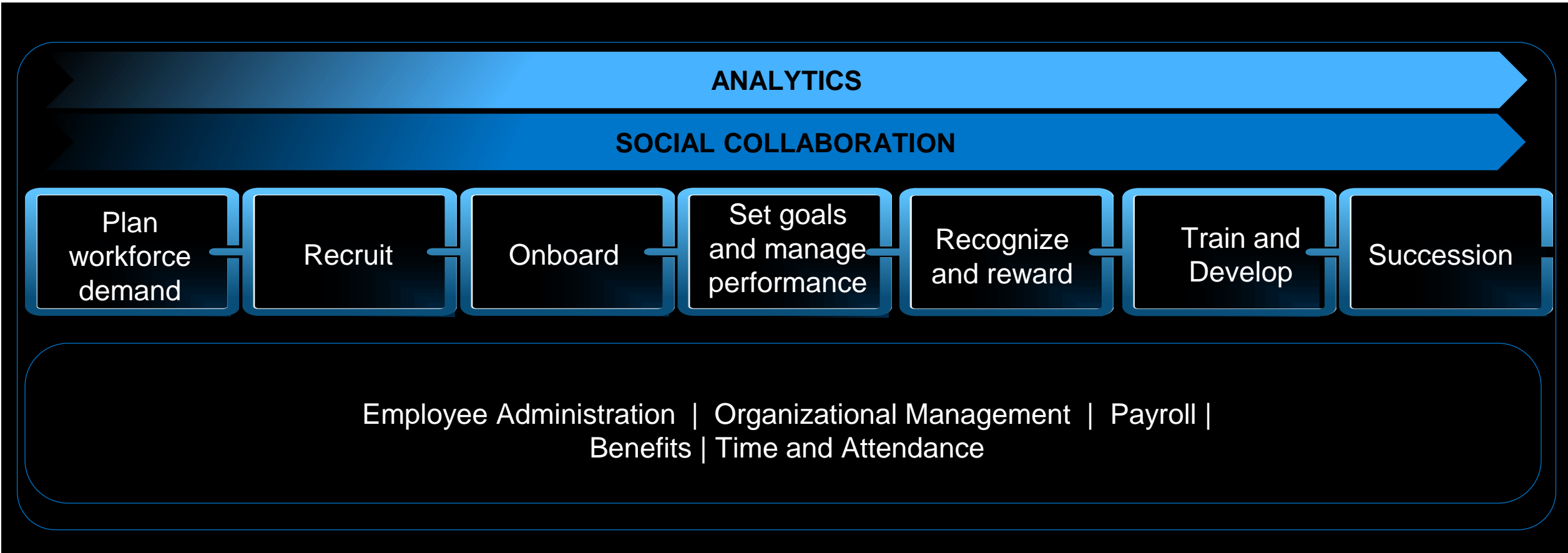


The way we work



Decision making

Vision for the transformative recruit-to-retain employee lifecycle



Our strategy

Innovation will be in the cloud

Strategic and transactional HR

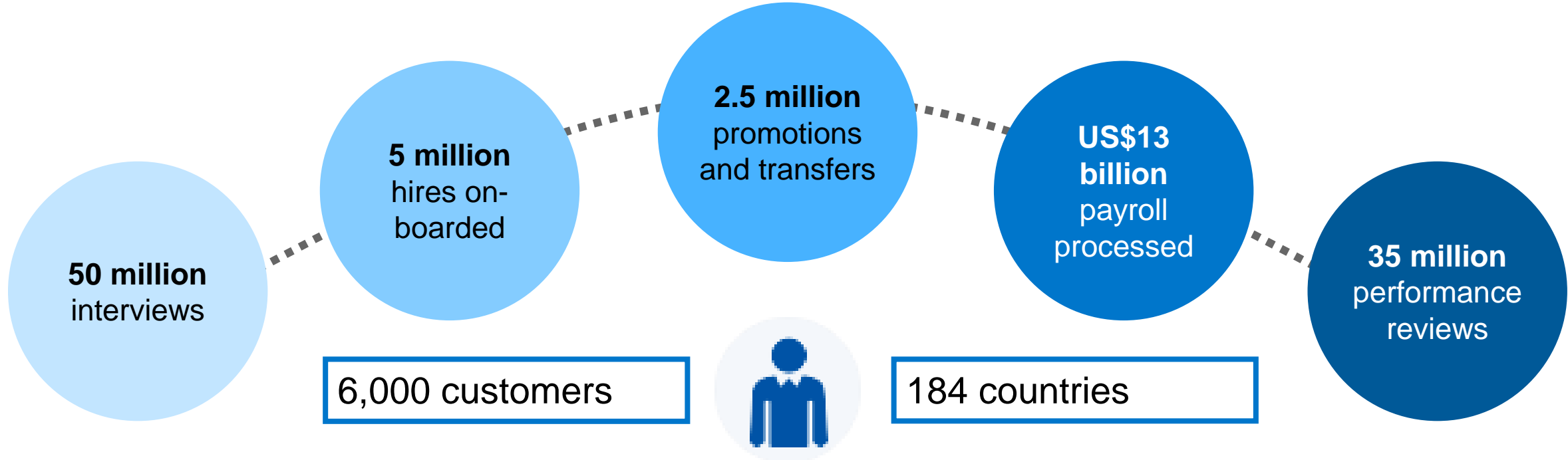
Suite of best-of-breed

Extend current on-premise investments

Start anywhere, go everywhere

Our strategy has been validated by customers

25 million users across the globe



We are an enterprise company delivering a consumer experience



Community



Mobile



Social

Employee Central completes the recruit-to-retain lifecycle

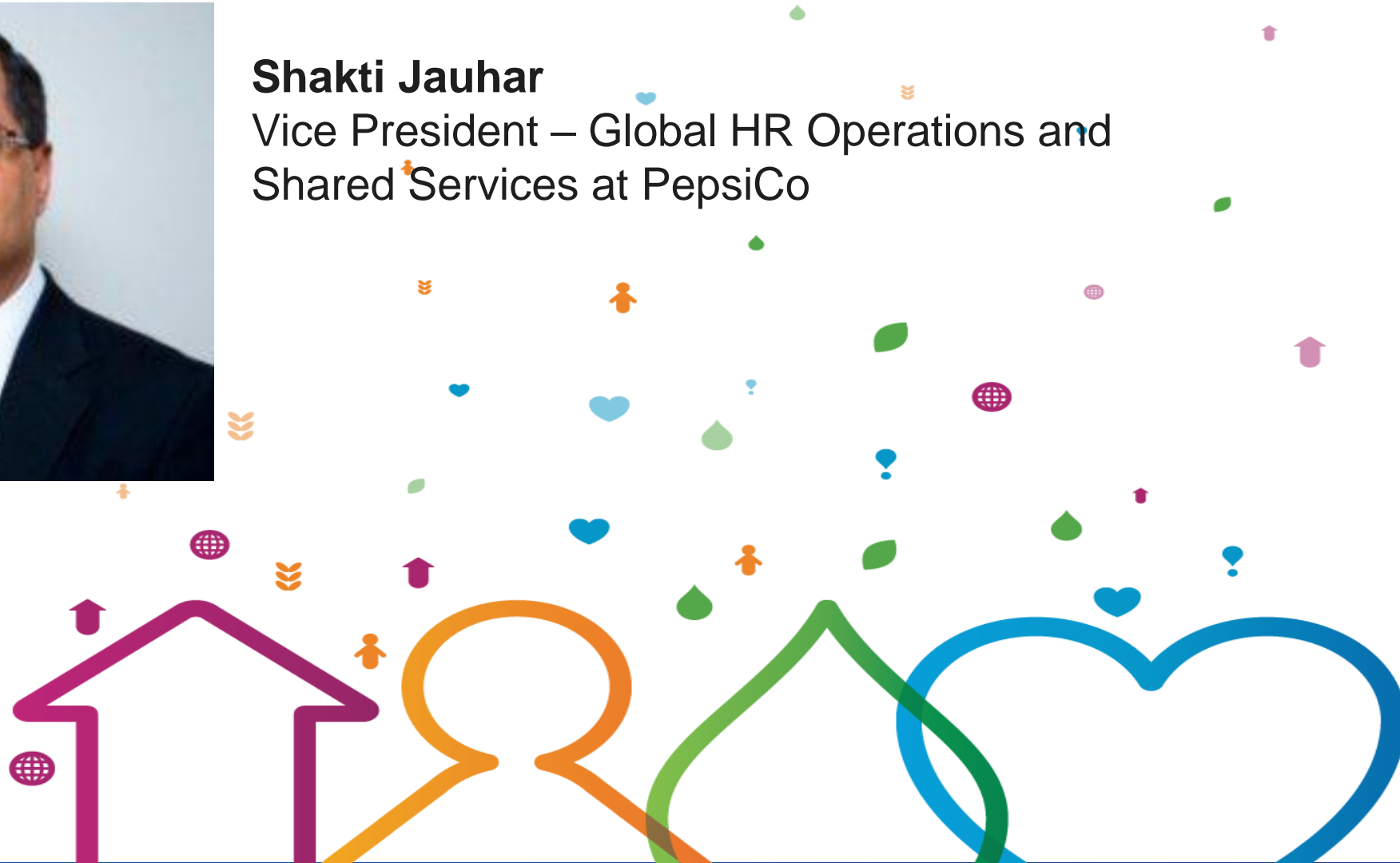
A complete system of engagement in the cloud

- 50 countries
- 37 languages
- HR transactions
- New hires and on-boarding
- Absence management
- Reporting, compliance, and auditing
- Global payroll for 18 countries

The SAP logo is displayed in white text on a blue rectangular background.

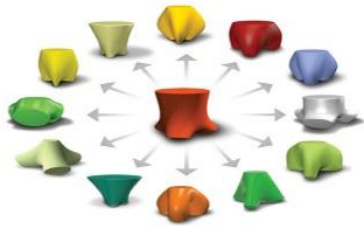


Shakti Jauhar
Vice President – Global HR Operations and
Shared Services at PepsiCo



HR Transformation and Enablement

The Six Imperatives for HR



**Global
Mindset
& Behavior**

**Mass
Customization**

**Purposeful
Culture**

**Re-
Conceptualizing
Work**

**Everyone
Can Innovate**

**Ultimate
Flexibility**

**Live
PepsiCo**

Providing Choices

**Personal
Responsibility**

**Simplifying
Processes**

**Insights, Ideas,
Action**

Agility & Resilience

HR Service Delivery

HR Executive Team

Information, Transactions, Inquiries and Delivery

Self-Service

Portal

Executes basic transactions 24/7

Provides access through user friendly, multi-language, single sign-on



Shared Services Organization

Contact Center

Responds to incoming queries

Provides HR information

Completes routine transactions

Shared Solution Delivery Teams

Resolves escalated complex issues

Provides specialized process expertise

Delivers HR programs, tools and solutions



Strategic and Advisory

Expertise

COE

Designs and develops global HR processes, programs and tools

Provides external insights and thought leadership



Business Partner

HRBP

Performs as strategic advisor, change leader, coach and HR services hub



Employees and People Managers

Unlocking the Vision

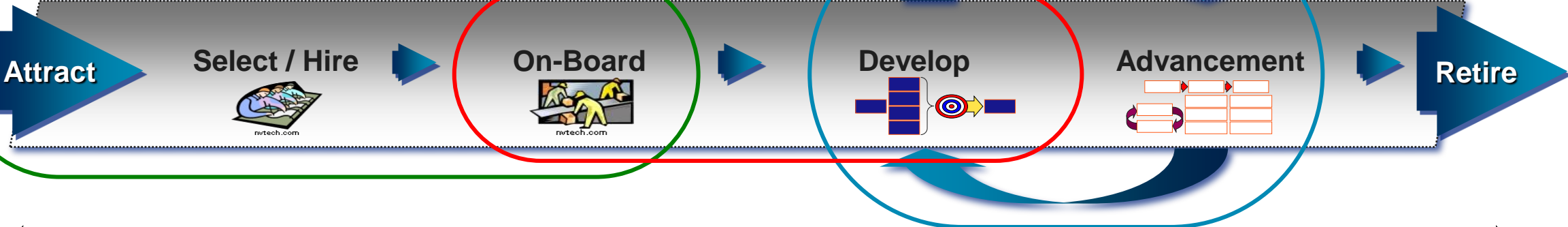
Talent Acquisition

PepsiCo University

Talent Management & Development

Workforce Planning

Career Growth



...Ensure that all Processes and Systems Reinforce Creating an Inclusive Culture at PepsiCo that Cherishes our Employees and Develops High Capability on all Fronts

Shift to a 'New Paradigm' is well underway

A Shift to a Strategic Enterprise Culture, Global Systems Mindset

Today:

Unconnected & Fragmented
Sets of Best Practices

Separate
Cultures & Experiences

Common Processes with
Limited Flexibility

Inconsistent,
Approach to Managing Talent

Legacy



Tomorrow:

Harmonized
Global Processes

Shared Cultural Elements
& Experiences Encouraged, Unique
Cultural Differences Respected

Common Processes but
Flexible to Meet Needs

Consistent, Transparent, and
Disciplined Approach to
Managing Talent

Discovery

Enabling the Landscape

- Partnership and co-innovation
- Keeping up with technology advancements
- Capturing the social and cultural changes
- Long-term sustainability and future Innovation
- Integrated experience
- Speed of deployment
- Ease of use
- Anytime Anywhere
- Analytics and insights
- Costs

SAP Execution in the Cloud

Scale

\$1B

cloud revenue
run rate

30M+

cloud users

6,000+

customers

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