

# DENTSPLY Connections –

Move to the Cloud with  
Core Human Resources  
Software



# DENTSPLY Overview



## World's largest producer of professional dental products

- \$2.9 billion sales 2012
- Consumable-based portfolio; over 100,000 SKUs

## Global

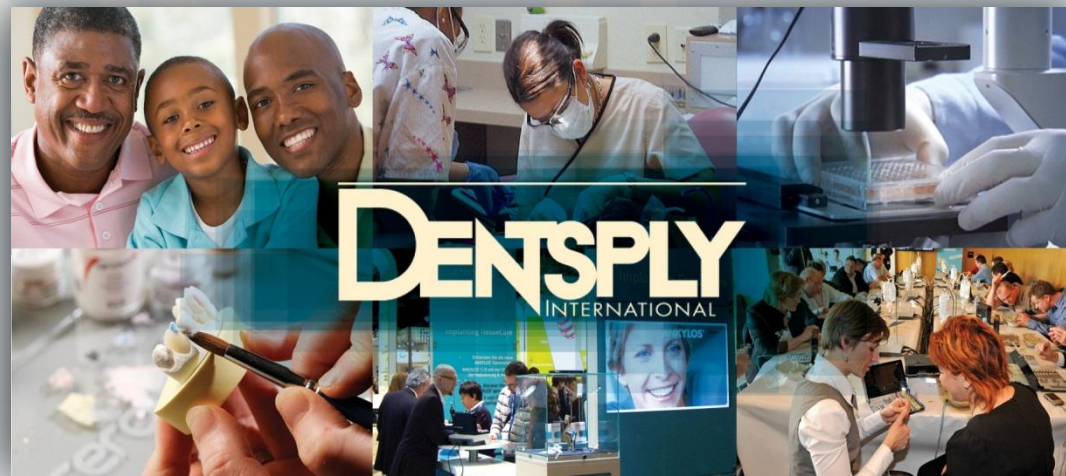
- More than 65% of sales outside of US
- Sales in more than 120 countries
- Operations in more than 40 countries

## Committed to innovation & education

- 30+ significant new products annually
- 2012: trained ~250,000 dental professionals

## Consolidator in a fragmented market

- 20+ acquisitions over 5 years; over \$2 billion invested



# HRIS RFP Results – 2010



## RFPs were distributed to:

- 5 well known vendors, including SuccessFactors



## SuccessFactors Selected Due to:

- Strong and comprehensive Talent Management Suite:
  - Performance management
  - Compensation Management
  - Recruiting
- Ease of Use
- International Presence, Language Support & Safe Harbor certified
- Strong References
- Core HRIS (New) – Employee Central
- Ability to provide a **fully integrated** Talent Suite

# Business Impact – 2010 to 2013



## Baseline State (2010)

- HR Information inconsistent
- Reporting is accurate within an unknown margin of error
- Performance Management - rigor and ease of administration varies
- Succession Planning - administrative to prep and lacks ease of global talent view
- High administrative demands on People managers and HR

## Current State Post-Implementation (2013)

- One global system of record -accurate reporting and analytics capability
- Processes and workflows standardized globally, including globally consistent job codes/grades
- Improved employee connections and relationships across divisions and regions/countries
- Talent process admin automation - free up time for more value add manager and HR activities
- Proactively meet the people needs of the business through workforce planning
- Scalable for business growth
- Increased alignment between businesses and functions
- Strong integration across EC, Goals, Performance, Recruiting and Compensation

# DENTSPLY Connections – Project Timeline Overview



2011

2012

2013

CORE HRIS (Employee Central)  
(EMPLOYEE LIFECYCLEMANAGEMENT)

Wave 1 Countries (US, Canada, UK, Brazil, Australia, NZ)

Rest of World

Astra Tech Acquisition

RECRUITING

PACE

COMPENSATION MANAGEMENT  
(Merit Increases)

## What is DENTSPLY Connections?

- A global system of record for basic employee information
- A way to automate approvals for employee changes (promotions, transfers, etc)
- A tool that can help all of our colleagues be more efficient and connected to their global colleagues!





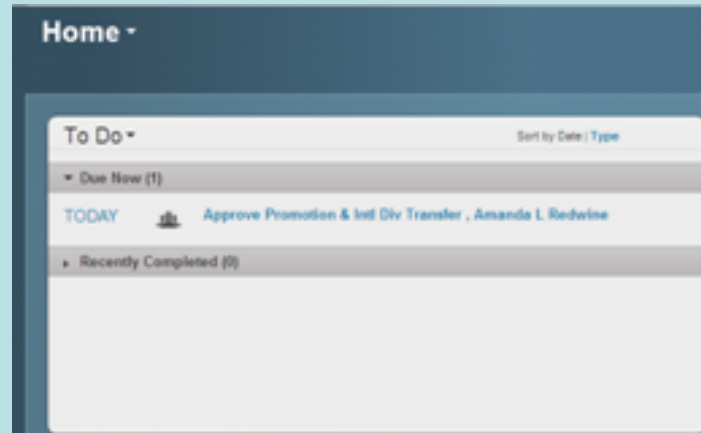
# Employee Central



## Global Organization Chart



## Workflow Approval "To Do"s



## Employee Search



## User Feedback

*"I appreciate the ability to do approvals via my mobile device"*

*"I have used the system often to better understand the global organization and reporting relationships."*

*"It is very helpful to have access to information about my team when I need it."*

# Employee Central Core HRIS Status – Q1 2013



- Designs in place, tested, and live for **52** countries
- Fully live in 10 countries (for HR, People Managers and Employees)
- HR team members are updating employee data for all remaining countries
- German Divisions Works Councils approved implementation of EC in Fall 2012
- Two sets of “Workflows” in the system
  - For English Speaking Countries – full manager approval of lifecycle transactions
  - For non-English Speaking Countries – Limited approval workflows, only triggered if Corporate approval required for a transaction.

**My Team**

- Anthony Jordan (14)
- Human Resources Generalist III
- Recruiting Manager (5)

**My Info**

Paula J Caya  
Corp Human Resources Director

Recent Badges

Thank You

**Careers**

Search From **73** Open Jobs

You Have **0** Job Alerts  
Create a Job Alert

**My Goals**

2013 Incentive Compensation Bonus Goal Plan

- DENTSPLY Connections - Next Phase
- Global Payroll
- Challenger Assessment Instrument

**To Do**

- Due Anytime (7)
- Calibration 1 of 3 Completed
- Manager's Signature 1 of 3 Completed
- Year-End Assessment for Anthony C Jordan
- Single Posting For Testing Purposes - 02152013
- Recruiting Manager
- Senior Supply Chain Manager
- Paralegal II



# Recruiting – Live Feb. 2013



The screenshot displays the SuccessFactors Recruiting interface. The top navigation bar includes 'Recruiting' and 'Mandy Manager (mandymanager)'. The main content area is divided into two sections: 'Job Requisitions' and 'Job Requisition: HR Manager'.

**Job Requisitions Summary:**

- Candidates Forwarded: 0
- New Candidates: 2
- Current External Requisitions: 1
- Current Internal Requisitions: 1
- Total: 18

**Open Job Requisitions Table:**

Job Title	Requisition ID	Hiring Manager	Candidates
HR Manager	61	Mandy Manager	7 (1 New)
Regulatory Affairs Specialist	181	Mandy Manager	1 (1 New)
Material Handler	183	Mandy Manager	2

**Job Requisition: HR Manager Details:**

- Requisition ID: 61
- Hiring Manager: Mandy Manager
- Status: - Select -
- Age: 24d
- Job Postings: 2
- Jobs2Web: 1

**Talent Pipeline:**

- Forwarded: 0
- Invited To Apply: 0
- New Application: 5
- Pre-Screen: 1
- Telephone Interview: 1
- Interview (Onsite): 0
- Second Round Interview: 0
- Pre-Offer Reference Checks: 0

**Candidates Table:**

Action	Name	New	Status	Rating	Source	Phone Number	Last Updated
<input type="checkbox"/>	Diana Frank		New Application	N/A	Corporate Site	06181-598525	09/28/2012
<input type="checkbox"/>	Halle Hourly	New	New Application	N/A	Internal Referred	555-555-5555	10/02/2012
<input type="checkbox"/>	Julia Rottler		New Application	N/A	Corporate Site	01234	09/27/2012
<input type="checkbox"/>	Paula Caya		Pre-Screen	N/A	Corporate Site	56789	09/30/2012
<input type="checkbox"/>	Randy Report		Telephone Interview	N/A	Internal Referred	56888	09/30/2012
<input type="checkbox"/>	Rita Report		New Application	N/A	Internal Referred	01234	09/27/2012
<input type="checkbox"/>	Ryan Recruiter		New Application	N/A	Internal Referred	12345	10/01/2012

## Benefits:

- Automation of process
- Recruit to Hire (EC)
- Permissions driven by EC reporting relationships
- Improved access to information
- Improved controls on approvals and vacancies with a global view
- One page view of candidates and status.





# Performance & Goal Management



## 2013 PACE Goal Plan for Kenneth C Notaro

(Locked)

Objectives should be aligned with the DENTSPLY overall strategic goals. Indicate in the "Objective Description" which strategic focus area.

Align Selected Goal

### Employee Hierarchy

Keith D Clements (alkdc750)

**Kenneth C Notaro (dkko827)**

Jelena K Christensen (pcjkc853)

Burke E Miller (ckbxm750)

Tiarra Williams-Bentley (didiw838)

### Display Options

Displaying 1-4 of 4 Goals

#### Innovation

#### Growth

Visibility	Goal Name	Accomplishments
<input type="checkbox"/> Public	<a href="#">New Product Budget</a>	
	Achieve total combined wholesale budget for all 2013 New product launches	
	Linked by Keith D Clements 3/6/13 8:41 AM <a href="#">clear alert</a>	

#### Financial

#### People

Visibility	Goal Name	Accomplishments
<input type="checkbox"/> Public	<a href="#">Business Review with Regional Managers</a>	
	Complete quarterly individual business reviews with each Regional Manager. Minimum of two need to be face to face.	
	Linked by Keith D Clements 3/6/13 8:42 AM <a href="#">clear alert</a>	
<input type="checkbox"/> Public	<a href="#">Development Plans</a>	
	Development of the Regional Manager Team's Development plans.	

## 2012 PACE Form Role-Based Competency Assessment

Save | Cancel | Print Preview

01. Drive For Results



02. Customer Orientation



03. Demonstrate DENTSPLY's Core Values



04. Teamwork



05. Innovation/Creativity



06. Communication



07. Problem Solving and Decision Making



## Benefits

- Reduce administrative time for managers
- Provide managers with consistent tools for setting and managing goals, assessing and calibrating the performance of their employees
- Enable more time to focus on feedback and coaching discussions, rather than completing paperwork
- Align the performance review process more closely with the merit review process
- Data and analytics available for performance rating and goal data
- Access driven by EC reporting relationships, including matrix relationships
- Ability to "launch" forms based on data in EC

# Compensation



	Merit/LumpSum	Adjustment/Promotion	Total
Budget	\$14,280.75	\$2,856.15	\$17,136.90
Total	\$14,280.75	\$0.00	\$14,280.75
Unallocated	\$0.00	\$2,856.15	\$2,856.15



Consistent calculation and view of a manager's budget and spend

Items per page: 50 Showing 1-5 of 5

## Employee Information

Employee	Global Job Code - Title	Global Pay Grade	Geo Zone	Division	Location	Hire Date	Date of Last Increase
	SA1007-Regional Sales Manager II	57	A	DNA	USA Home Office Zone A	10/1/90	3/26/12
	SA1007-Regional Sales Manager II	57	A	DNA	USA Home Office Zone A	2/13/06	3/26/12
	SA1007-Regional						
	SA1007-Regional						
	SA1007-Regional						

Merit Guideline based on Performance Rating and Range Position

## Merit Recommendation



Current Range Position	Performance Rating	Performance Rating (manual)	Proration %	Merit Guideline \$ %	Merit
73.85%	4 - Exceeds job requirements	Exceeds	100.0%	1.50%-3.50%	\$ 3,130.03 2.42 %
15.90%	3 - Successfully / consistently meets requirements	Consistently Meets	100.0%	2.00%-4.00%	\$ 2,107.19 2.15 %
38.19%	3 - Successfully / consistently meets requirements	Consistently Meets	100.0%	1.50%-3.50%	\$ 2,371.06 2.15 %
33.57%	3 - Suc				
15.12%					

## Benefits:

- Automation of process
- Permissions driven by EC reporting relationships
- Data pulled from EC and foundation files, and real time link to PM
- Improved access to information
- Improved controls on approvals and transparency with a global view
- Executive Review allowed for multiple levels of review real time.



# Next Steps



- Continue roll out of all models for broader usage (MSS, ESS) globally
- Ongoing enhancement of training for Users, including reporting capabilities for HR
- Translations across all modules – 5 additional languages
- Review requirements for Administration support globally
- Global Payroll RFP – then integration to EC
- Previewing Learning and T&E solutions

