



SAP SuccessFactors 

Un nuovo paradigma per la workforce di domani

Francesca De Cristofaro, Senior Presales Specialist, SAP Italia

THE BEST RUN 

The COVID-19 pandemic and related ongoing global recession have transformed the global jobs and skills landscape.

These shifts have accelerated the need for reskilling, upskilling, learning and redeployment at scale.



of all employees will need reskilling by 2025.

Source

The Future of Jobs Report 2020,
World Economic Forum.



of current workers' core skills are expected to change in the next 5 years.

Source

The Future of Jobs Report 2020,
World Economic Forum.



A woman with blonde hair, wearing a grey and black long-sleeved top, black leggings with blue and yellow patterns, and colorful running shoes, is captured mid-jump over a rocky ledge. She is wearing black gloves and has her arms outstretched. The background features a calm lake, a dense forest of evergreen trees, and a cloudy sky. The text "INTERNAL MOBILITY" is overlaid on the left side of the image, and "ORGANIZATIONAL AGILITY" is overlaid on the right side.

INTERNAL MOBILITY

**ORGANIZATIONAL
AGILITY**

First talent system built for a future-ready workforce

SAP SuccessFactors

Dynamic Teams

Growth
Portfolio

Whole Self Model

Skills
Ontology

Opportunity Marketplace

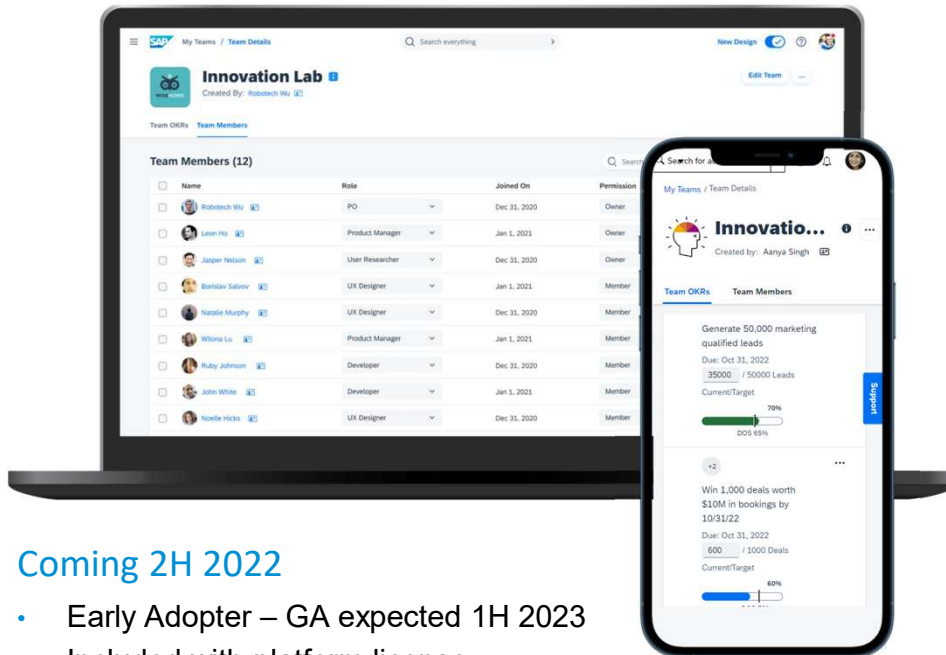
Whole Self Model

Who you are and who you are becoming.



Dynamic Teams

A toolset for creating, managing and measuring the efficacy of “the new way of work”



Coming 2H 2022

- Early Adopter – GA expected 1H 2023
- Included with platform license
- Customers can enable the EA version in preview and/or production
- OKR functionality requires a Performance & Goals License
- Opportunity Marketplace integration requires OMP license

Team Formation

- Create a team and add any employee(s) (cross hierarchies)
- Source team members directly from the Opportunity Marketplace
- Use a multi-dimensional search to help assemble a high-performing team

Team Management

- Give feedback to team members and connect their individual effort talent processes
- Visualize what team(s) employees are part of in the org chart
- Gain insight into team member traits to support team dynamics

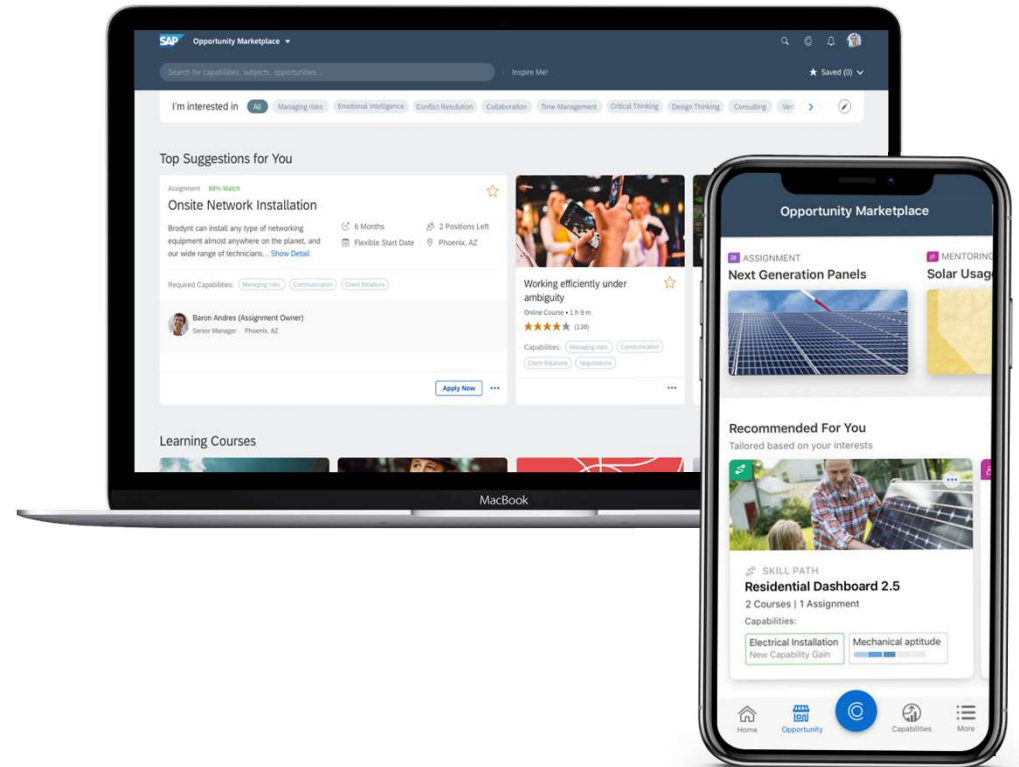
Measurement & Performance

- Develop consensus-driven team Objectives and Key Results
- Add contributors to key results to ensure accountability
- Create organizational OKRs for teams to ladder up to company-wide strategic priorities

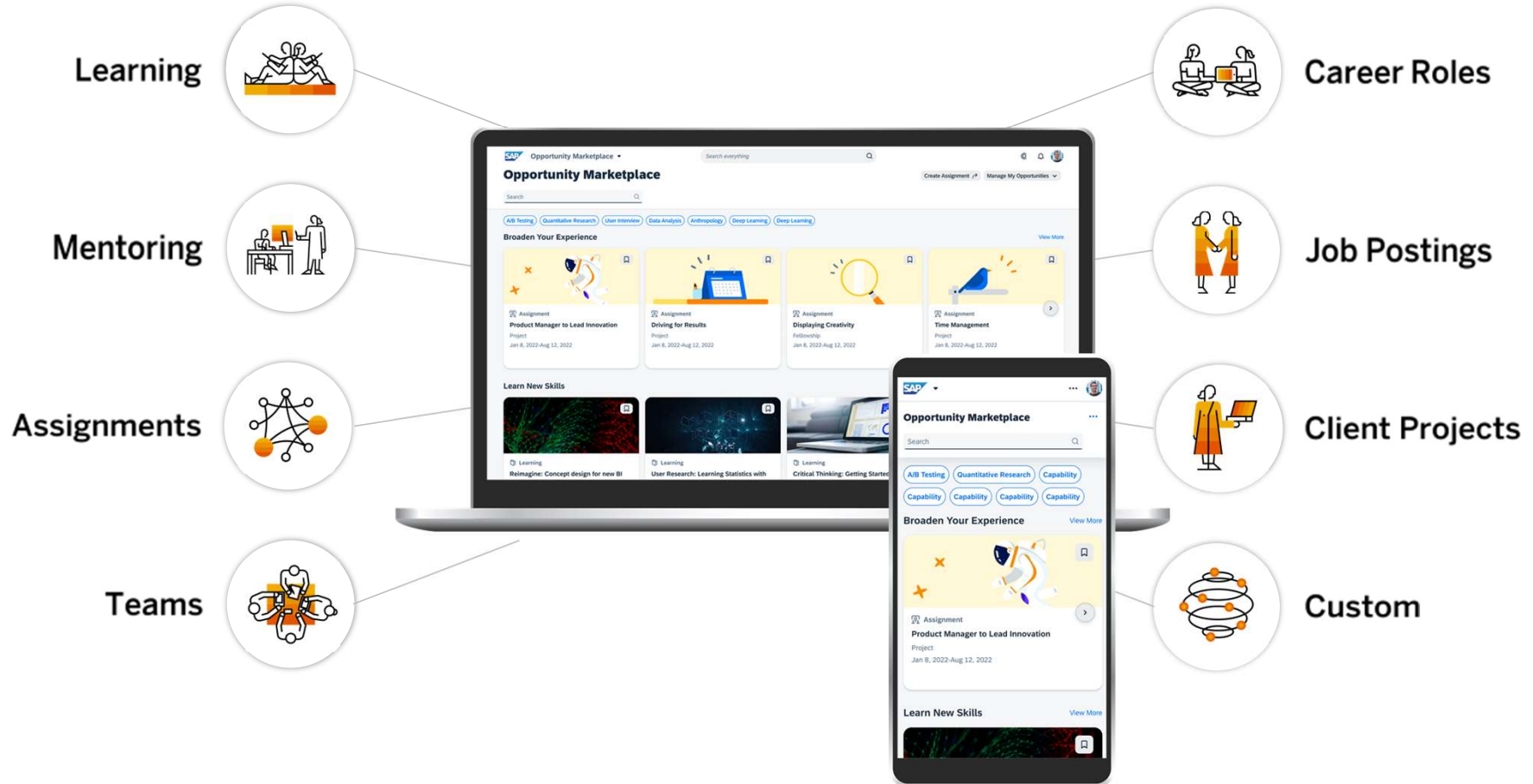
Opportunity Marketplace

A solution that makes it easy for employees to discover, in one place, recommendations **to fuel their ongoing career development and growth** – learning, roles, projects, dynamic teams, mentors, mentor programs, and peer connections.

Unlike other solutions that focus only on skills and job matching, the SAP SuccessFactors Opportunity Marketplace solution **takes into account the individual's whole self**, such as their skills and competencies plus their capabilities, interests, work styles, and learning preferences. As a result, organizations can better inspire, guide, and support their workforce – **improving internal mobility, retention, and workforce agility**.



Opportunity Marketplace



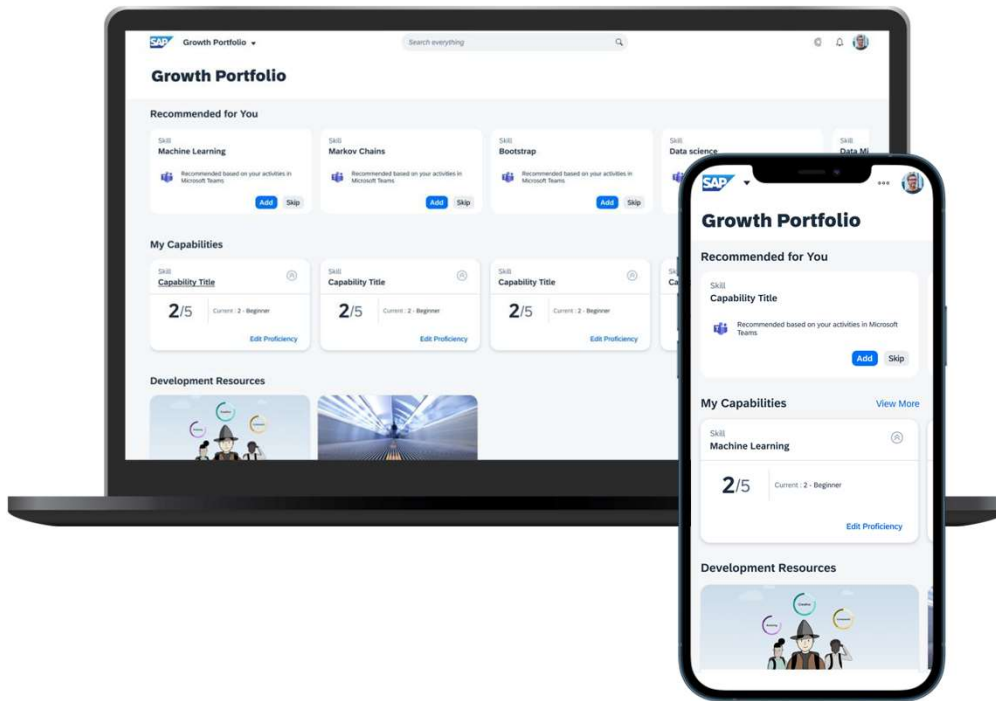
DEMO



THE BEST RUN 

Growth Portfolio

Where employees build out their “whole selves”



Employee Skills & Competencies

- Employees can add and rate competencies & skills (manually or via skills inferences*)
- Review, add, rate, and mark as “Highly Interested” any skills recommended through Skills Inference

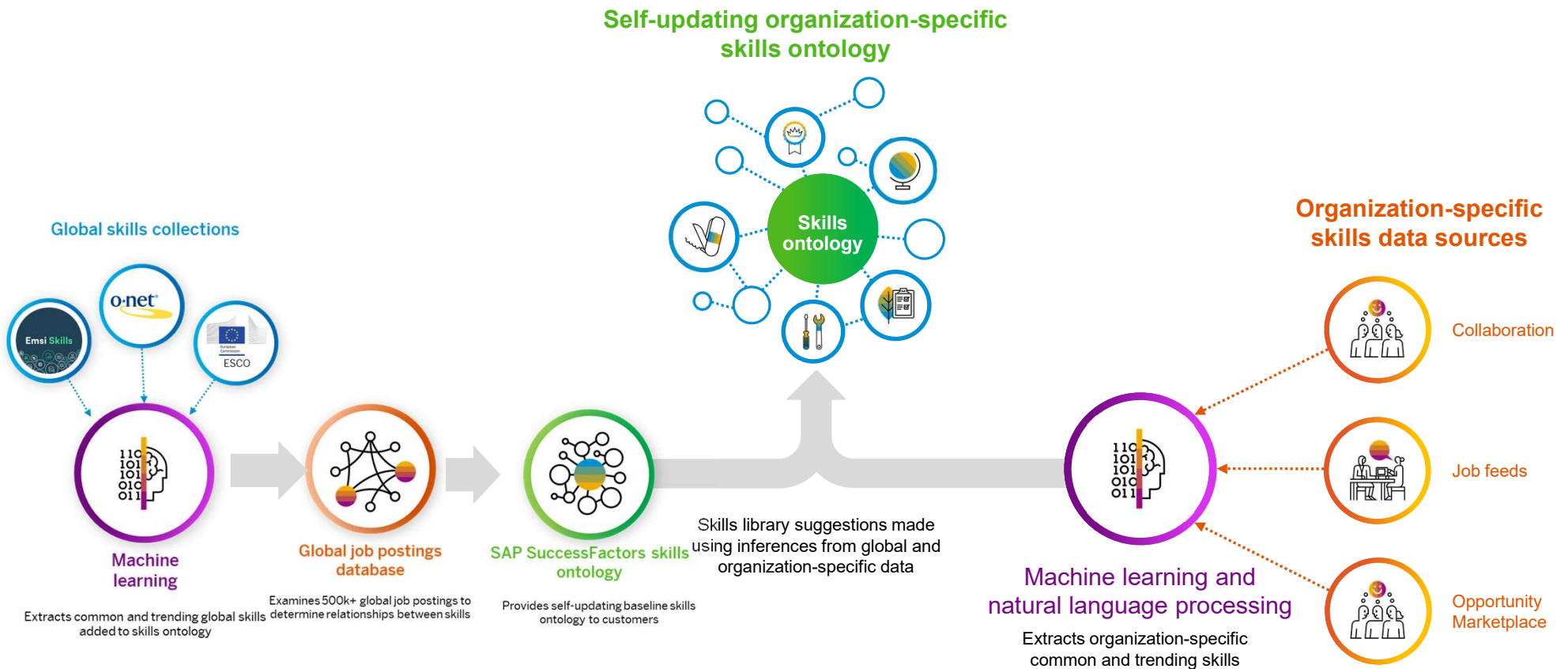
• Growth Portfolio will include at launch:

- Skills & Competencies
- Education
- Language Proficiency
- Certifications

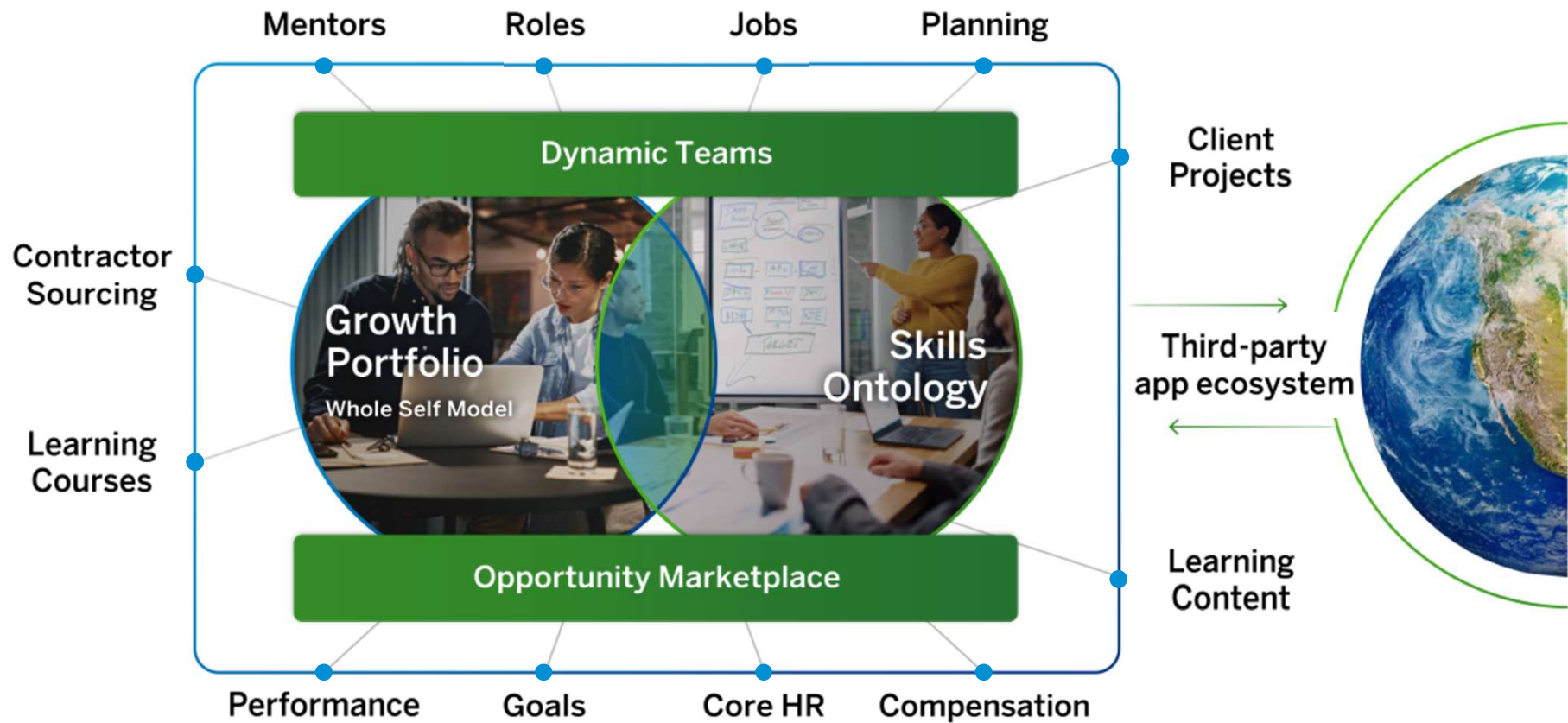
* Skills inferences for Growth Portfolio will be available in 2023

SAP SuccessFactors skills ontology creates a dynamic collection of skills

Connected to leading skills databases and data sources unique to your organization



Integration across SAP and beyond



USEFUL RESOURCES –

Growth Portfolio / Dynamic Teams / Opportunity marketplace

- ✓ - SAP SuccessFactors Opportunity [Marketplace](#) –
 - ✓ Blog post and Early adopter registration - Cust.Community [link](#)

- ✓ Innovations in Platform :
 - ✓ Growth Portfolio & Attributes library –
 - ✓ Post and Early adopter registration – Cust.Community [link](#)
 - ✓ Dynamic Teams – [white paper](#)
 - ✓ Post and Early adopter registration – Cust.Community [link](#)

SAP News articles: [SAP Delivers New Innovations to Build Future-Ready, Sustainable Workforces](#)

Thank you.

Contact information:

Francesca De Cristofaro

Francesca.de.cristofaro@sap.com



Follow us



www.sap.com/contactsap

© 2022 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company. The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary. These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty. In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platforms, directions, and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions. SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies. See www.sap.com/trademark for additional trademark information and notices.