# Success is Simply Human

SAP SuccessFactors

## HERUG

Yvette Cameron
GVP, SAP SuccessFactors Strategy
April, 2016

SAP

# Digital Business Models are DISRUPTIVE

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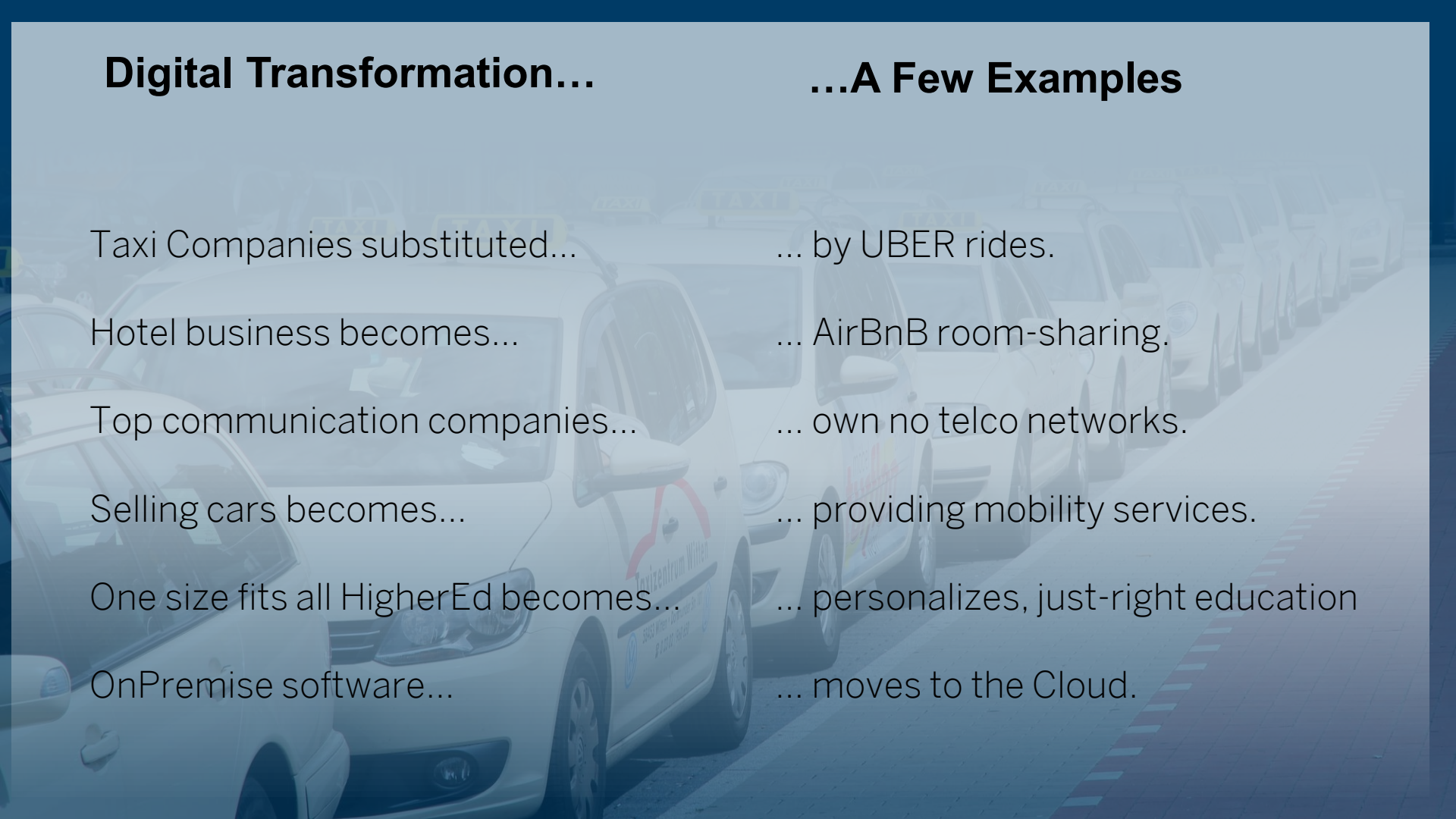

## Digital Transformation…

Taxi Companies substituted…

Hotel business becomes…

Top communication companies…

Selling cars becomes…

One size fits all HigherEd becomes…

OnPremise software…

## …A Few Examples

… by UBER rides.

… AirBnB room-sharing.

… own no telco networks.

… providing mobility services.

… personalizes, just-right education

… moves to the Cloud.

# Journey to Transformation

… is through the Cloud

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# Dynamics of engaging people are changing

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SAP
HUDSON YARDS
BEGINS
HERE

# “All In” People = Extraordinary Results

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# 5 Generations

Digital natives

Digital immigrants

Digital voyeurs

Digital holdouts

Digitally disengaged

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# Total Workforce

83% of executives indicate they're increasingly using contingent workers

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# HR Lacks Standardization / Requires Simplification

Complexity **consumes more resources than necessary** – capital that could be used more effectively elsewhere

**74%**
of business leaders say that complexity inhibits companies' ability to meet goals

**HR is no stranger to complexity**

- Non-standard processes
- Multiple stakeholders
- Outdated technology
- Entering new markets / M&A
- Changes in regulation and compliance
- Big Data

Source: Knowledge@Wharton Future of Work Study Survey

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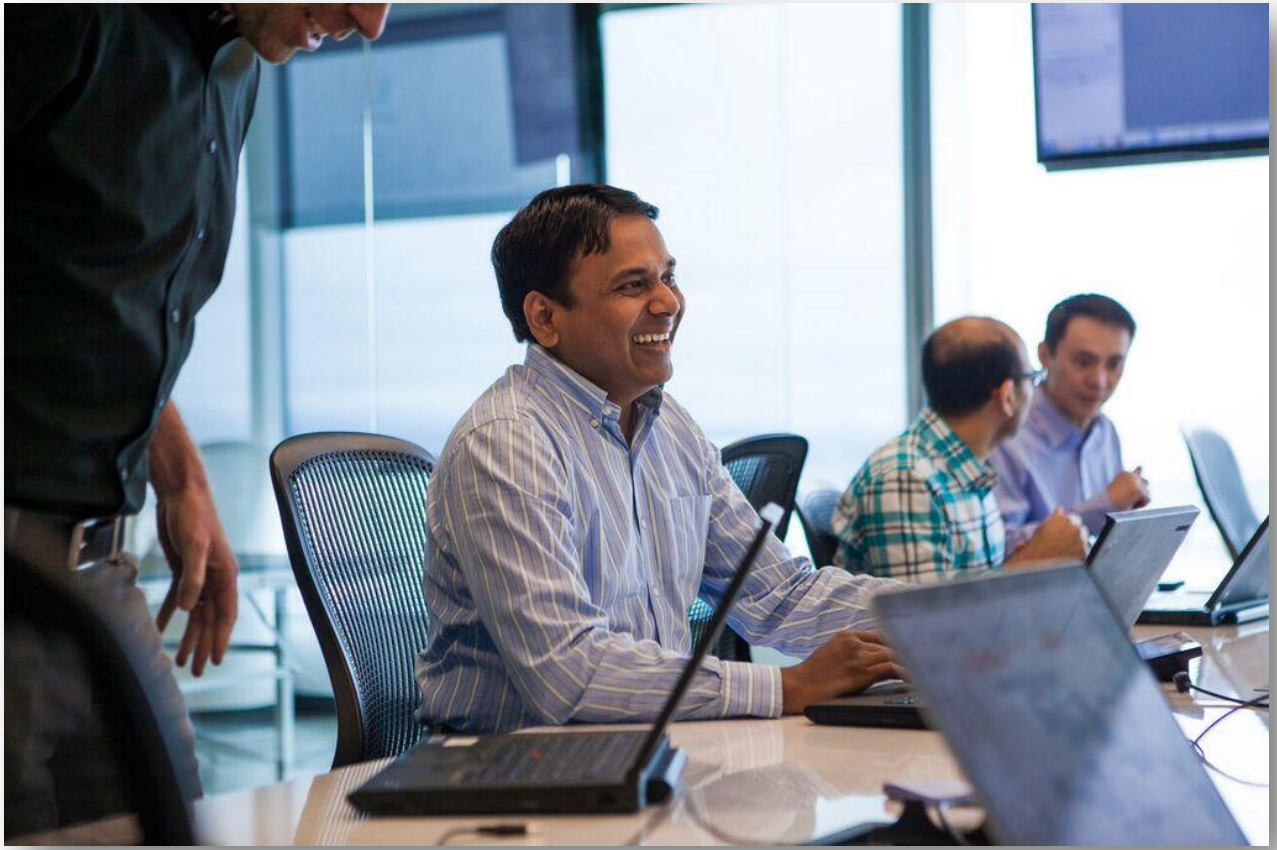
# Engaged Employees are All-In People



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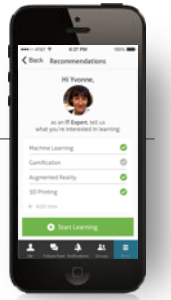
# Consumer-style experiences are expected

# Organizations that embrace learning outperform the competition



**46%** more likely to be first to market

**37%** greater employee productivity

**34%** better response to customer needs

**26%** greater ability to deliver “quality products”

**58%** more prepared to meet future demand

**17%** more likely to be market share leaders

Bersin & Associates, 2012

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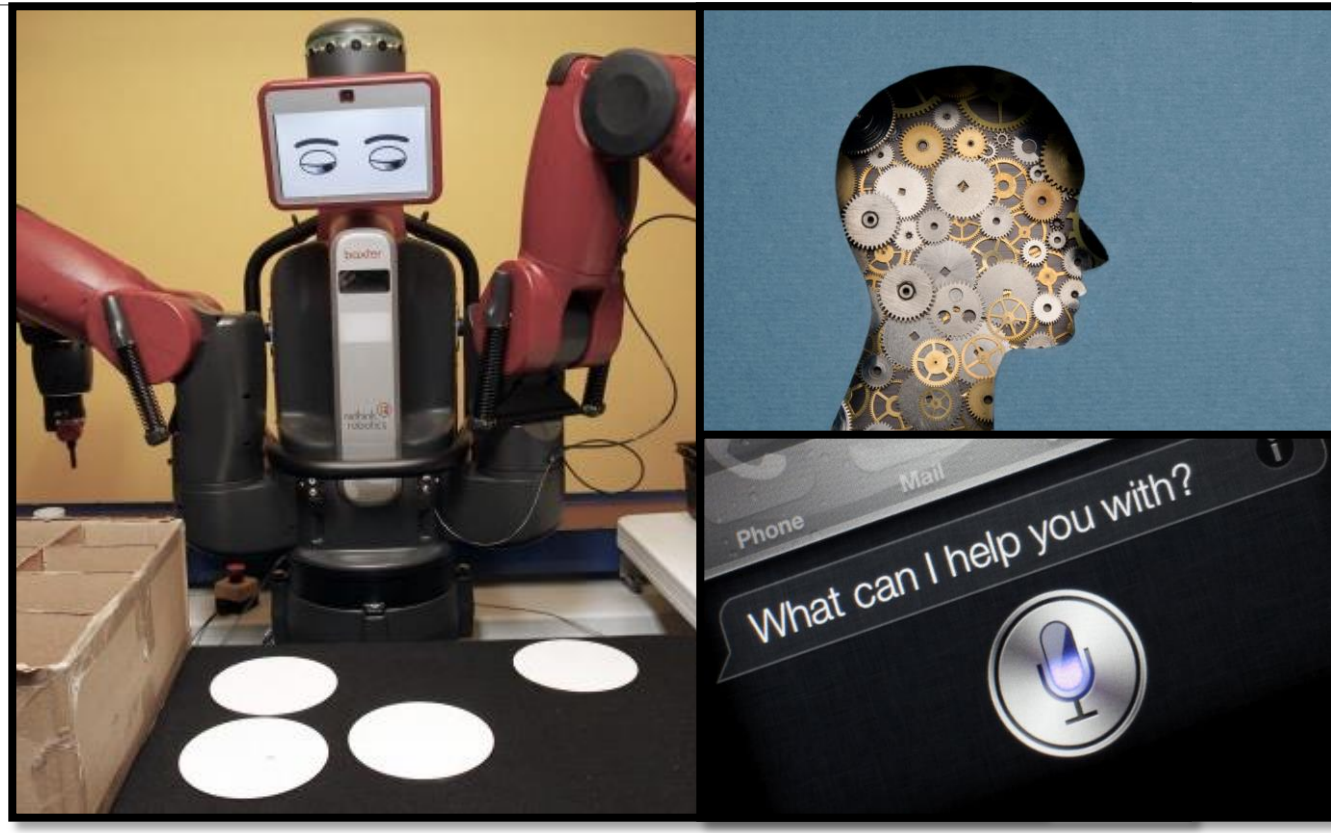
# The Robots are Coming !!

Fear of obsolescence

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# Tomorrow’s Jobs Don’t Exist Today

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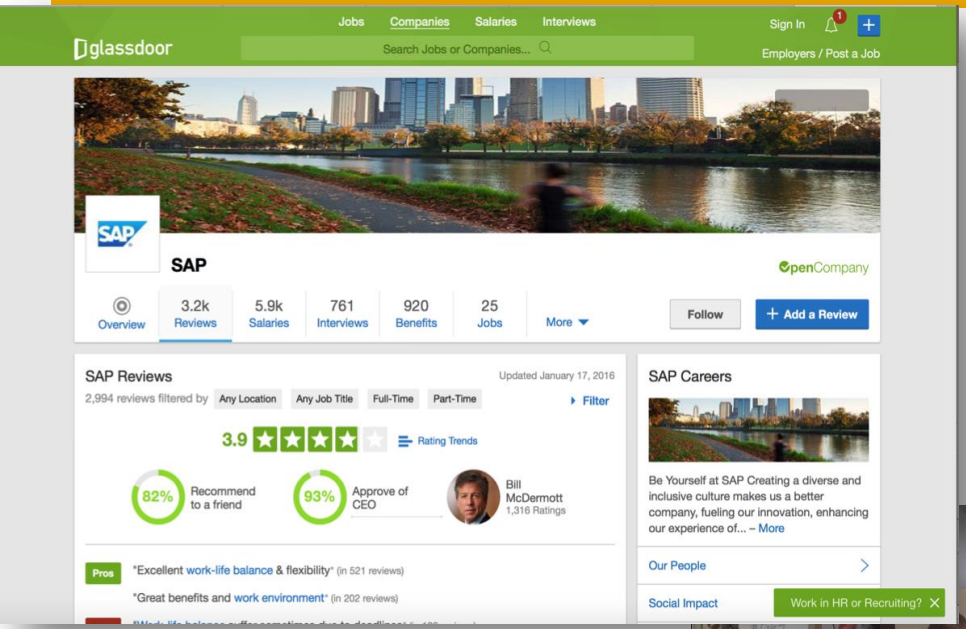
# Business is Transparent



# Employer brand matters

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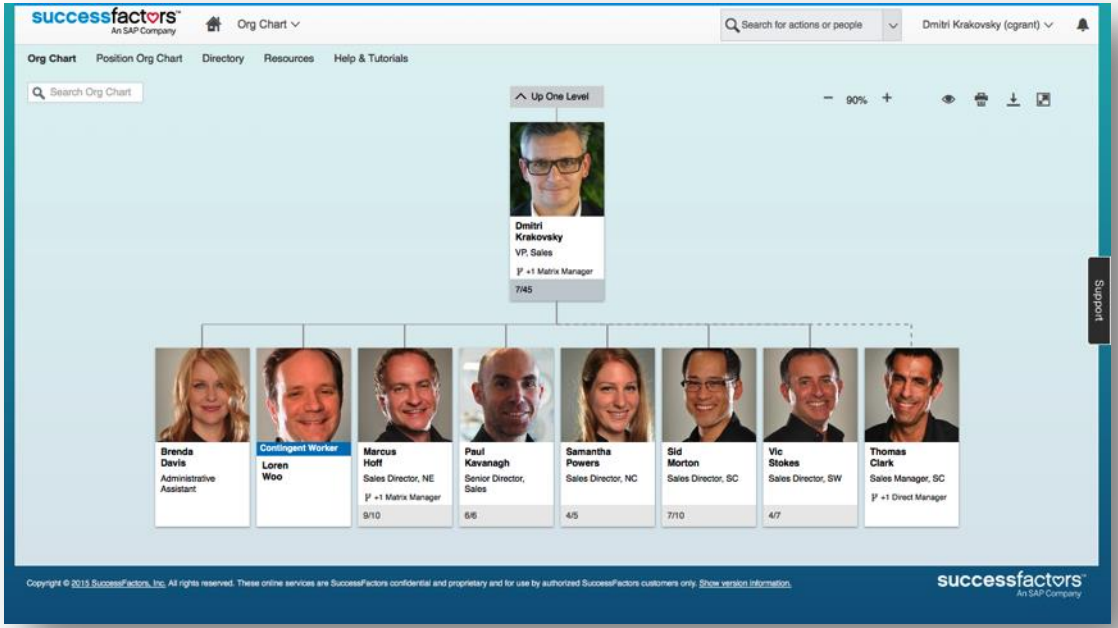
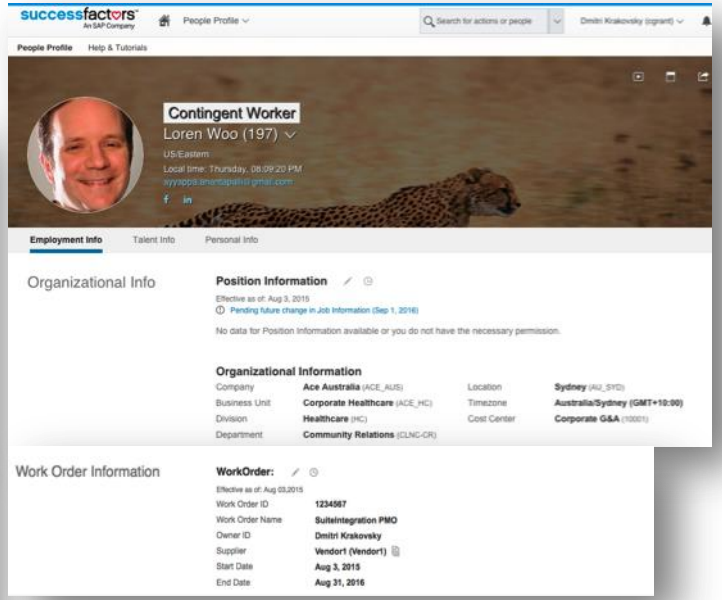
# Manage the Total Workforce

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# Total Workforce Management

SAP FIELDGLASS®

+

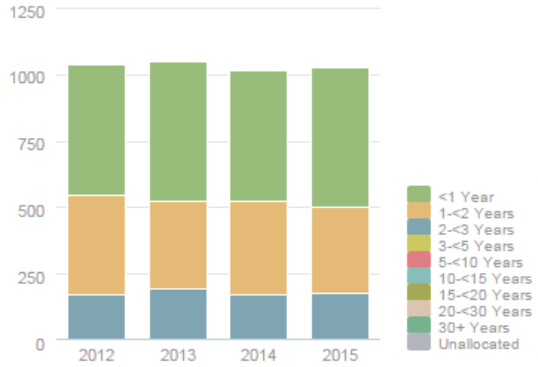
SAP SuccessFactors

## EOP Headcount - Contingent Workers

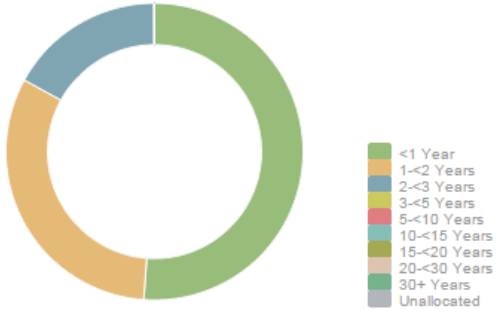
Actual number of contingent workers employed at the end of the reporting period.

CY Actual | Data as of: December 31, 2015

### Time Trend for All Time Periods




### Analysis Distribution for 2015




EOP Headcount - Contingent Workers (All Locations, All Organization Tenures, 2015)

| All Organization Tenures | <1 Year | 1-<2 Years | 2-<3 Years | 3-<5 Years |
|---|---|---|---|---|
| All Locations | 1,024 | 524 | 326 | 174 | 0 |
| Asia Pacific | 136 | 76 | 42 | 18 | 0 |
| Europe | 364 | 178 | 122 | 64 | 0 |
| North America | 524 | 270 | 162 | 92 | 0 |

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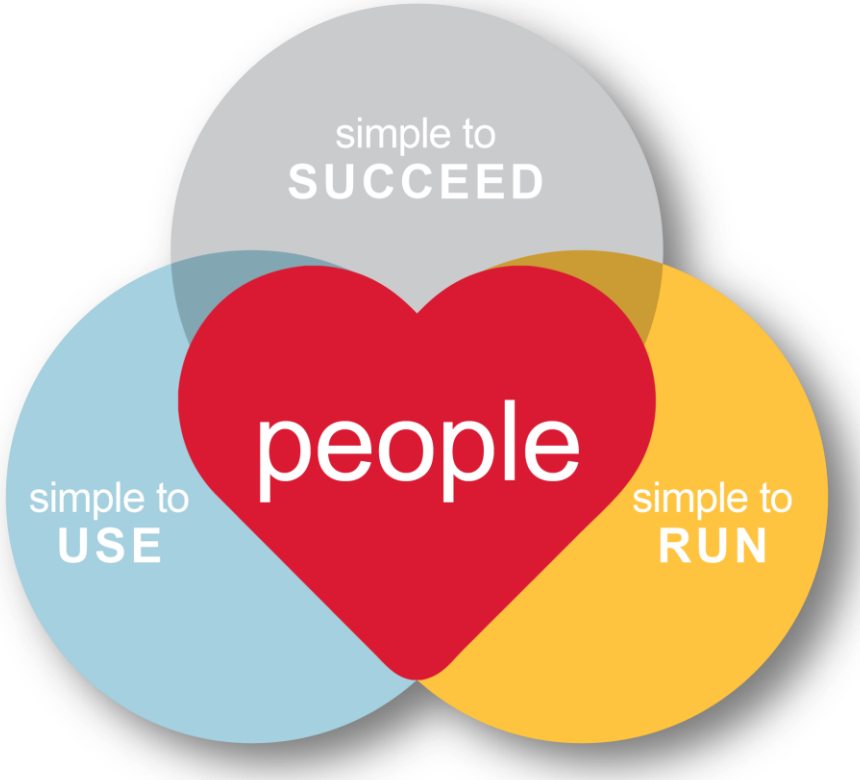
# How do we enable results?

With a solution that is:

- Simple to Run
- Simple to Use
- Simple to Succeed

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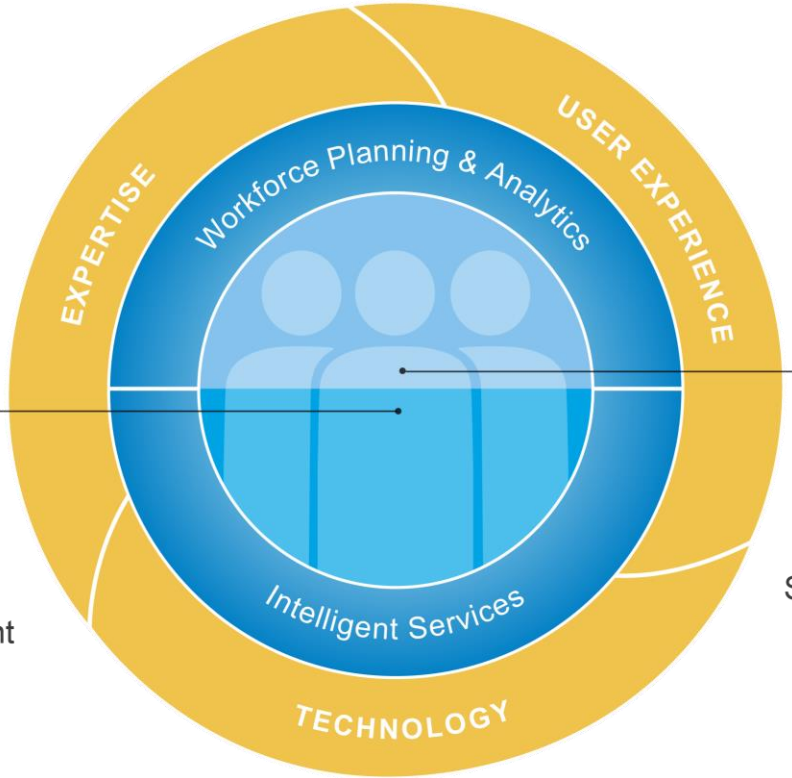
# SAP SuccessFactors solution breadth and depth

## Supporting your total workforce

**CORE HR**

- Payroll
- Time & Attendance
- Global Benefits
- Shared Services
- Employee Recordkeeping
- Organizational Management




**TALENT MANAGEMENT**

- Recruiting
- Onboarding
- Learning
- Performance & Goals
- Compensation
- Succession & Development

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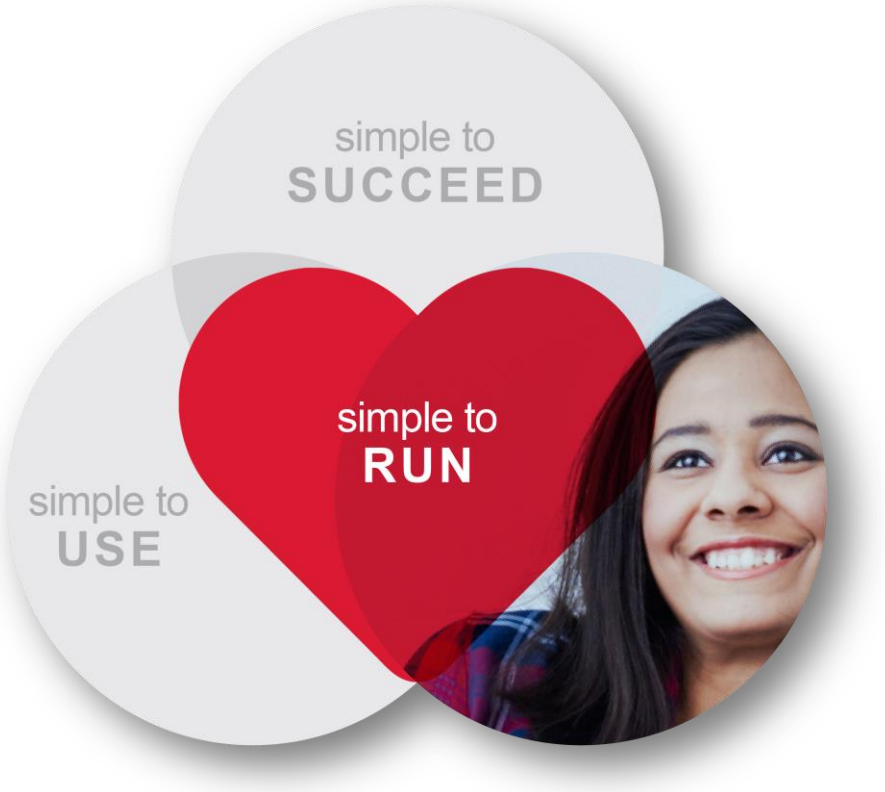
# Simple to Run

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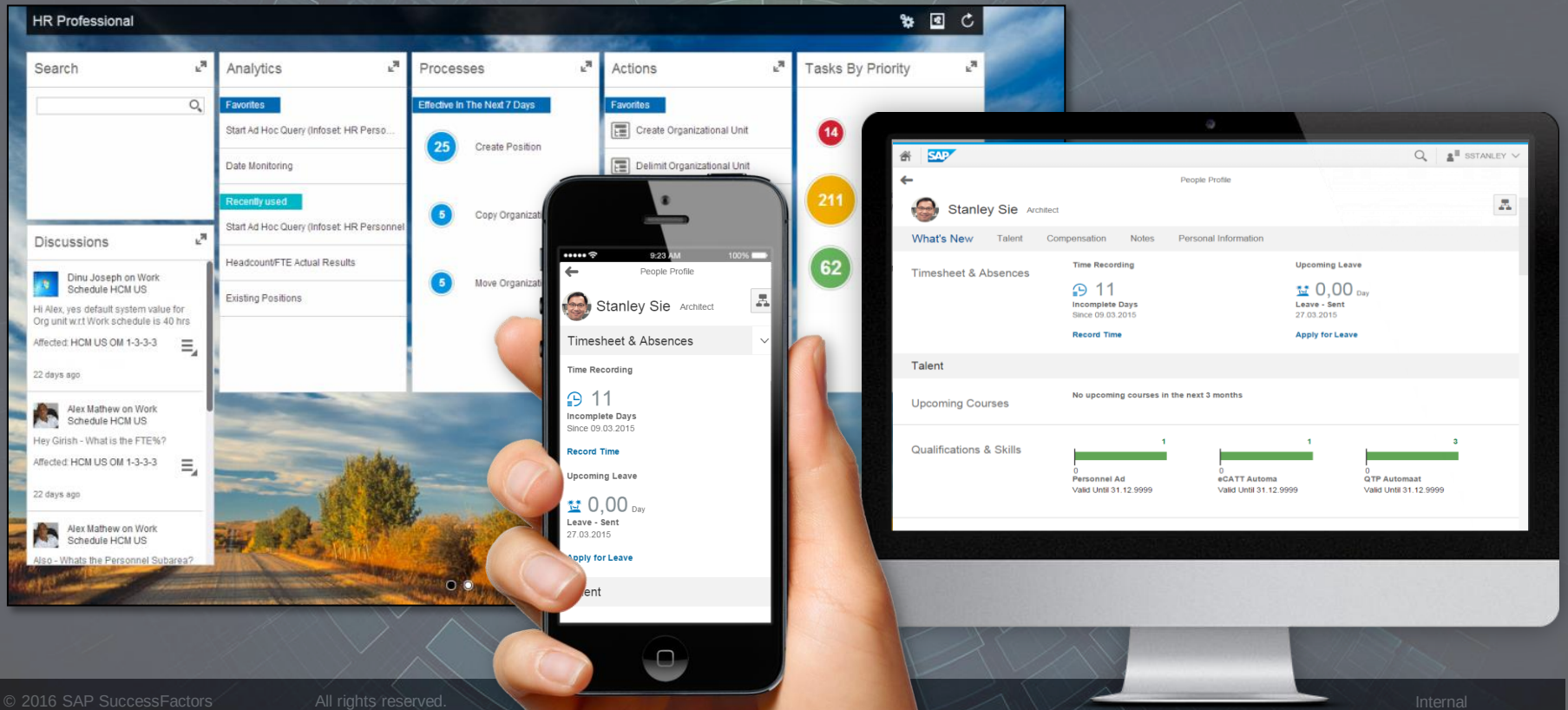
# SAP ERP HCM

## Simplifying HCM processes and user experience

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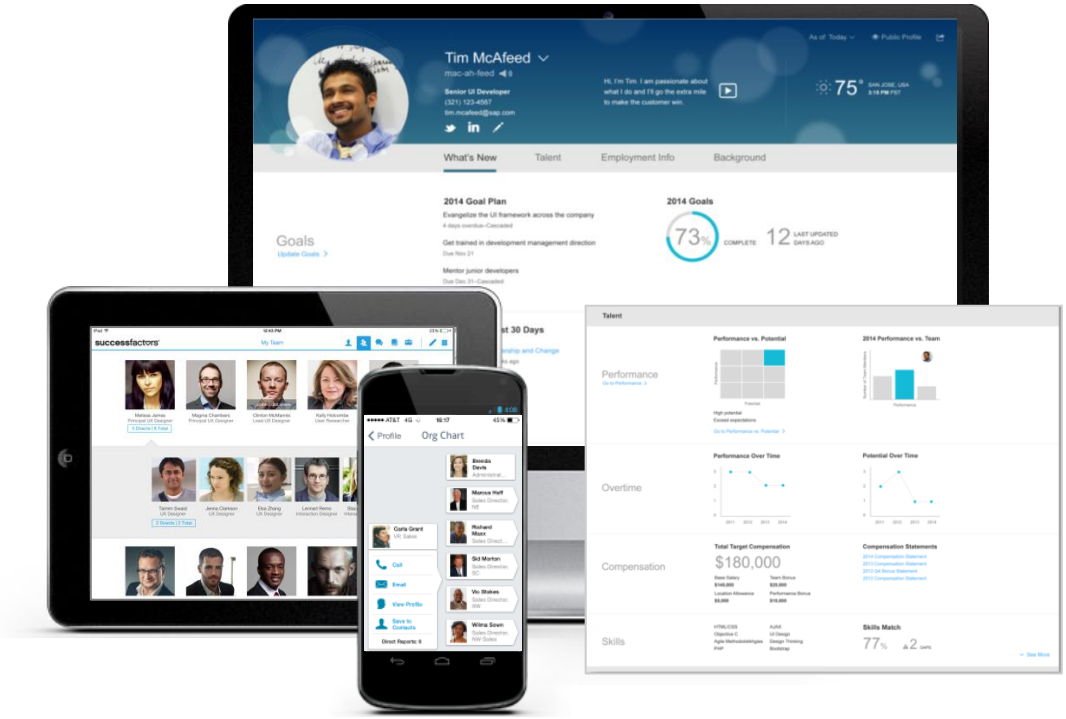
# SAP SuccessFactors Employee Central

## Complete Core HR System of Record and Engagement in the Cloud




- Employee Recordkeeping
- Organizational Management
- Global Benefits
- Case Management (HR Help Desk)
- Apprentice Management
- Time and Attendance Management
- Payroll
- Localization
- Integration

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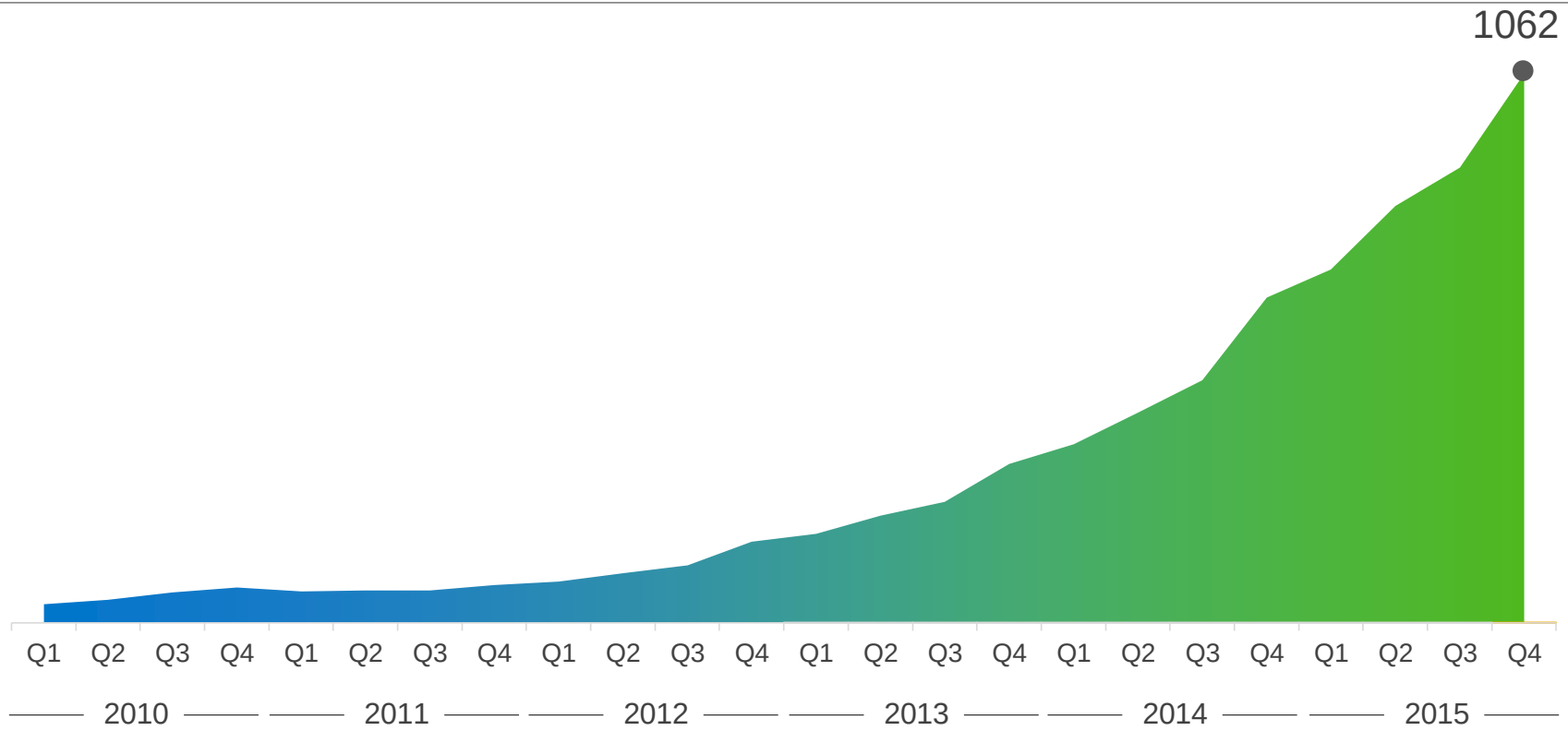
# Employee Central Momentum

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# Cloud Scale: 40M+ users, 4,800+ customers

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# Simple to Use

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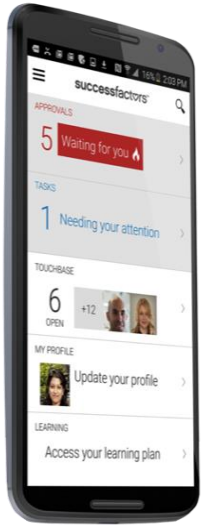
# Mobile, Easy, Useful




Android

Watch

iOS

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# Built-In Intelligence

# Simple to Succeed

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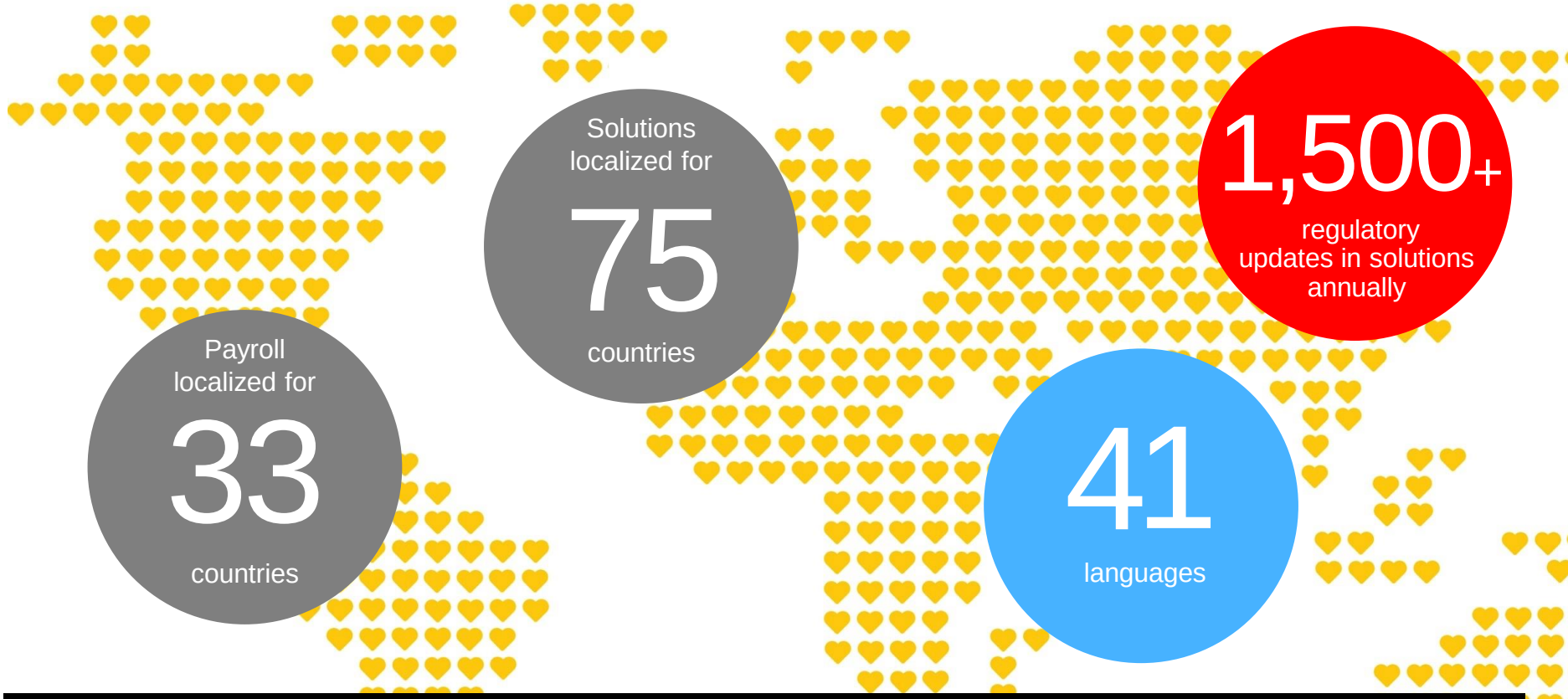
# Local compliance and global best practices

## Supporting the world through a local lens

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# Built-in decision support

## We've learned from the best, and made it a practice

- Pre-delivered Talent Questions
- Industry-specific Job Descriptions
- Job Families
- Skills Catalog
- Competencies Catalog
- Learning Reports and Dashboards
- Recruiting Best-practice Templates
- International and Country-specific Reports

- Compensation Metrics and Reports
- Workforce Analytics Metrics
- Core HR Workflows
- Assessment Coaching Assistant
- Assessment Writing Assistant
- Goals Catalog
- Comprehensive Benchmarking
- Live Compensation Dashboards

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# Unlimited extensibility

Expand on what we deliver with
SAP SuccessFactors Extension Center

Build something completely new with
SAP HANA Cloud Platform

Powered by SAP HANA

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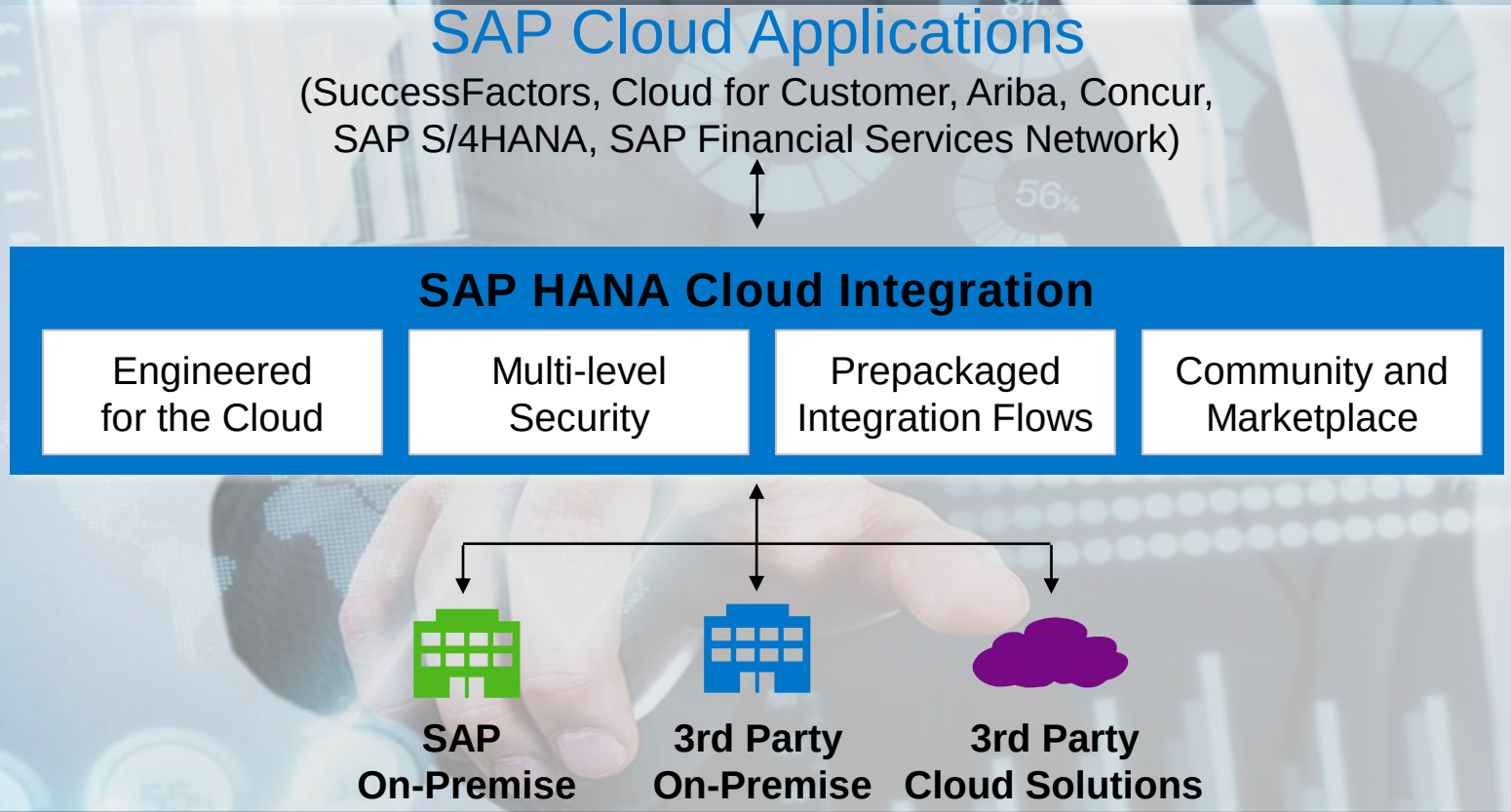
# SAP HANA Cloud Integration

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# Where are you on the Digital Transformation Journey?

Whatever your starting point and strategy, SAP is enabling your digital workforce transformation with key scenarios to **extend your current investments** with **new possibilities** in a high-return, low-risk approach.



1. **Talent Hybrid**
2. **Side-By-Side**
3. **Core Hybrid**
4. **Full Cloud**

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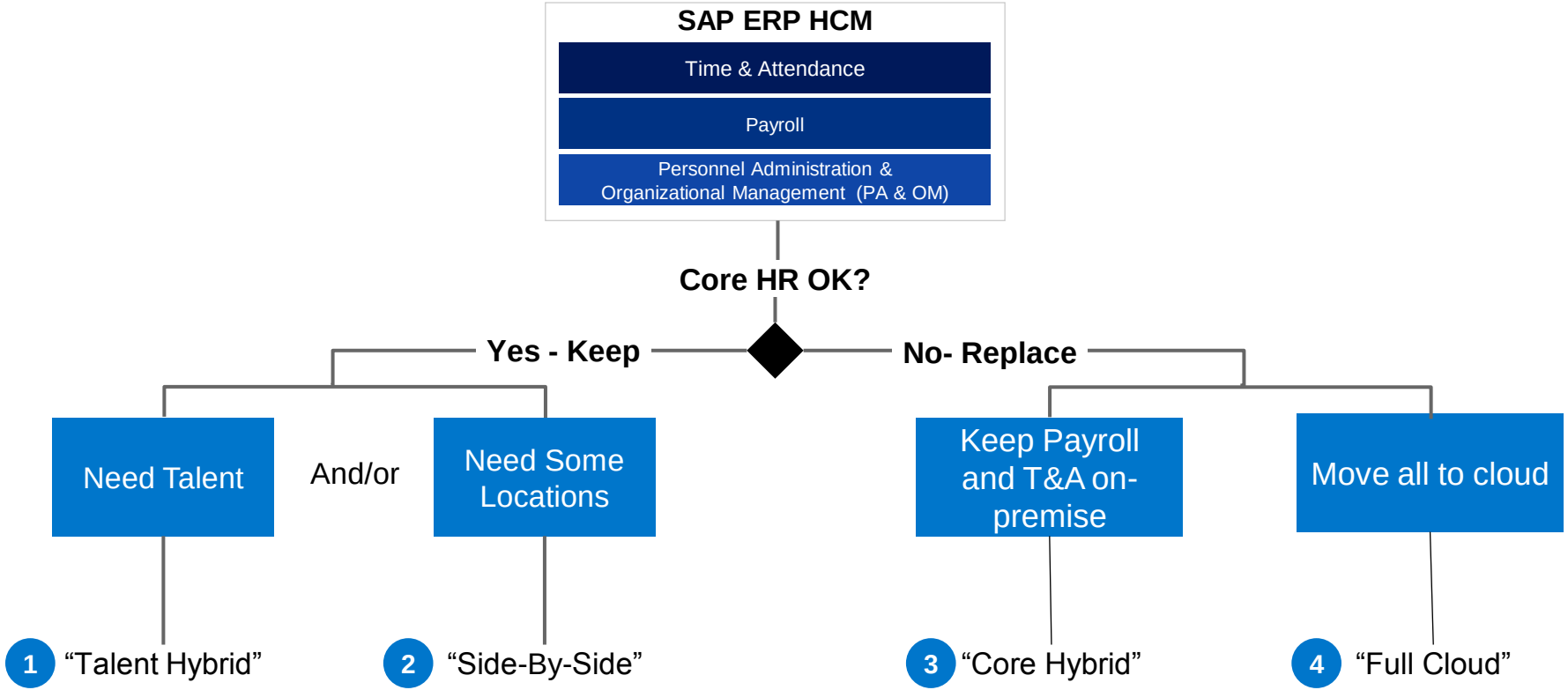
# Digital Workforce Transformation: Proven options for SAP customers

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# We Invite You to Take the Journey with Us

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ALL IN!

## We think the answer is simple …

# Success is Simply Human™

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