

# Importance of Effective Learning Culture

## SAP SuccessFactors Learning

Siranaddya Barzorak, SAP / May 24, 2016

SAP SuccessFactors 



**SAP**

# What is Learning Culture?

A learning culture is a collection of organizational conventions, values, practices and processes. These conventions encourage employees and organizations develop knowledge and competence.



Not at all  
academic



Very business  
relevant



Life or death  
for many  
organizations



# Why Learning culture is so important?



Employee engagement



Learning opportunities –The largest driver of employee engagement

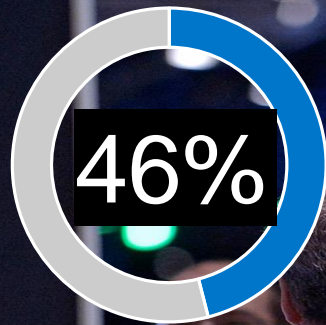


Engaged People = Extraordinary Results

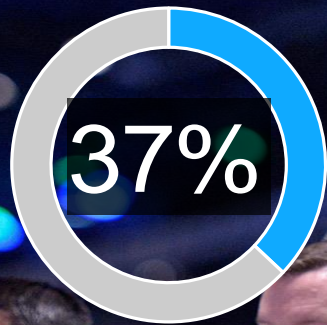
# High Impact Learning Culture



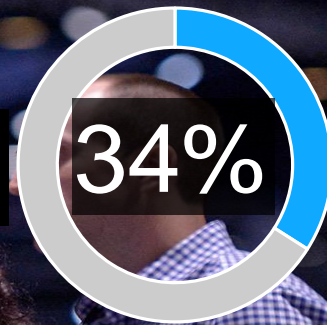
# Organizations that embrace learning outperform their competition



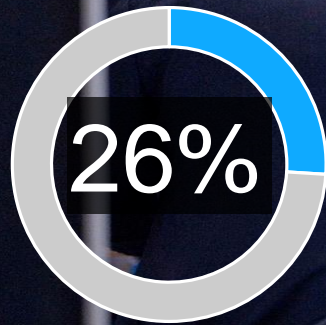
46% more likely to be first to market



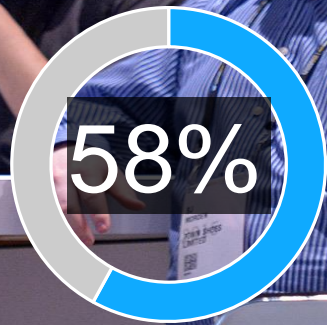
37% greater employee productivity



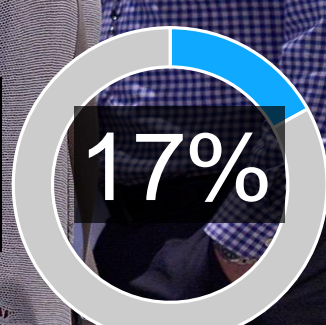
34% better response to customer needs



26% better at delivering "quality products"



58% more prepared to meet future demand



17% more likely to be market share leaders

# Learning Industry trend



Social & Mobile



Gamification



Content Curation

**Consumer Centric Learning** puts Employees not L&D department in charge

# SAP SuccessFactors Learning

One Solution. Unlimited Possibilities.

Beautiful, Engaging Experiences for Everyone

Compliance Training

Talent Development

External Audiences

SAP SuccessFactors Learning

Open Content Solutions & Strategy

Standard Content Storage | Standard Content Bandwidth | Premium Content Management Services

SAP Workforce Performance Builder for Content Development | SCORM/ AICC Standards Support

Learning Management System (LMS)

SAP SuccessFactors HCM Suite | SAP Jam Collaboration | Mobile | Analytics

# SuccessFactors Learning Platform



## Learning Management System

- Formal, compliance related training
- Informal self-directed and social learning including Gamification
- Continuous Learning Culture
- Mobile learning
- Learning Evaluation
- Extended Enterprise

## Content

- Open Content Network
- SAP Workforce Performance Builder

## Social Learning with SAP Jam

- Collaborative groups associated with courses
- Communities of practice
- Networking and knowledge sharing
- Recommendation



# What we uniquely do to help you to build learning culture

## MODERN

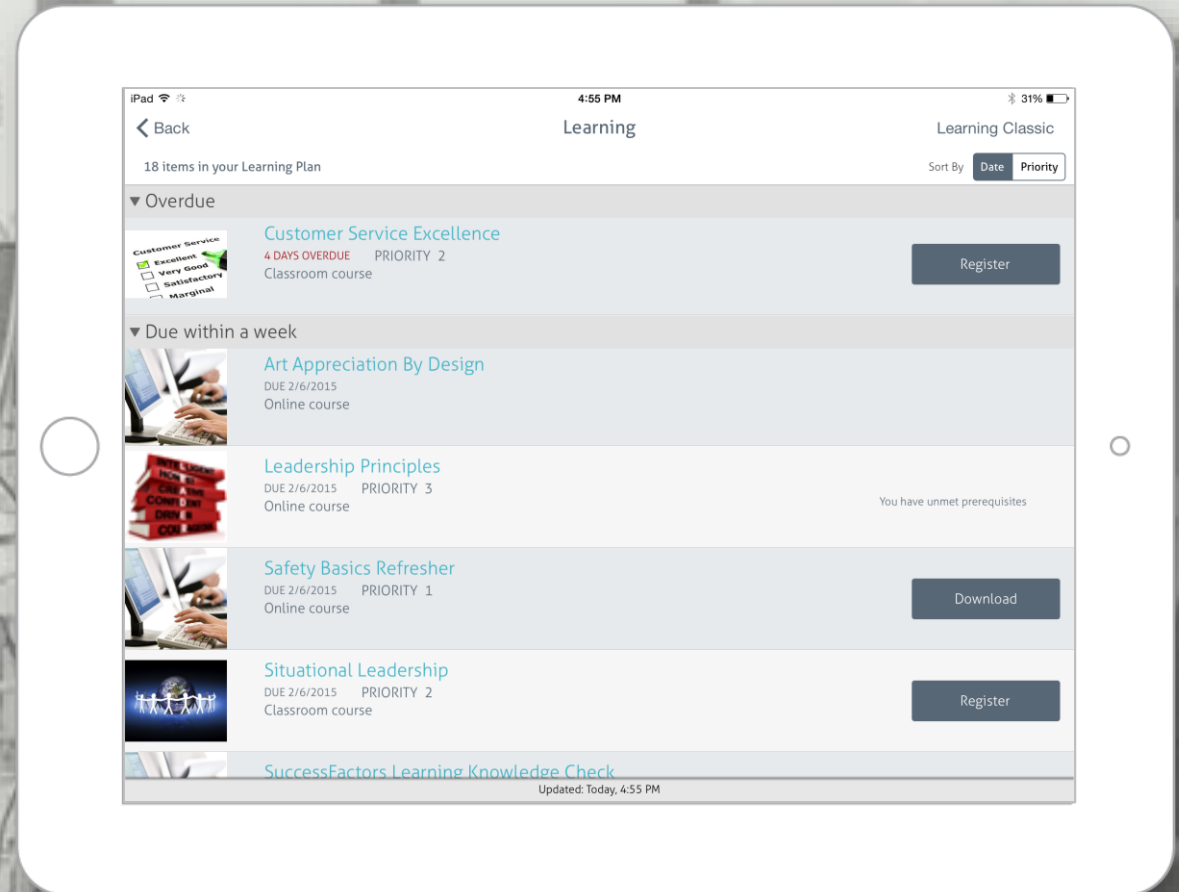
You can deliver any modality or methodology of training, anytime

## PERSONAL

The path to learning is easier and more personalized

## MEASURABLE

Learning happens more often, and results are measurable



# SuccessFactors Cloud Footprint – 40M+ users, 4,800+ customers

Learning

24.5  
million

Social Collaboration-Jam

21.8  
million

# AI-Futtaim: Providing Anytime, Anywhere Learning with SuccessFactors® Learning



## Company

AI-Futtaim Group

## Headquarters

Dubai, United Arab Emirates

## Industry

Cross industry

## Products and Services

Automotive, retail, real estate, and financial services

## Employees

42,000

## Web Site

[www.ai-futtaim.ae](http://www.ai-futtaim.ae)

## Objectives

- Increase transparency group-wide through greater insight into business needs and workforce skills
- Provide anytime, anywhere training so employees can learn about new products and regulations without leaving the workplace to attend classes
- Build programs that attract and retain qualified individuals and support business growth

## Why SuccessFactors, an SAP company

- Integration of the SuccessFactors® Learning solution with other solutions from SuccessFactors
- Security and reliability of data warehousing software from SAP
- Faster deployment of new global learning initiatives with premium support

## Benefits

- Ability to quickly update and roll out new learning solutions to adapt to changing business demands
- Streamlining of administrative processes from the front to back end for a higher return on investment (ROI) for learning
- Consistent and common HR experiences across all business areas

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“SuccessFactors Learning enables us to make learning solutions more widely available and to introduce new ways of learning for all aspects of the employee lifecycle.”

Dipesh Mistry, Group Learning Technologies Manager, AI-Futtaim Group

>74%

Of online workforce using the learning system

51%

Of online users have taken advantage of blended learning items

US\$ 433,242

In savings to date by delivering learning online

SAP SuccessFactors 

# SAP Runs SAP: Improving Training and Developing Talent with SAP SuccessFactors® Learning

## Company

SAP SE

## Headquarters

Walldorf, Germany

## Industry

High tech

## Products and Services

Enterprise Software

## Employees

74,400

## Revenue

€17.56 billion

## Web Site

[go.sap.com](http://go.sap.com)

## Objectives

- Foster a strong learning culture and a continuous learning environment
- Develop and retain highly skilled talent
- Drive measurable business outcomes through greater employee engagement
- Enable SAP to continue to help its customers Run Simple

## Resolution

- Deployed the SAP SuccessFactors® Learning solution as part of an end-to-end solution that includes the SAP® Jam™ social software platform
- Established content lifecycle standards to ensure timely, high-quality content is available
- Established a governance framework to empower 400 system administrators to harness the flexibility of a cloud-based solution

## Benefits

- Streamlined system administration, making updates easy and fast
- Innovative cloud infrastructure that offers employees mobile access to learning
- Consistent company-wide user experience on a single learning system

## Future Plans

Enhance learning culture to maximize generational intelligence, gender intelligence, and all types of employee abilities

**74,400**

Employees with access to personalized content

**€40–€50**

Impact on operating profit with a 1% change in employee retention

**65**

Learning teams utilizing a single, flexible learning management system

**90%**

Reduction in employee-facing content

**€35–€45 million**

Operating profit change with a 1% increase in engagement

**68%**

Of administrators find it easy to create curriculums

“We implemented SAP SuccessFactors Learning to make learning easier. New courses are instantly available, allowing teams to react to market changes. It is reshaping our learning culture.”

Katica Roy, Vice President of Learner Experience and Impact, SAP SE

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# Thank you

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