SAP SuccessFactors

Welcome to

HR Connect

Belgium

2026





Emmy Deleu

Head of SAP SuccessFactors BeNeLux

INTERNAL – SAP and External Parties under NDA Only

SAP SuccessFactors

HR Connect

Thank you!



SAP SuccessFactors

HR Connect

Your people thrive on connection.
Your business does, too.



PUBLIC

SAP SuccessFactors

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Thank you to our sponsors!

Platinum

Capgemini

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Flexso for People

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HuRis

STRADA

TECHWOLF

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ADP

ATOSS

expertum persolis

pwc

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spinifexIT

zalaris

BRAINBRIDGE IT STAFFING

EPI-USE

Skillsoft

qualtrics XM

Agenda HR Connect Belgium

SAP SuccessFactors

09:30 Registration & Welcome

10:30 **Opening** | Emmy Deleu & Harriet Newlyn | SAP SuccessFactors

10:45 **SAP SuccessFactors Innovation session** | Kai Petzelt & Jeremy Bouisseau

11:15 **Customer Panel** | sponsored by Capgemini, Delaware and Flexso for People
Capgemini - Evi Peeters | Deceuninck - Samuel Potvin | CLdN - Rafaëlle De Troeyer

11:45 **Interactive sessions**

Roundtables	Ask the Expert		Hands-on
AI adoption, External Workforce Management, Onboarding, Pay transparency, Payroll, Recruiting with Mondial Relay, Recruiting with Sopra Steria, SAP Support **Saturnus & Jupiter**	Core HR, Reporting, People Intelligence **Aula**	Skills, Learning, Talent **Pluto**	Hands-on in SAP SuccessFactors Talent Development *Bring your laptop!* **AIRstreamer outside**

12:30 **Lunch**

Breakout Sessions

	Aula	Jupiter	Pluto	Saturnus
13:30	**SAP SuccessFactors** Evolving from Time to Workforce Management: Roadmap and Future Vision	**Meat & More & Flexso** Meat & More's Frontline HR Transformation: From Fragmentation to Integrated, Data-Driven Workforce Management	**Accent & delaware** Accent's HR Transformation: Building the Foundation, Looking Ahead	**Atlas Copco Group & TechWolf** Atlas Copco Group's skills enabled Transformation: Unlocking Talent Agility with AI-Driven Skills Intelligence
14:10	**SAP SuccessFactors** Growing People. Growing Business. Career & Talent Development with SAP SuccessFactors	**Beobank & Capgemini** HR without the Headache	**Allseas & Deloitte** Consolidated Time Recording across S/4 HANA & SuccessFactors	**Sligro Food Group & Strada** Aligning for Success: One Vision, Two Countries
14:50	**SmartRecruiters** Insights into SmartRecruiters roadmap with SAP SuccessFactors	**RTBF & Arago** RTBF's HR Transformation Journey: From Digital Foundation to a Skills- Driven, Learning Organization *Session in French*	**Mensura & HuRis** From Paper Files to Digital Simplicity	**SAP SuccessFactors** SAP Runs SAP: Our Journey towards a Skills-Based organization

15:30 **Closing & Fun Experience**

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16:00 **Networking, Drinks & Bites**

AI Safari

Step inside. Discover AI in action

Every 15 minutes during breaks, lunch & networking

Explore inspiring **AI use cases**



AI Safari

Join the tour with our guides

Tours start at

10:00 12:30 13:00

16:00 16:30

SAP SuccessFactors



Harriet Newlyn

Chief Revenue Officer
SAP SuccessFactors

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HR Connect

Welcome to the family!



EXMAR

CONNECT GROUP

BanqueNationaleBank DE BELGIQUE VAN BELGIË Eurosystem

IVAGO

vrt

DEME

Wallonia.be EXPORT INVESTMENT

beobank

ORES OPÉRATEUR DES RÉSEAUX GAZ & ÉLECTRICITÉ

AG

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Congratulations on your GO Lives!



Wallonia.be

FN HERSTAL

the value chain
Accelerate. Adapt. Act.

Aquafin

digipolis

puratos
Food Innovation for Good

iba

CONNECT GROUP

meat & more

helan

allnex

carrefour

SHURGARD SELF-STORAGE

CLdN

AGC

seris SECURITY

Ecuphar
An Animalcare Company

SES

DELTALIGHT

beobank

Sligro

proximus

KEYENCE

TOYOTA BOSHOKU

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Your business does, too.



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Meet our speakers



Kai Petzelt
VP, Head of Product Marketing

SAP SuccessFactors



Jeremy Bouisseau
Head of Solution Advisors

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Innovation for a changing world of work



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the future of work

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Six defining characteristics of the future of work



Specialists to Generalists

Greater task variety



Static Jobs to Dynamic Roles

Increased challenge & complexity



Pyramid Design to Diamond Design

Improved line of sight to ultimate beneficiaries of one's work



Outputs to Impact

Greater task significance



Centralized to De-centralized

Expanded decision latitude



People Management to Self-Leadership

Enhanced task identity

The **REALITY**



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The role of HR is fundamentally changing

65%

of HR operations will be automated with AI



Source: APQC, 2025



The companies that win with AI will be the ones that use it

to enable their **people** to reach the fullest potential.

Welcome to the Autonomous Enterprise

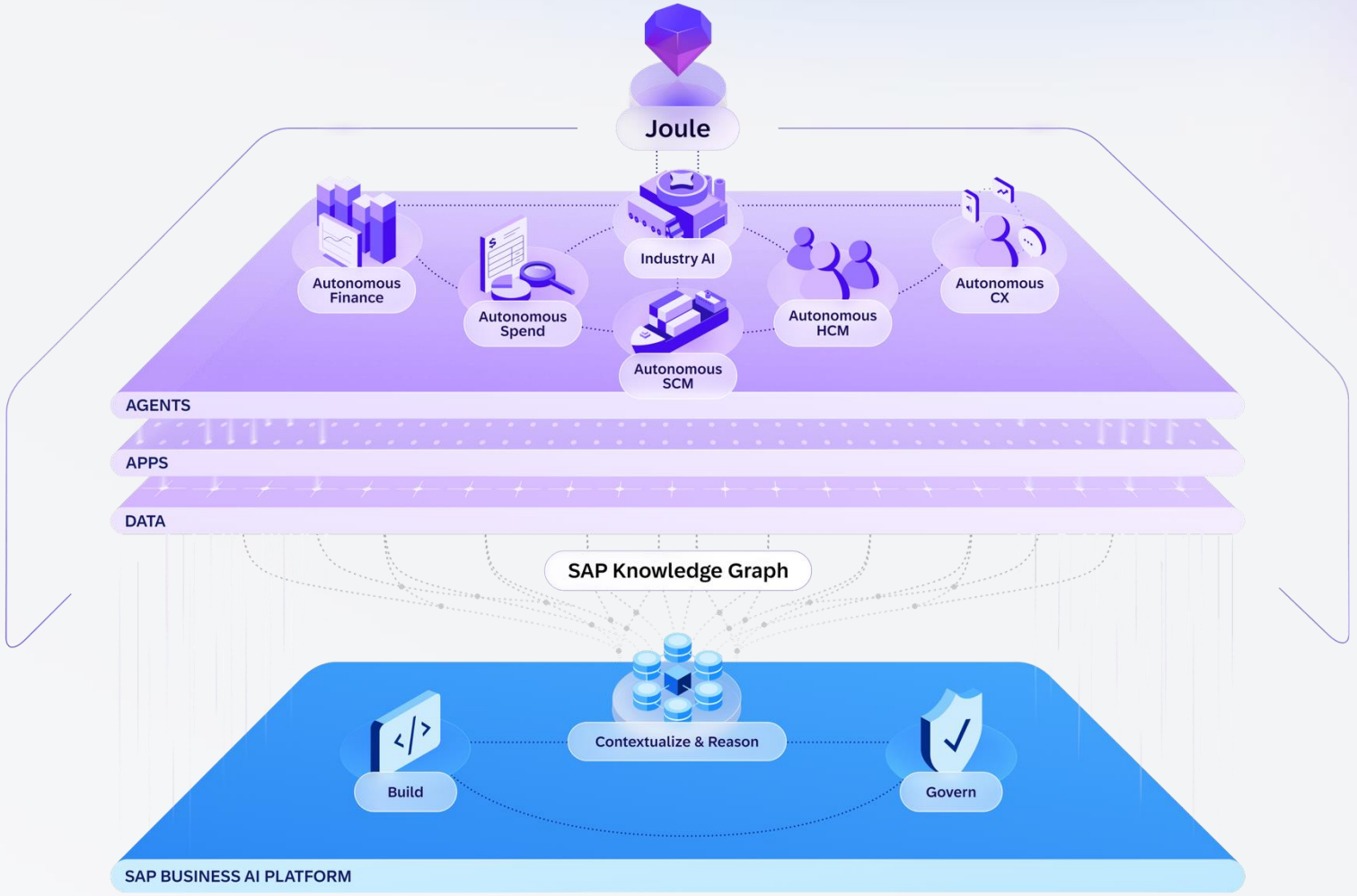
The Beginning of Better.



Autonomous Enterprise

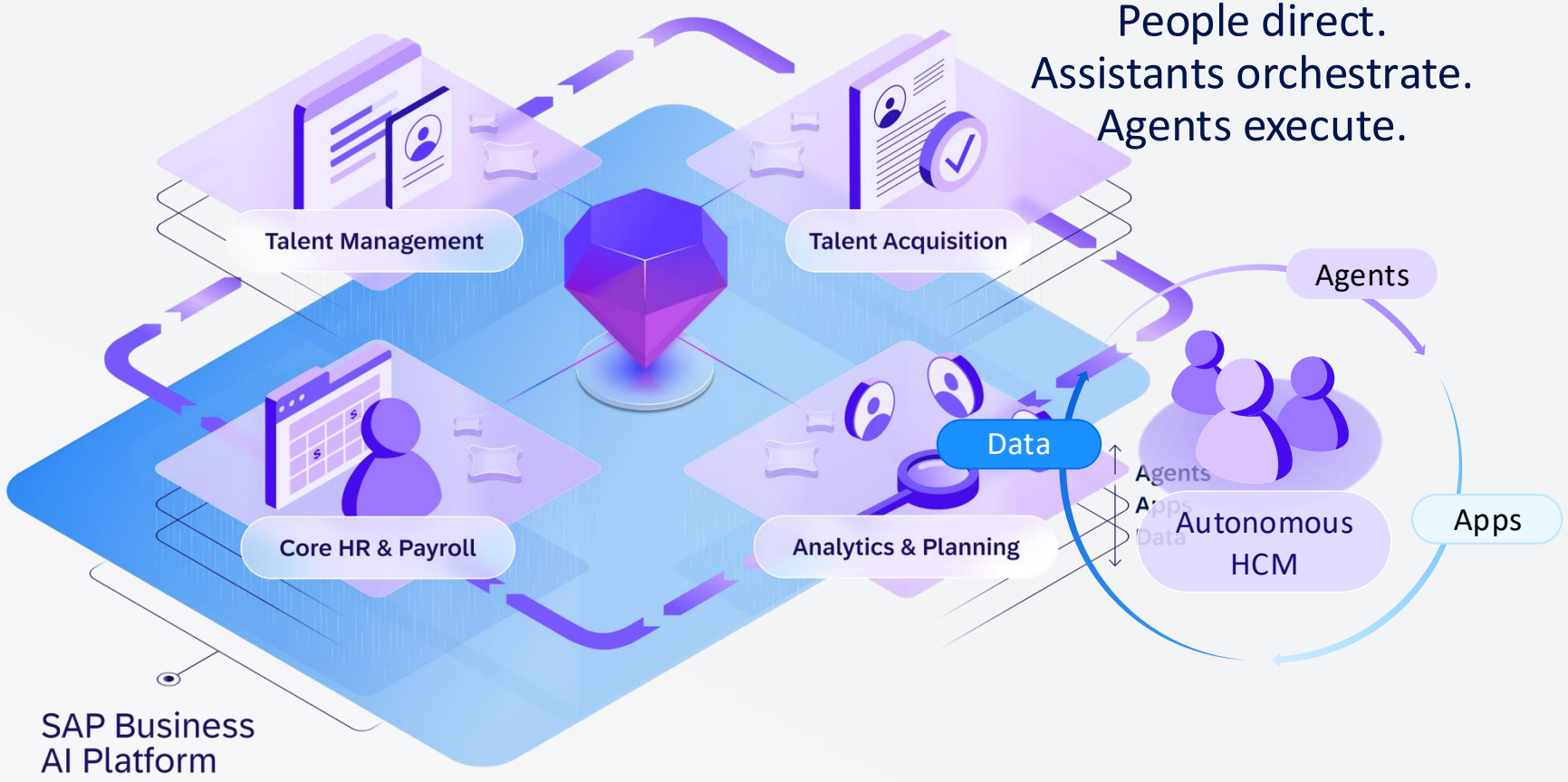
Your business can think, adapt, and act like never before.

SAP Autonomous Suite



Autonomous HCM

People direct.
Assistants orchestrate.
Agents execute.

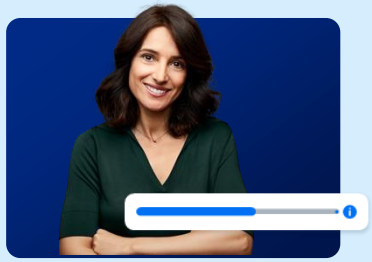
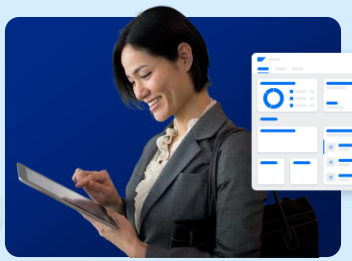


SAP SuccessFactors HCM Suite

The HCM suite that connects your people, your business and your goals.

AI

Data

Core HR and Payroll	People Operations	Pay for Performance	Talent Acquisition	Talent Development
				
Core HR	Workforce Management	Performance	Recruiting	Learning
Payroll	Case Management	Compensation	Onboarding	Talent Planning

Talent Intelligence Hub

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Assistants and agents for every HR process

Autonomous HCM

Plan and hire

People Intelligence Assistant
- People Intelligence Agent
- Recommendations Agent
- Analytic Reasoning Agent

Recruiting Assistant
- Interview Agent
- Recruiting Q&A Agent
- Integration Agent
- Migration Agent
- Interview Scheduling Agent
- Reverse Matching Agent
- CRM Agent
- Agent Connect

Onboarding Assistant
- Task Management Agent
- Orientation Agent

Manage and pay

Core HR Assistant
- Pending Workflow Agent
- Employee Data Integration Agent
- Position Optimization Agent
- Insurance Benefit Config Agent

Payroll Assistant
- Payroll Explanation Agent
- Payroll Validation Rule Agent
- Payroll Alert Resolution Agent
- Employee Data Integration Agent

HR Service Assistant
- HR Service Agent
- Payroll Explanation Agent
- Timesheet Service Agent
- Pending Workflow Agent
- Time Off Agent
- Case Creation Agent

Time Assistant
- Timesheet Service Agent
- Timesheet Submission Agent
- Time Off Service Agent
- Time Approval Agent

Compensation Assistant
- Pay Equity Agent
- Compensation Planning Agent
- Compensation Guidance Agent

Develop and grow

Performance & Goals Assistant
- Performance Preparation Agent
- Goal Creation Agent
- Goal Progress Agent
- Feedback Discovery Agent
- Feedback Request Agent
- Calibration Equity Agent
- Performance Intelligence Agent

Career and Talent Development Assistant
- Succession Planning Agent
- Career Development Agent
- Dev. Goal Creation Agent
- Mentoring Agent
- Talent Scout Agent

Learning Assistant
- Learning Compliance Mgt. Agent
- Learning Assignment Agent
- Learning Skills Agent
- Learning Q&A (Skill)
- Learning Journey Agent

Skills Assistant
- Skills Governance Agent
- Job Arch. Maintenance Agent
- Skills Evidence Agent
- Job & Skills Arch. Creator Agent

Workforce Upskilling Assistant
- Microlearning Agent
- Adaptive Journey Agent
- Scheduling Agent
- Delivery Agent
- AI Tutor

Cross HCM

HR System Assistant
- Configuration Transport Agent
- Role-Based Permission Agent
- Time Configuration Agent

HR Knowledge Assistant
- Galileo
- G-P Gia

Our vision

We bring out the best in every workforce

by helping organizations make work better for everyone



Automate **work**

to create the capacity for reinvention



Redesign **work**

to maximize the outcomes of an augmented workforce



Reinvent **work**

to empower people to lead the augmented workforce



Streamline hiring

Simplify configuration

Accelerate resolutions

Intelligent hiring solutions built to drive business success

Attract — Job posting, job ads, requisition management, distribution, job boards

Engage — Candidate sourcing, relationship management, engagement, messaging

Select — Applicant tracking system, automated scheduling, workflow management, offers

Hire — Onboarding, offboarding, cross-boarding, employee transfer, rehire, alumni

- Purpose-built sourcing and engagement that strengthens talent pipelines and recruiter productivity
- Smarter hiring decisions, accelerated by embedded intelligence
- Structured, compliant hiring workflows that support speed, consistency, and decision quality
- Natively aligned data and business processes, Seamless transitions that connect hiring outcomes to workforce continuity
- Designed to scale across regions, roles, and workforce models

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Demo: SmartRecruiters

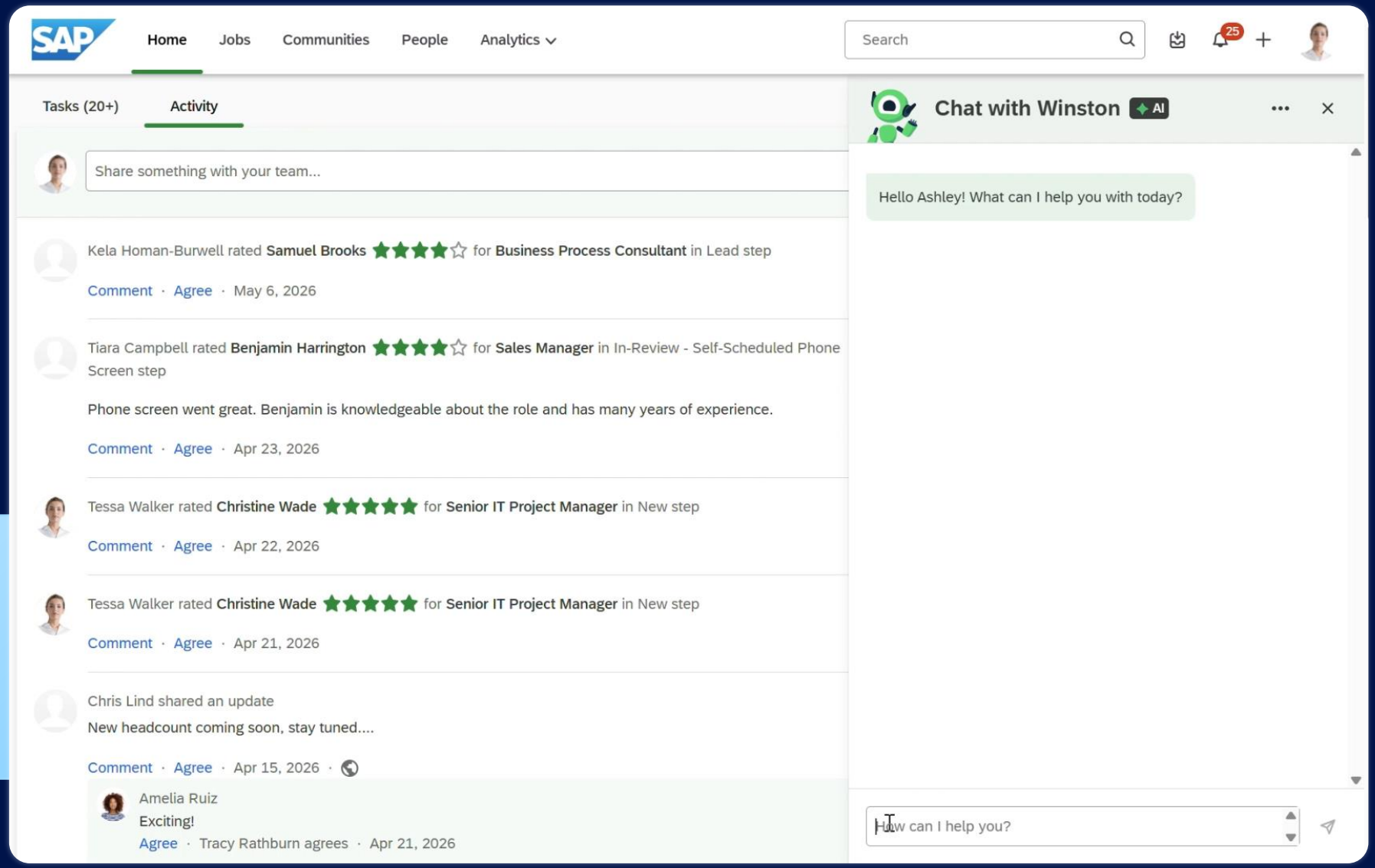


Accelerate hiring the best talent

Speed up hiring with smarter tools and better connections

70 %

reduced time to hire through automation



SmartRecruiters
An SAP company

✦ Winston Match

Customer spotlight



JYSK is an international home furnishing retailer with Scandinavian roots. Founded in 1979, today they have more than **3,600 stores** and web shops in **50 countries.**

Business challenges

- Need for great candidate experience
- Long hiring process risks candidate drop-off
- Acquisition resulted in varying behaviors and expectations across hiring managers

Business impact

3-4 days	20 days	50,000
Application processing *(down from 28 days)*	Time to fill *(reduced from 56 days)*	Applications processed per month

SmartRecruiters
An SAP company



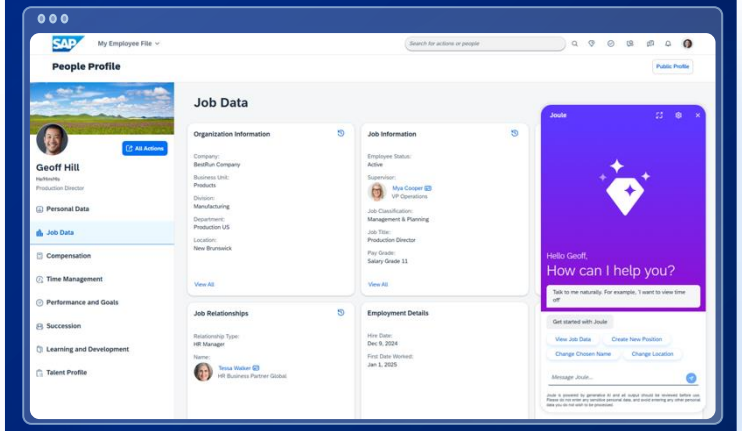
Streamline hiring

Simplify configuration

Accelerate resolutions

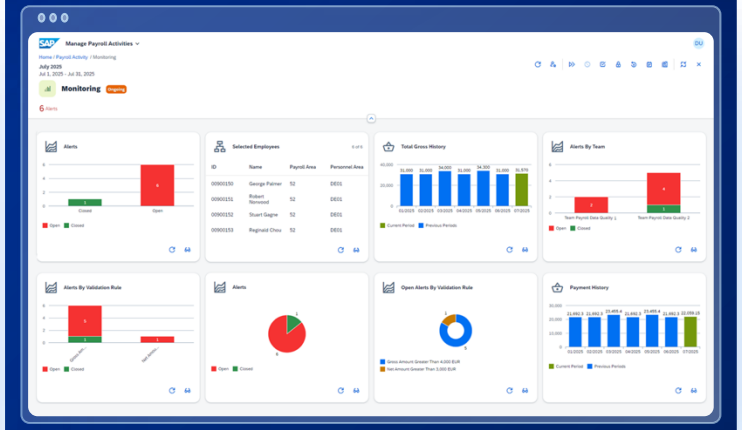
SAP SuccessFactors Core HR

Core HR



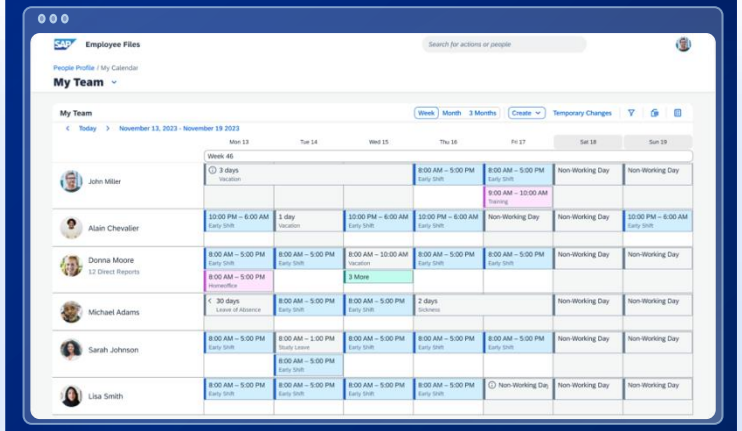
Global system of intelligence for people

Payroll



The world's most robust payroll engine

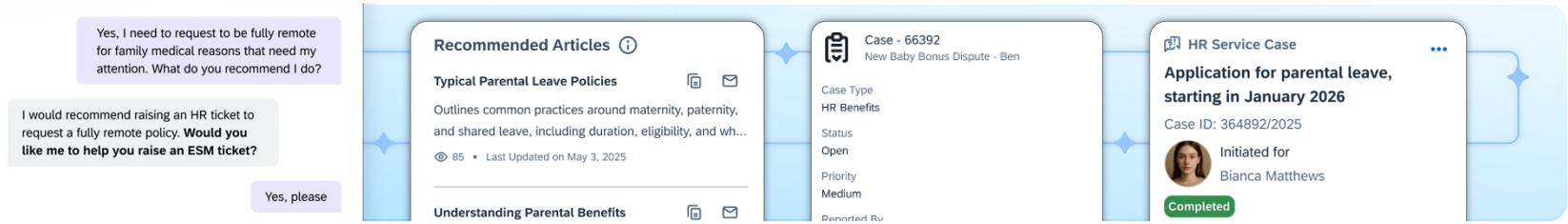
Workforce Management



Record time, schedule, and optimize labor

Case Management

Moves beyond ticketing by deflecting inquiries for intelligent case resolution



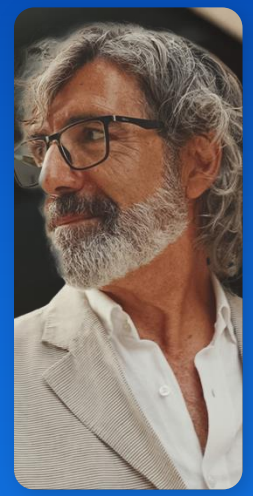
AI-powered HR Self-Service

INTERNAL SAP Partners and Customers Only



Redesign **work**





Personalize development

Close gaps

Visualize talent

AI requires that we redesign work
for people and outcomes

Find

Find the right people with the right skills across your talent pools

Attract

Match people to the right to maximize their experience and outcomes



Measure

Run performance processes that understand the **impact** that employees have on organizational outcomes

Grow

Create personalized journeys that enable the entire workforce to upskill and reskill **at scale**

The learning and talent experience of tomorrow is here today.



Continuous skills intelligence

Living skills inventory and governance

Proactive risk mitigation

Prevent crises before they happen

Strategic talent deployment

Maximize internal talent liquidity

Demonstrable value creation

Quantified ROI for every investment

Demo: Career Development, Learning, Skills











Execute organizational change

Understand your workforce

Adapt to change

How we enable organizations to reinvent work

One loop. Your organization's own context, read against how work generally runs — then designed, planned and rebuilt.

1

See the work

Work Intelligence · Workforce Context

How does work actually happen here?

- Tasks, decisions and outcomes mapped
- Read against how work generally runs

→ **where your work differs**

2

Design the work

Job Design & Work Allocation

Who should do this — a person or an agent?

- Work rated by complexity, risk, judgment
- Automate, augment or human — with approval

→ **a target design**

3

Plan the capacity

Continuous Workforce Planning

What capacity does that design need?

- Demand from the target design, priced
- Replanned continuously, not annually

→ **where capacity falls short**

4

Redesign the workforce

Talent Optimization & Org Modelling

How do we close it — and make it real?

- Assess, Build, Buy, Borrow, Bot
- Modelled, then written to the record

→ **the new organization, live**

Work Intelligence — generic

How work, jobs, tasks and skills fit together. The same reference for any organization.

Workforce Context — yours alone

Your business and people data — jobs, skills, cost, capacity, process signals. Rewritten every time you act.

Step 4 changes how work actually happens — which rewrites your context, so step 1 reads something new. **That is what makes it continuous.**

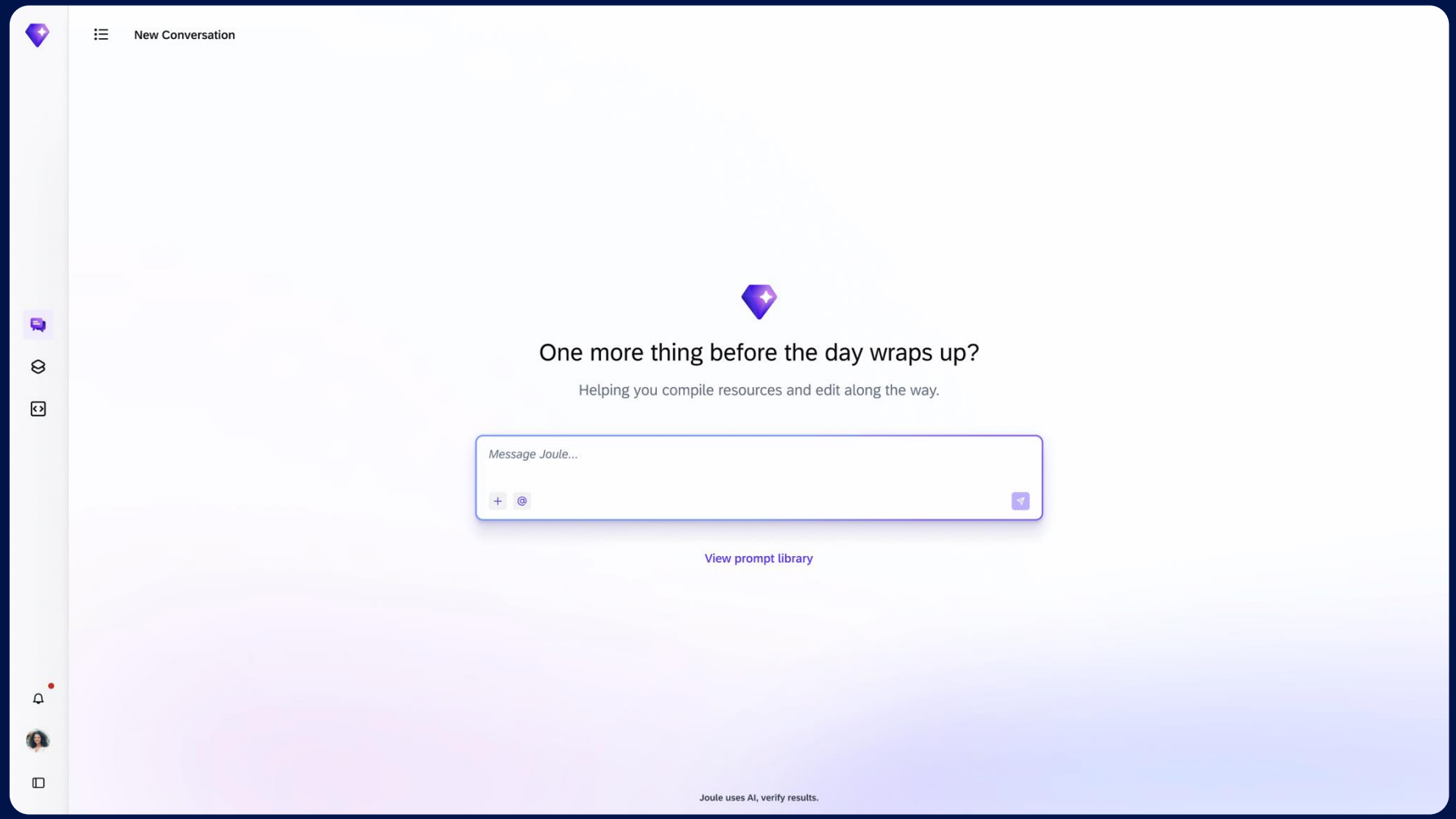
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Demo: Workforce Planning



Evolve from analyzing to transformation

Turn workforce plans into real



Workforce Planning Agent

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Leading the next era of work



Automate **work**



Redesign **work**



Reinvent **work**

Autonomous Enterprise

The Beginning of Better.



SAP SuccessFactors

Thank you.



Kai Petzelt
kai.petzelt@sap.com

Jeremy Bouisseau
Jeremy.bouisseau@sap.com

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SAP SuccessFactors

HR Connect

Panel Discussion: Get Inspired by Experience



PUBLIC

Meet our speakers



Evi Peeters
Global People Experience and Process Lead

Capgemini



Samuel Potvin
HR Manager

Deceuninck



Rafaëlle De Troeyer
Head of Learning & Development

CLdN

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Developing towards skills-based people management

Capgemini

CAREER MOBILITY

enabling lateral moves outside of the immediate business area to build our capabilities

REWARD FOR SKILLS

PERFORMANCE MANAGEMENT

focused on skills growth

FLEXIBLE EMPLOYMENT MODELS



STRATEGIC WORKFORCE PLANNING

forecasting of future critical skills demand

SKILLS-BASED TALENT DEPLOYMENT

TALENT ACQUISITION

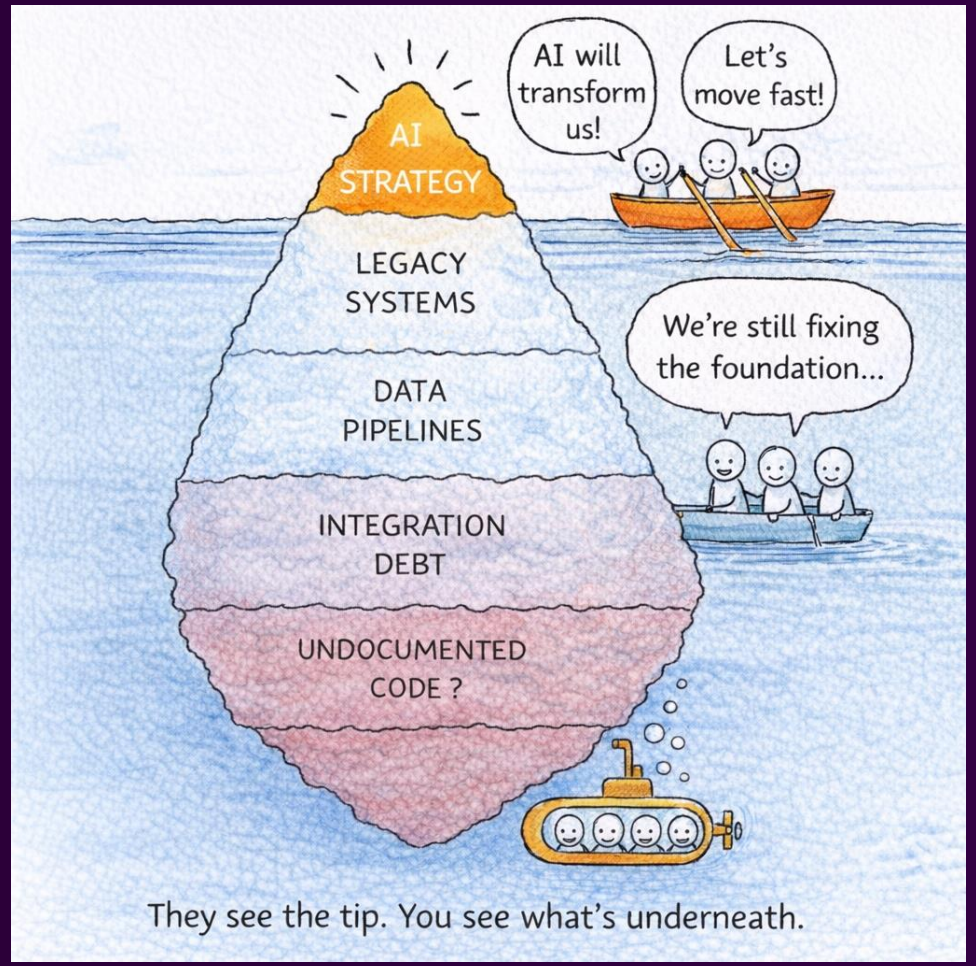
hiring for adjacent skills in non-traditional profiles

LEARNING & LEADERSHIP DEVELOPMENT

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Agentic AI and the way forward

Leaders hoped AI could magically compensate for years of delayed Tech Investments……



… but 2026 AI cannot run on 2006 infrastructure

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Interactive sessions | 11.45 – 12.30

Choose the session to attend. You can choose between Roundtables, Ask the Expert sessions and a Hands-on session.

Roundtables - Choose the topic you'd like to exchange ideas about with your peers:

- AI adoption
- External Workforce Management
- Pay transparency
- Payroll
- SAP Support

Saturnus

- Onboarding
- Recruiting with Mondial Relay
- Recruiting with Sopra Steria

Jupiter

Ask the Experts - Engage directly with our experts and gain valuable insights:

Session 1: Core HR, Reporting, People Intelligence

Joachim Foerderer:
VP Product Success SAP SuccessFactors

Jeroen Allonsius:
Principal Service Advisor Cloud HCM

Aula

Session 2: Skills, Learning, Talent

Kai Petzelt:
Head of Product Marketing SAP SuccessFactors

Donald Ross:
Head of Talent Intelligence, Learning & Engagement Solutions

Harriet Newlyn:
Chief Revenue Officer SAP SuccessFactors

Pluto

Hands-on in SAP SuccessFactors Talent Development

Let's have a look at the employee experience when it comes to managing their career, and how the system supports HR and Leadership in putting the right people at the right time at the right place.

Please **bring your laptop** if you wish to attend this session

AIRstreamer - outside

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SAP SuccessFactors

Welcome back





BELGISCHE
IMPROVISATIE
LIGA

HR
Connect

We’re nominated for the HR Excellence Awards Luxembourg (Humakina)

Vote for us:



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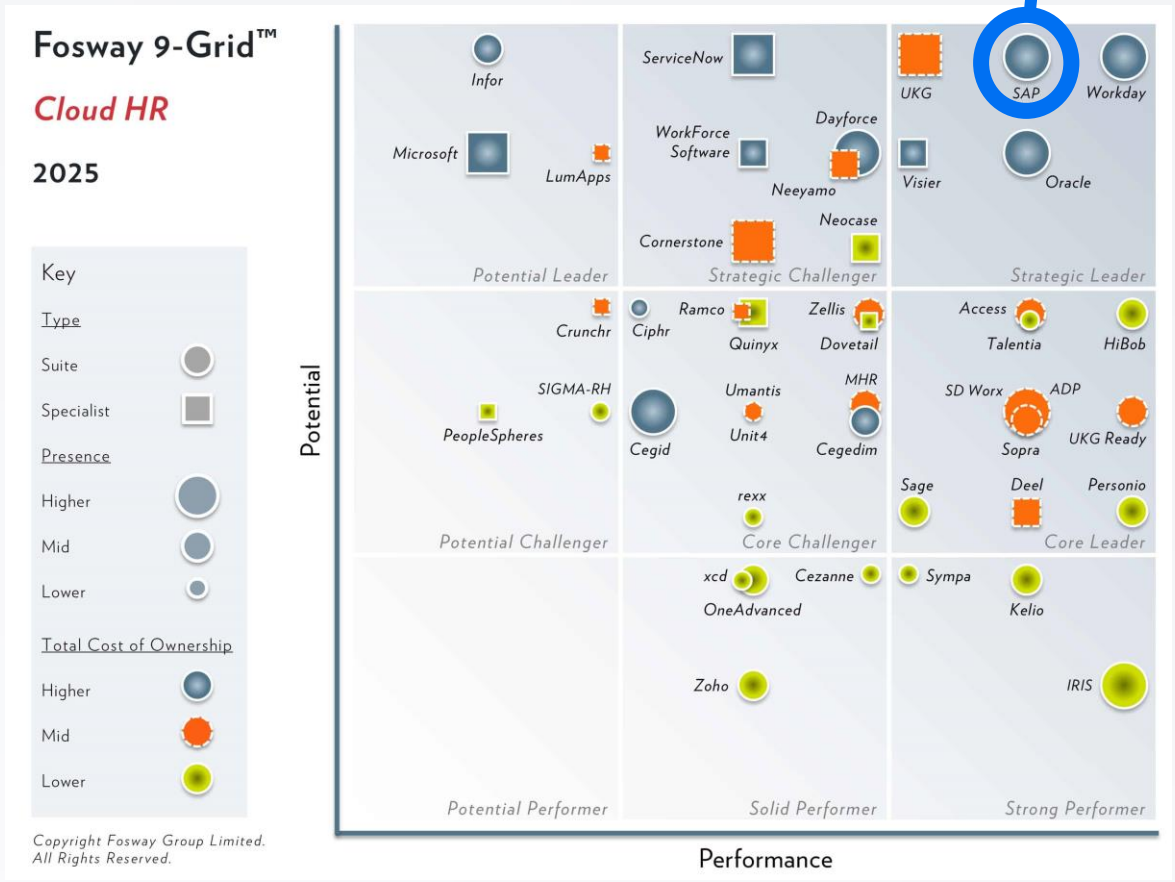
Upcoming activities

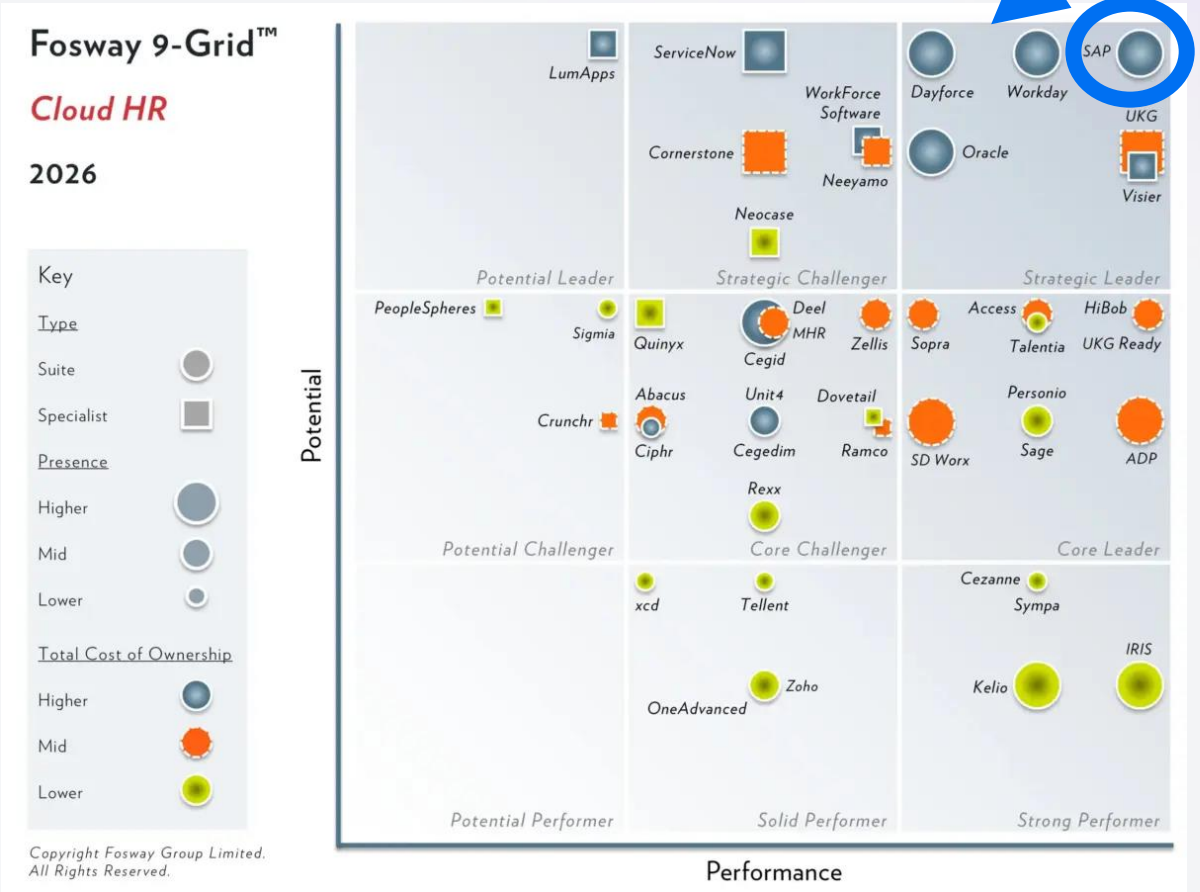
Oct 6-7	**SuccessConnect | Virtual**
Oct 20-22	**Unleash World | Paris, France**
Oct 22	**SAP NOW AI Tour | Brussels Belgium**

Upcoming activities SAPience

Sep 29	**SAPience Payroll Webinar**	
Dec 1	**SAPience Userday | Groot-Bijgaarden, Belgium**	

Fosway 9-Grid™ Cloud HR 2025 and 2026





Thank you!