



Upgrade To a Successful HR Transformation

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October, 2019

THE BEST RUN



HR Transformation – the concept

1. Why?
2. So what, what do we get?
3. How?
4. Who does it ?



* Dave Ulrich Introduces HR Transformation - RBL Group website

The Business Context is Changing



Businesses are reinventing themselves

- New business models
- Venturing
- The evolving role of the corporate centre



We're not fast enough

- Increasing pace of change
- Re-prioritise and re-allocate resources at speed and scale



Relentless cost pressure

- Zero-based everything
- Demand management at the core



Money is no longer enough

- Motivation through shared values,
- Convergence of personal and professional



The technology race

- Systems investments in AI, Cloud, IoT
- Realigned operating models



Personal doesn't mean human

- Arrival of automation and augmentation, beyond back office opportunities

A Significant Turning Point

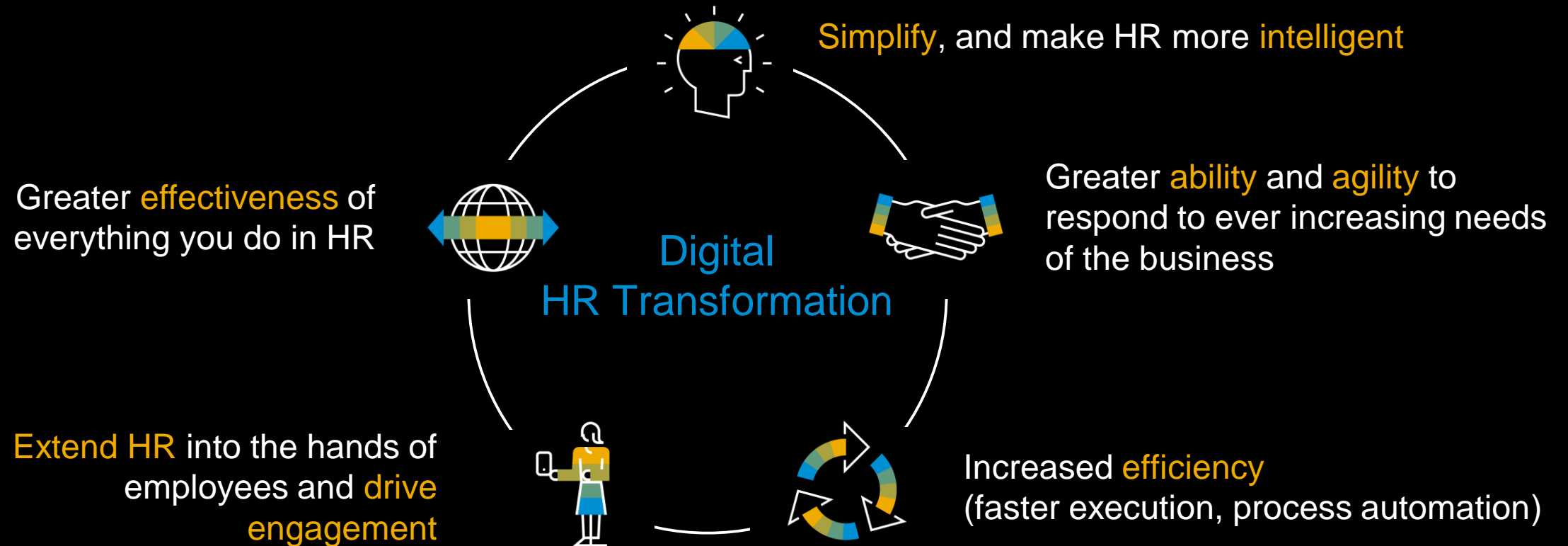
Every Employee Is a Customer

- Digital channels are the dominant ways people interact with companies
- People expect great experiences in every interaction
- Data insight allows for highly personalized experiences



Digital HR Transformation

Meeting today's demands while setting the foundation for tomorrow's opportunities



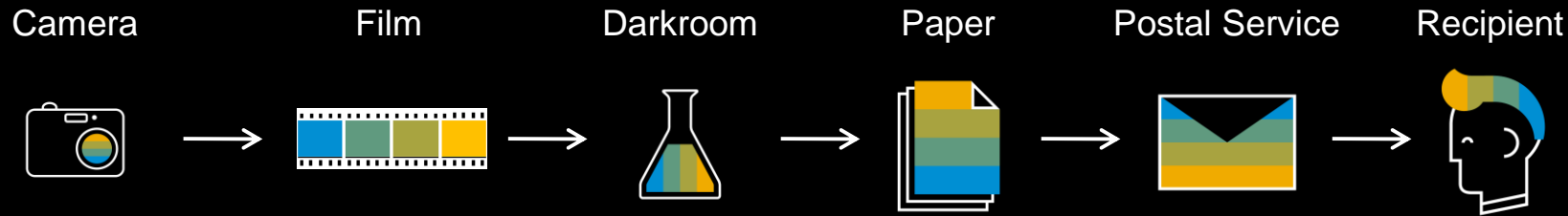
Not...

A tactical technology project replacing on Premise with modern Cloud technology

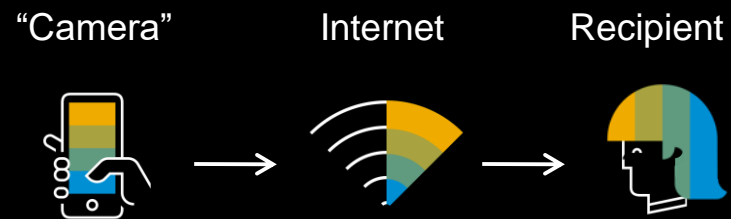
What Does Agility Mean?

SAP SuccessFactors is more than speed

An Analogy: Sending a Photograph to Someone Far Away



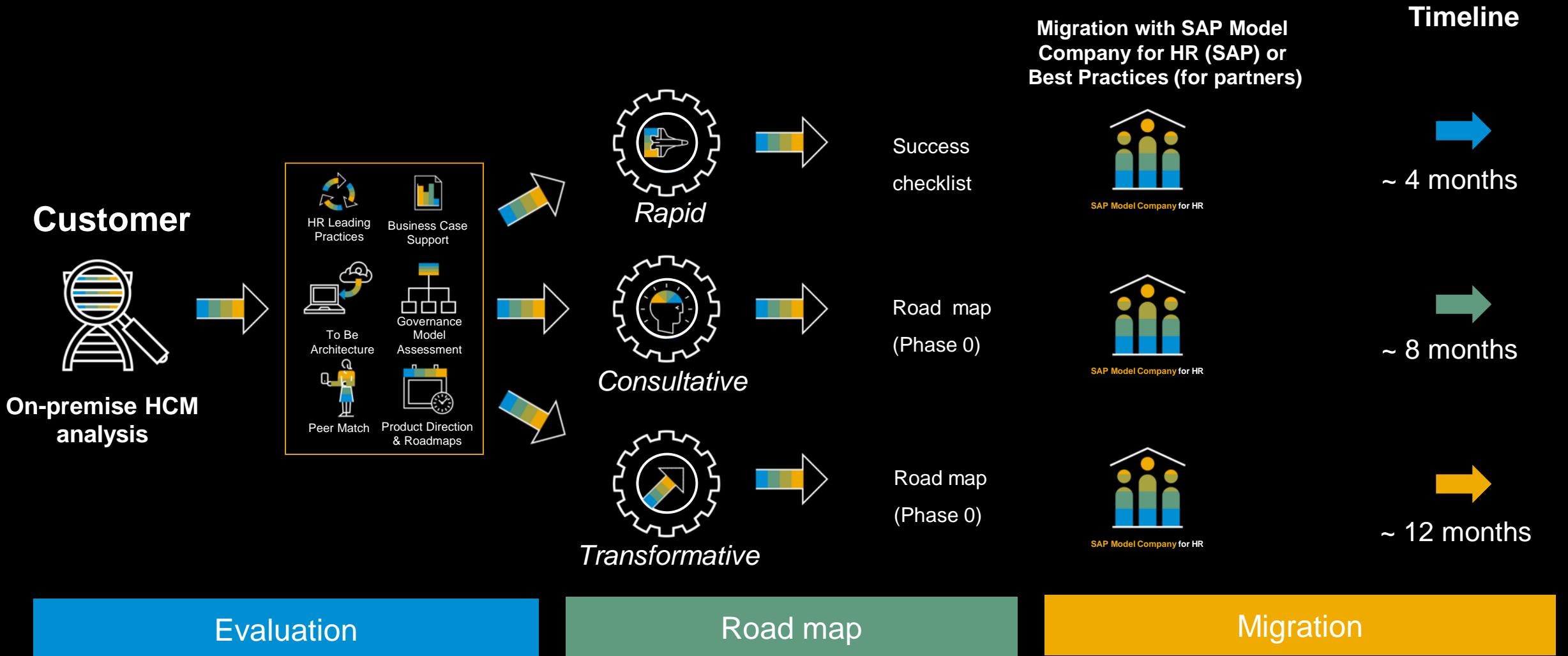
Complicated and with enormous resource expenditure. Individual components were eventually sped-up to get the end-to-end process to one day minimum.



Not merely faster—the “architecture” is reduced. As a result, the process happens instantly and can be done any time and in different ways for a fraction of the cost.

What is included in an Upgrade2Success migration approach

Overview



...Implementation design principles: OM vs EC recommended approach

- Community Home
- Products
- Events & Webinars
- Resources
- Groups
- My Subscriptions
- Quick Links

Plan for Success

Set strategies for preparing your team, managing your processes, implementation and ongoing maintenance.



Set Your Strategy

Governance Whitepaper | Webinar

System Staffing Considerations

HR Strategy and Transformation | Webinar

HR Digitalization Whitepaper

Application Management Services (AMS)

Preferred Success Services



Prepare For Implementation

Leading Practices Guide

Implementation Partner Search | Checklist

SAP Consulting Services | Methodology

Implementation Design Principles

Team Readiness (Training)

Product Readiness (Checklists)

3.3.3.1 Redesigning the OM structure in ERP to match the EC recommended approach

To adopt the EC recommended approach, it will be necessary (in most of the existing ERP implementations) to simplify the org unit structure and remove any dependencies on the existing A012 (head of org unit) relationship. This approach can be seen in the figure 8 below.

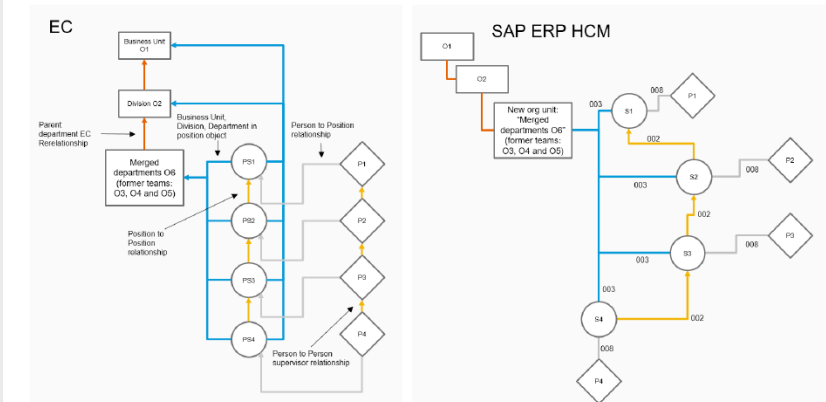


Figure 8 –OM structure in ERP (right side) matching the EC recommended approach (left side)

[Find the Implementation Design Principles HERE](#)

What to Consider Before Starting Your Implementation

Migrating on-premise payroll to SAP SuccessFactors Employee Central Payroll

System transformation and migration, NOT a payroll re-implementation



On-Premise
Payroll



Employee Central
Payroll

- Predefined methodology: prepare, document, realize, deploy
 - System landscape optimization (carve out, migrate data)
 - Partner-developed migration tools
- Upgrade2Success program

...Data Migration

Migrating your SAP ERP HCM data with SAP Infoporter

How to bring your On Premise data and structures to the cloud?

- Different data models
- Custom data fields and custom Infotypes
- Historical data

Solution: **SAP Infoporter** tool

- Part of SAP SuccessFactors Employee Central
- Available in the Integration add-on for SAP ERP
- Mappings between On Prem and Cloud structures and data
- **FREE** of Charge
- Built and maintained by SAP Product Management

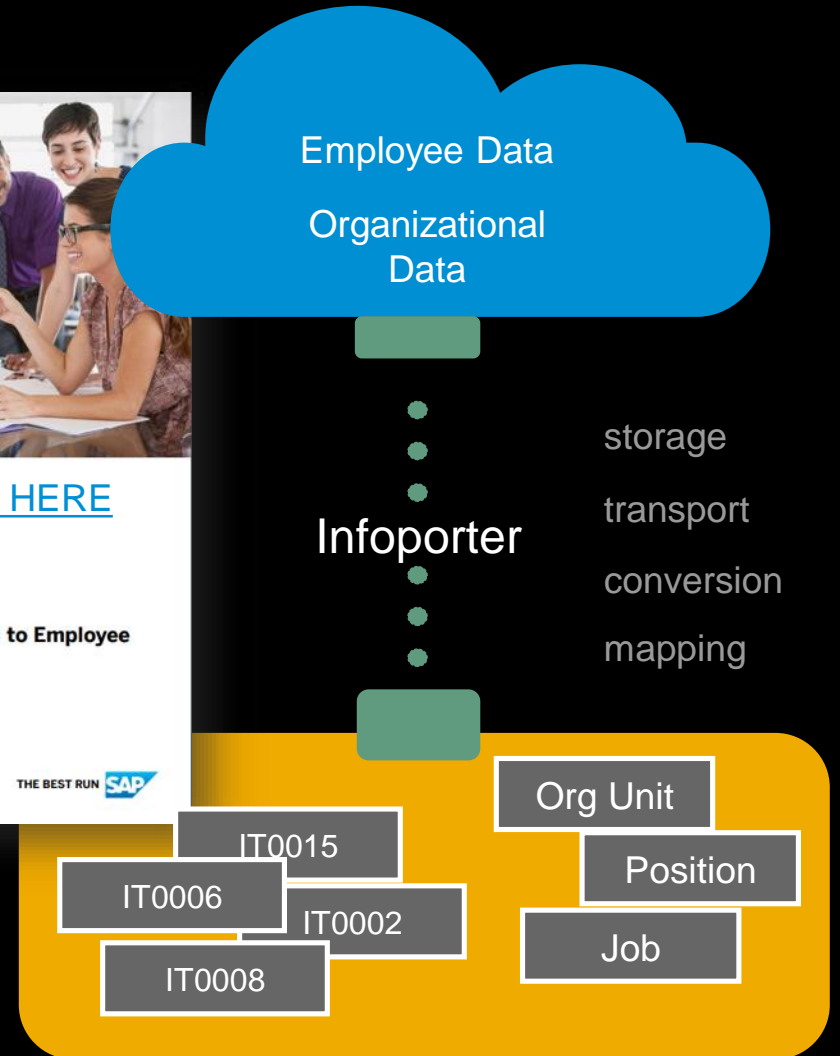


[Find the Handbook HERE](#)

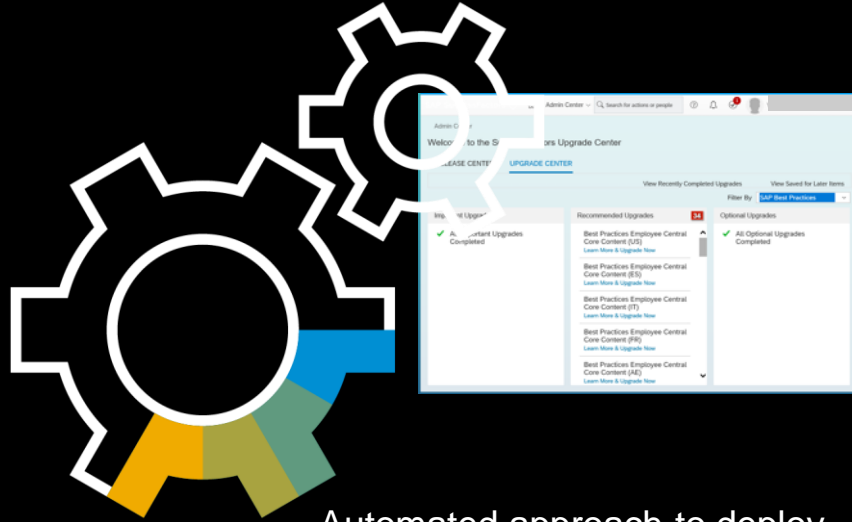
OVERVIEW GUIDE | CONFIDENTIAL
SAP SuccessFactors Employee Central
Document Version: Q1 2019 - 2019-03-08

Migrating Data from SAP ERP HCM to Employee Central Using Infoporter

THE BEST RUN SAP



... using Upgrade Center to deploy EC



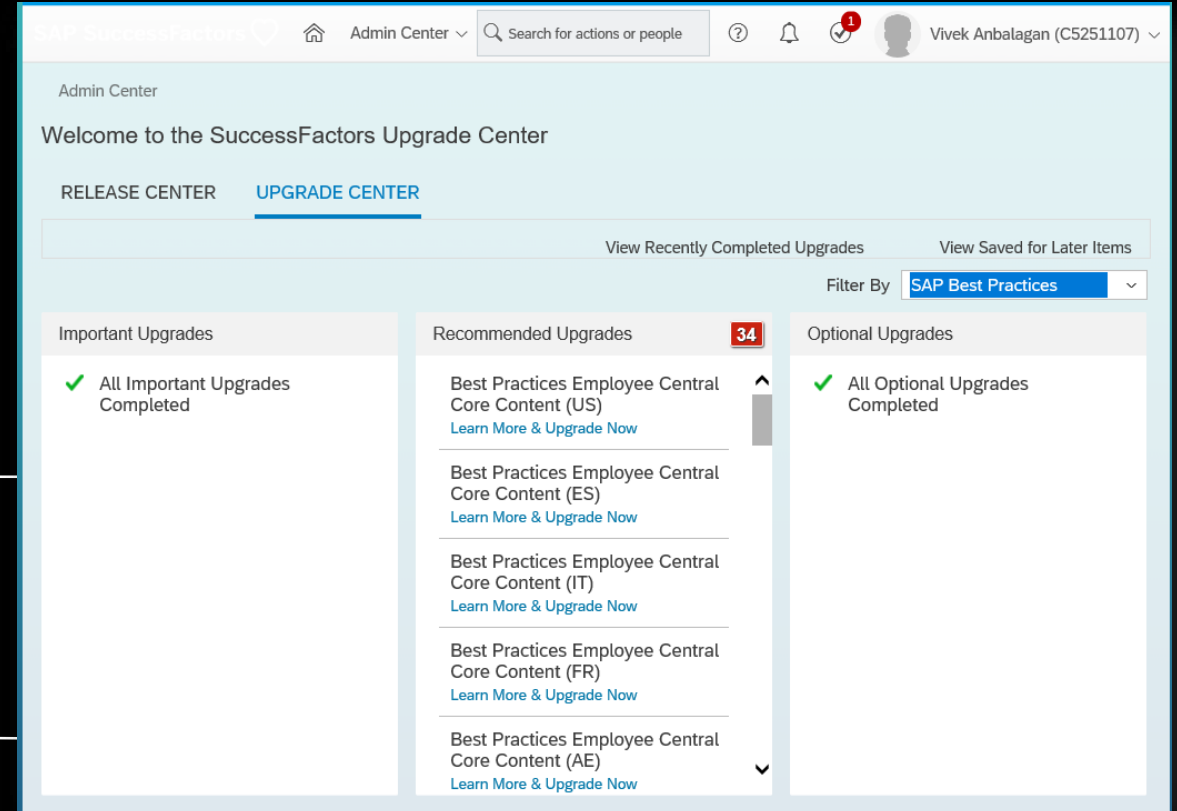
Automated approach to deploy configuration in a flexible and fast manner.



- Employee Central
- Recruiting
- Performance & Goals
- Succession & Development



SAP SuccessFactors net new and existing customers



Upgrade2Success Amplifies SuccessFactors Value Proposition by 30-40%

Strategy Execution



20 to 30% improvement in strategy execution

Operations Optimization



30-40% reduction in cost, and time

Risk Management



30-40% reduction in cost to manage compliance

People Engagement



10 to 25% increase in people engagement

TCO Reduction



30% Reduction in TCO cost

60-70% Model Company

30-40% Pre-Built Integrations

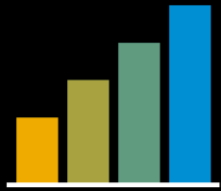
40-60% Infoporter Data Migration

30-40% GDPR Compliance

30-40% Payroll Control Center

Benefits of Upgrade2Success migration

The best way for you to migrate from SAP ERP HCM to SAP SuccessFactors



Predictable results

- Use state-of-the-art solution design and leading practices
- Minimize risk with proven end-to-end solutions
- Use know-how from our global service organization



Management of complexity

- Manage complexity and use turnkey solutions
- Benefit from predefined integration packages
- Let us manage your custom info types and customizations in SAP ERP HCM



Fastest time to value

- Benefit from clearly defined scope
- Use predefined factory services for integration and data
- Take advantage of accelerators for solution implementation

Where to find more information

SAP SuccessFactors 



Migration to the HR cloud is easier than ever

HR cloud solutions provide companies with faster insights, better user experiences and the ability to innovate. To help you achieve these benefits, we are creating a clear, efficient transition path for you with Upgrade2Success, a comprehensive program that guides your move from the SAP ERP Human Capital Management solution to the cloud.

Upgrade2Success services and tools are designed to address your unique needs during your HR digital transformation to the market-leading SAP SuccessFactors HCM Suite – all while protecting your existing SAP investment.

Everything you need to know about moving your HR to the cloud is right here on this page. Explore this resource and discover:

- ✓ How HR plays a critical role in digital transformations
- ✓ The benefits the cloud can bring to your HR and organization
- ✓ The successes achieved by customers who already moved to the cloud
- ✓ How SAP can make your HR cloud migration easier and accelerate your journey

Visit the Upgrade2Success Resource page [HERE](#)

or

Point your camera to the QR code below



Thank you.

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