Success is Simply Human

Yvette Cameron
GVP, SAP SuccessFactors Strategy
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Digital Business Models are **DISRUPTIVE**
Digital Transformation…

Taxi Companies substituted... ... by UBER rides.

Hotel business becomes... ... AirBnB room-sharing.

Top communication companies... ... own no telco networks.

Selling cars becomes... ... providing mobility services.

One size fits all HigherEd becomes... ... personalizes, just-right education

OnPremise software... ... moves to the Cloud.
Journey to Transformation

… is through the Cloud
Dynamics of engaging people are changing

Battle for Talent

Multi-generational

Evolving Workforce

Standardization & Simplification

All in? Or checked out?
“All In” People = Extraordinary Results

Companies which rank employee engagement as imperative to achieving business success.

Harvard Business Review
5 Generations

Digital natives

Digital immigrants

Digital voyeurs

Digitally disengaged

Digital holdouts
83% of executives indicate they’re increasingly using contingent workers
HR Lacks Standardization / Requires Simplification

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

- Non-standard processes
- Multiple stakeholders
- Outdated technology

- Entering new markets / M&A
- Changes in regulation and compliance
- Big Data

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

Source: Knowledge@Wharton Future of Work Study Survey
Engaged Employees are All-In People
“Change Is in the Air”

“Kill Your Performance Ratings”

“Annual Performance Reviews Underperform”

“Time to Kill Forced Rankings?”

“Yes, Everyone Really Does Hate Performance Reviews”
Modern User Interfaces

Anytime, Anywhere

Collaborative

Information-fueled

Personalized, Contextual

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
The Robots are Coming !!

Fear of obsolescence
Tomorrow’s Jobs Don’t Exist Today
Business is Transparent

Employer brand matters
Manage the Total Workforce
Total Workforce Management

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)

<table>
<thead>
<tr>
<th>All Organization Tenures</th>
<th>&lt;1 Year</th>
<th>1-&lt;2 Years</th>
<th>2-&lt;3 Years</th>
<th>3-&lt;5 Years</th>
<th>Unallocated</th>
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<td>524</td>
<td>270</td>
<td>152</td>
<td>92</td>
<td>0</td>
</tr>
</tbody>
</table>
How do we enable results?

With a solution that is:

• Simple to Run
• Simple to Use
• Simple to Succeed
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
Simple to Run
SAP ERP HCM
Simplifying HCM processes and user experience
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
Employee Central Momentum

Q1  Q2  Q3  Q4  Q1  Q2  Q3  Q4  Q1  Q2  Q3  Q4  Q1  Q2  Q3  Q4

1062

Q1  Q2  Q3  Q4  Q1  Q2  Q3  Q4  Q1  Q2  Q3  Q4  Q1  Q2  Q3  Q4

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

- Performance & Goals: 36.1 million
- Learning: 24.5 million
- Compensation: 15.8 million
- Succession & Development: 19.0 million

- SAP Jam: 21.8 million
- Recruiting: 18.5 million
- Employee Central: 10.9 million
- Workforce Analytics & Planning: 11.2 million
Simple to Use

simple to SUCCEED

simple to USE

simple to RUN
Mobile, Easy, Useful

Android

Watch

iOS
Built-In Intelligence

- Notify co-workers
- Notify project teams
- Reroute candidates
- Provision
- New Project
- Global Assignment
- Goal Change
- Intelligent Services
- Leave of Absence
- Job Transfer
- New Manager
- Manager Changes
- Adjust expense reporting
- Stop Paycheck
- Reschedule training
- Reroute financial approvals
Simple to Succeed
Local compliance and global best practices
Supporting the world through a local lens

- Solutions localized for 75 countries
- Payroll localized for 33 countries
- 41 languages
- 1,500+ regulatory updates in solutions annually
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

19,500+ Unique HR content elements
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
SAP HANA Cloud Integration

SAP Cloud Applications
(SuccessFactors, Cloud for Customer, Ariba, Concur, SAP S/4HANA, SAP Financial Services Network)

SAP HANA Cloud Integration
- Engineered for the Cloud
- Multi-level Security
- Prepackaged Integration Flows
- Community and Marketplace

SAP On-Premise
3rd Party On-Premise
3rd Party Cloud Solutions

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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
Digital Workforce Transformation: Proven options for SAP customers

SAP ERP HCM
- Time & Attendance
- Payroll
- Personnel Administration & Organizational Management (PA & OM)

Core HR OK?
- Yes - Keep
  - Need Talent
    - And/or
      - Need Some Locations
        - 1 “Talent Hybrid”
      - 2 “Side-By-Side”
  - 3 “Core Hybrid”
- No - Replace
  - 4 “Full Cloud”
We Invite You to Take the Journey with Us
We think the answer is simple ...

Success is Simply Human™