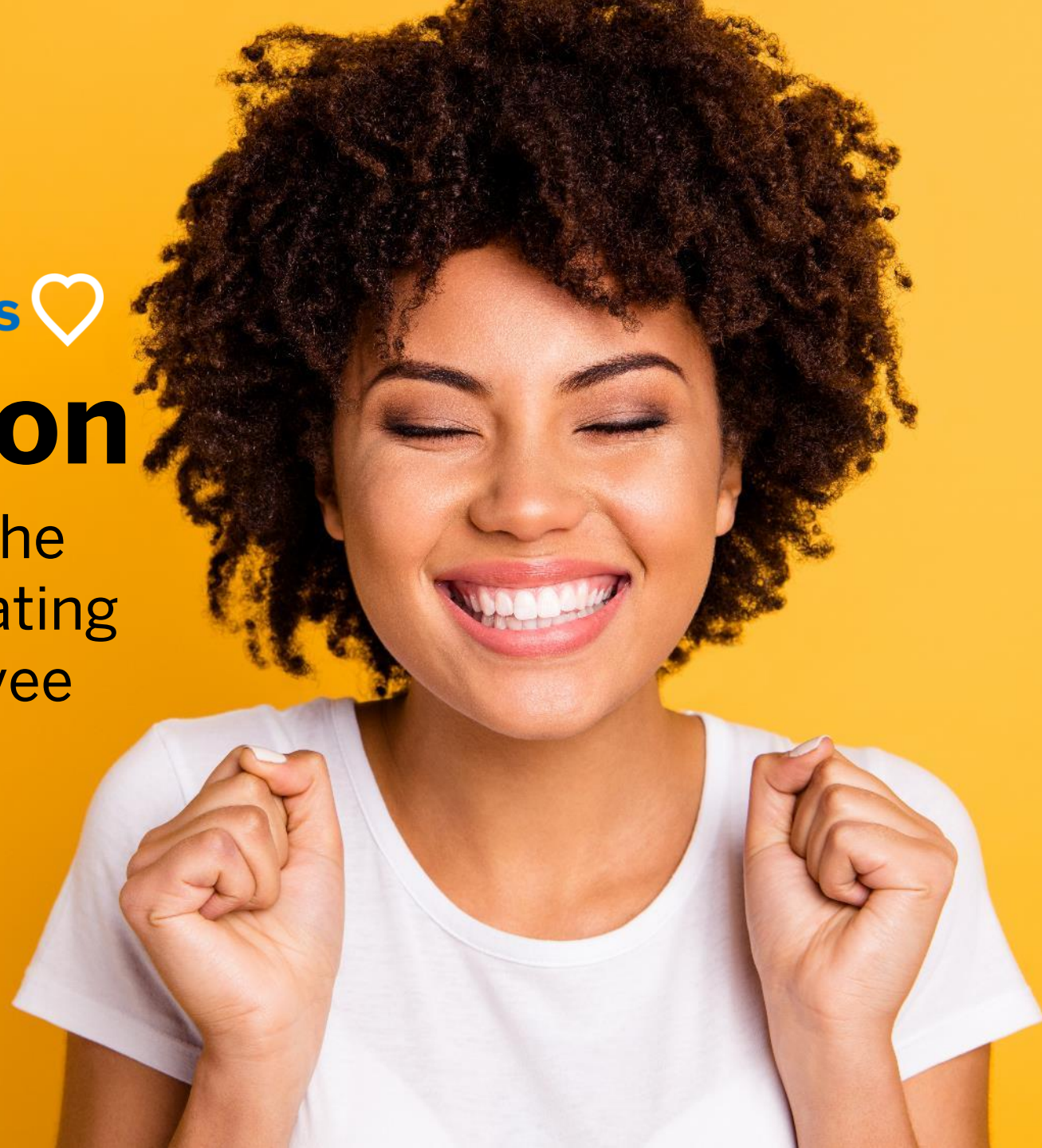
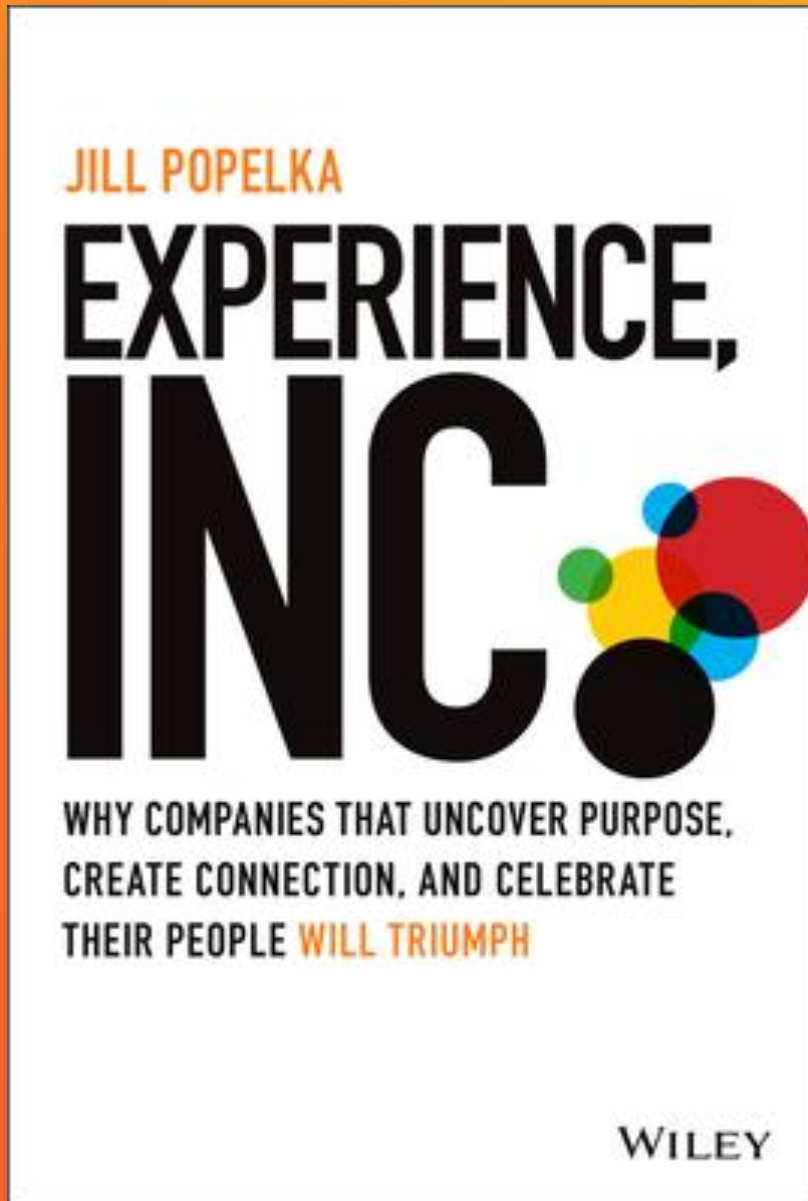


SAP SuccessFactors 

# HXM Vision

Putting people at the  
center of work creating  
meaningful employee  
experiences



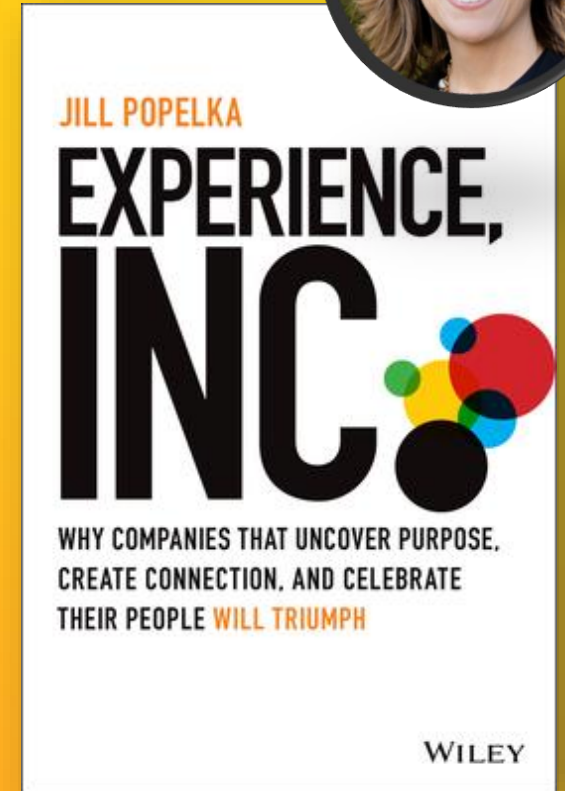


**Jill Popelka**

Global President, SAP SuccessFactors

HXM

“The first and underlying success factor in creating employee experience is a **sincere belief in people.**”



HXM





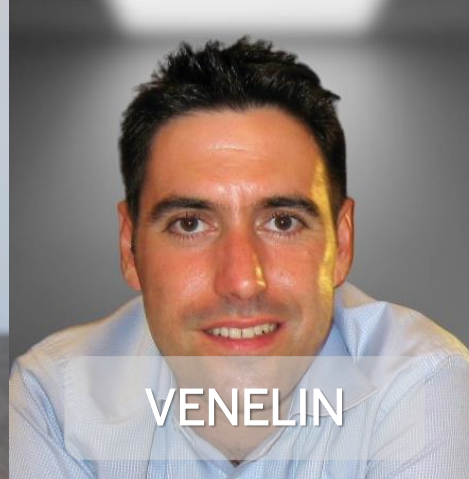
GRACIA



VICTOR



DIANA



VENELIN



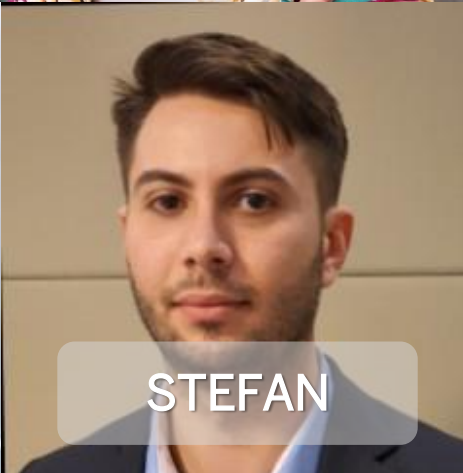
JOSEPHIN



MIHAI



IRINA



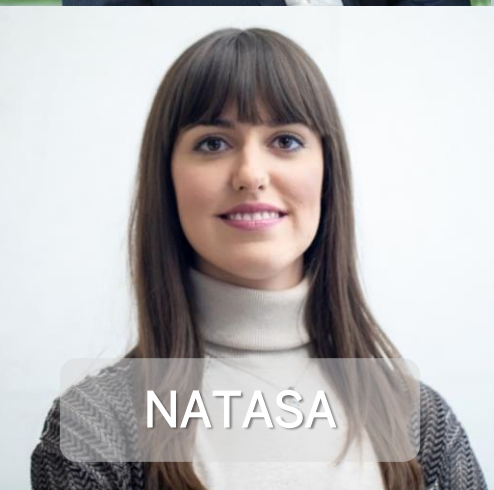
STEFAN



ALINA



JAKOB



NATASA



ANDREI



MIHAELA



ILIE



LUMINITA

# Whole Self Model

Who you are and who you are becoming.

WHAT I KNOW

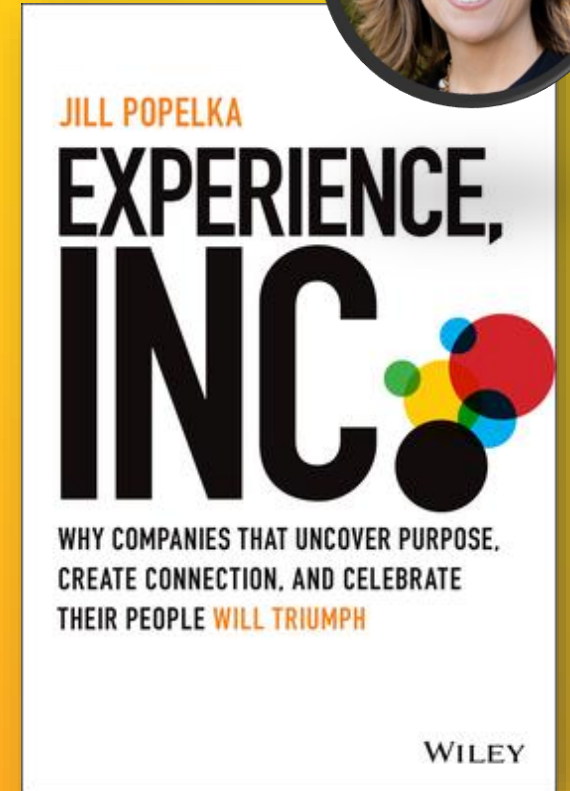
STRENGTHS & STYLES

EXPRESSIVE PREFERENCES

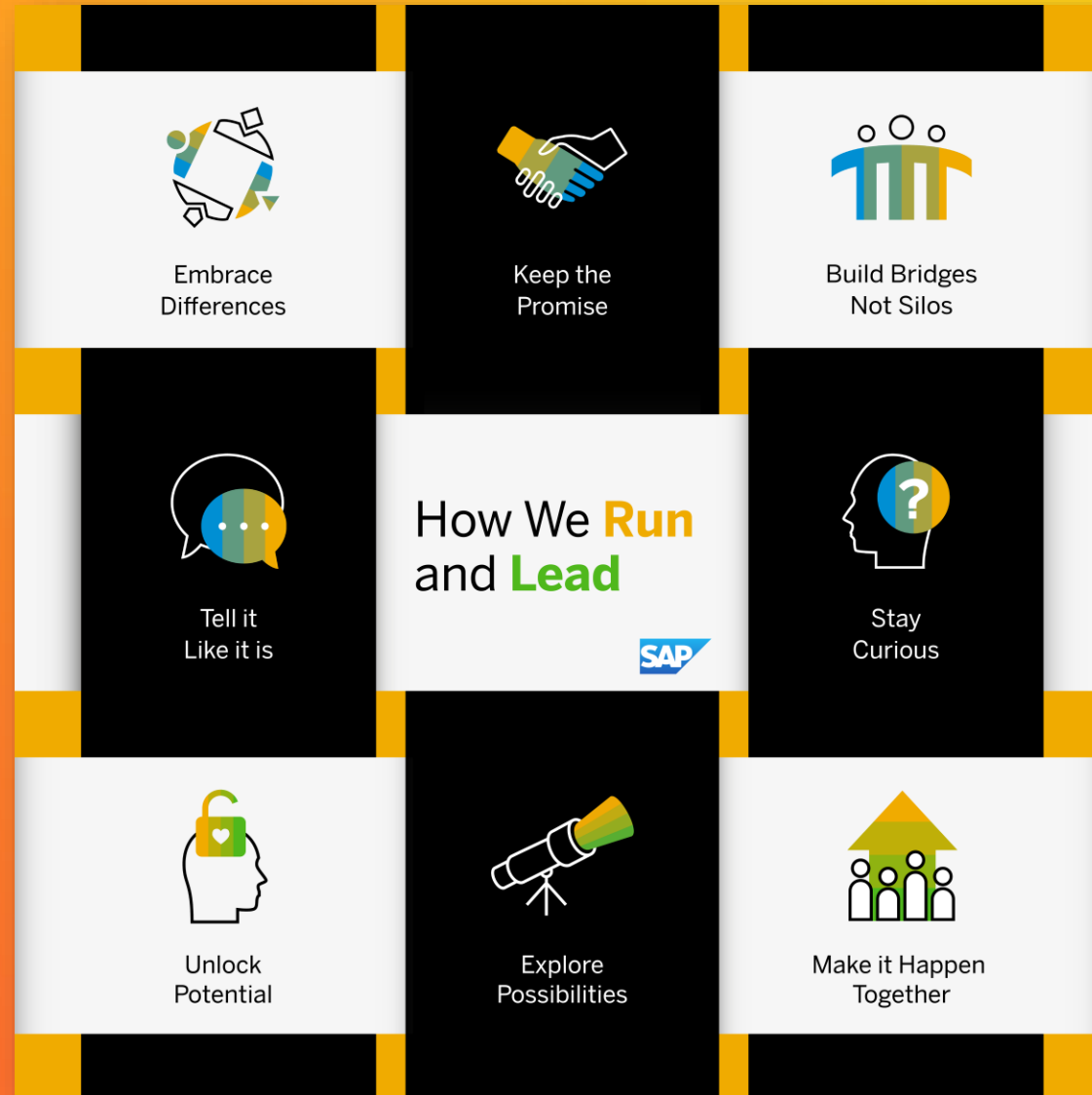




“Create an environment  
where people **feel** they  
**belong & have purpose.**”



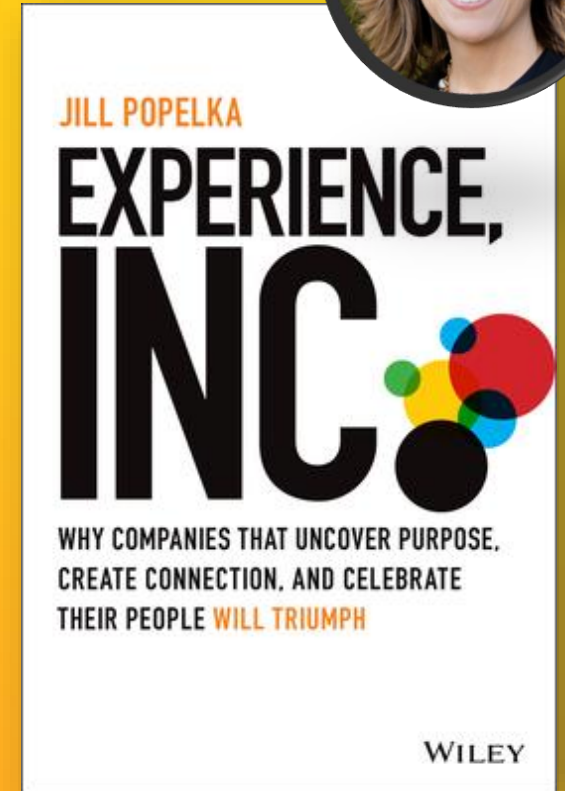
H X M



# Our Cultural Values at SAP



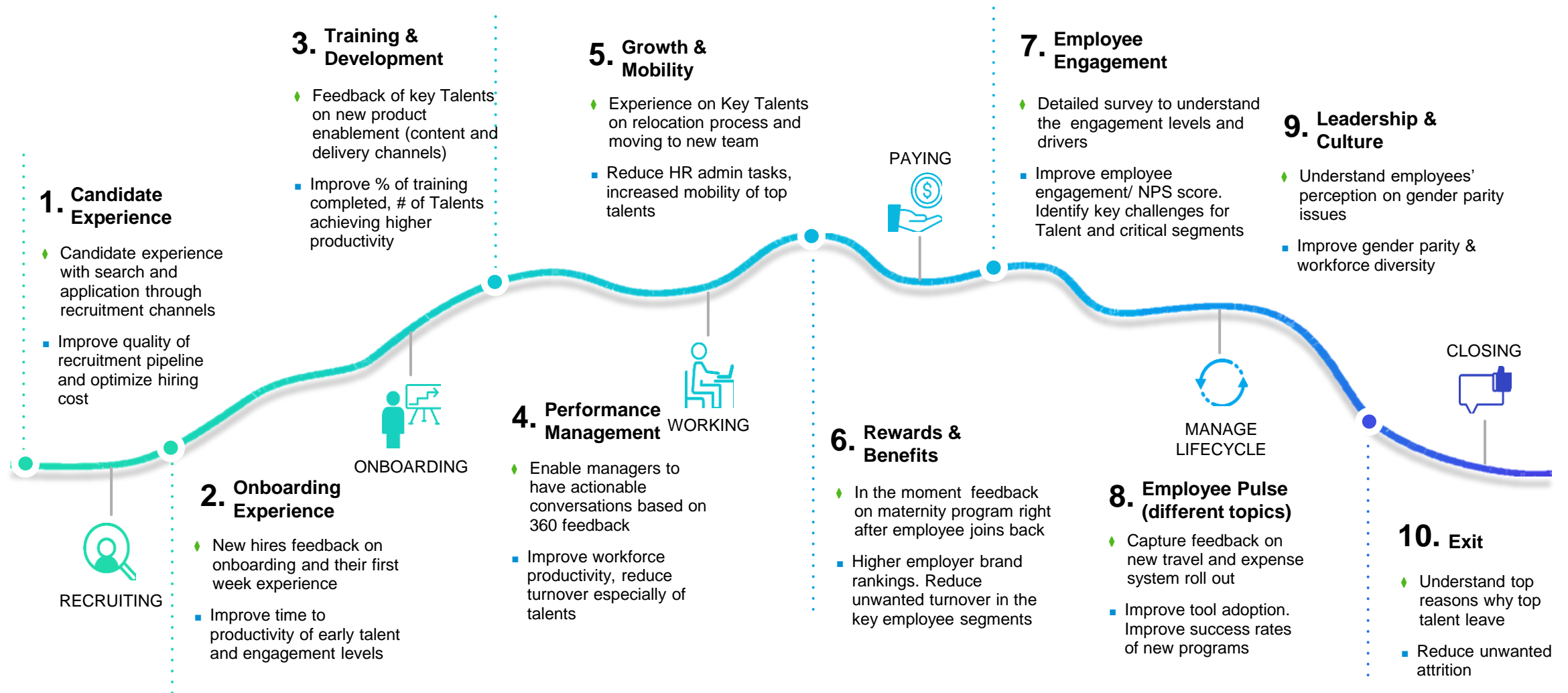
**“Technology and data  
provide the path to a  
more diverse and  
inclusive workforce.”**



H X M



# Measuring, understanding and designing Employee Experience holistically along their entire employee life cycle



# Key People Metrics



## Employee Engagement

(%Favorable answers)



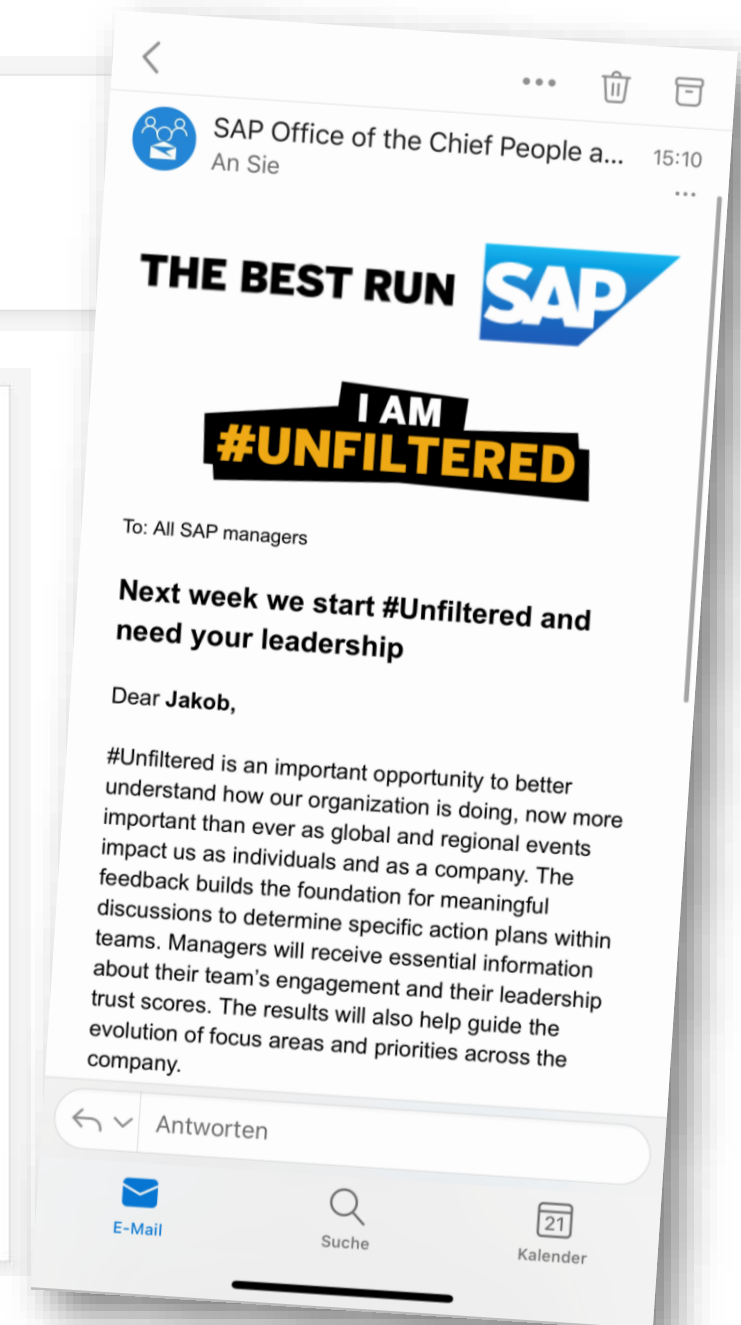
## Leadership Trust

(Net Promoter Score)



## Business Health Culture

(%Favorable answers)



# SAP SuccessFactors HXM End2End Suite

provides the foundation for creating meaningful experiences

## Workforce Data



Reporting and  
Insights



Metrics and  
Benchmarks



Predictions and  
Planning



"X Data": Feedback  
and Sentiment

## Talent Management



Recruiting



Onboarding



Learning



Performance &  
Goals



Compensation,  
Commissioning



Succession &  
Development

## Core HR



EMPLOYEE CENTRAL  
Employee Recordkeeping,  
Organizational Management



TIME MANAGEMENT  
Time & Attendance



PAYROLL and  
Global Benefits



A group of diverse women are participating in a fitness class, likely a dance or cardio routine, in a bright studio with wooden floors and large windows. They are all smiling and moving in sync. The woman in the foreground is wearing a blue tank top and black leggings, while others are in various athletic wear like purple and black tops. The background shows more participants and studio equipment like blue exercise balls.

***“Experience Eats Strategy  
for breakfast”***