

**Ready, Set, Grow -  
Empowering your people  
and maximize engagement**



# 1. About Us



# PwC - a recognized leader in SAP SuccessFactors implementation



PwC is recognised in the market place for HR and talent management consulting



**SAP SuccessFactors Partner of the Year – Large Enterprise**

This award recognizes PwC as an SAP partner for its impact on the success of large enterprises or demonstration of significant growth in business with SAP Success Factors solutions, with an emphasis on growth in annual contract value and innovation

PwC named as a Leader in Talent and Leadership Consulting

ALM Vanguard: HR Operations Consulting © 2018

ALM Intelligence rated PwC as a global leader in HR Operations Consulting

ALM Vanguard: HR Operations Consulting ©2018

**76%**

...percentage of Global Fortune 500 clients we have helped with their People & Organisation issues in the last two years

**25+**

years of SAP/SuccessFactors integration, with 100+ certified SuccessFactors specialists

**100+**

certified SuccessFactors specialists

**167+**

SAP SuccessFactors implementations

**3.5M+**

...active users supported in the SAP SuccessFactors cloud

**124+**

...countries where we have helped implement SAP SuccessFactors

# Is the Organization ready for the HR Cloud?

## Organizational and procedural customizations as key implementation challenges

### Functional HR processes

The „move“ to the clouds lead to the need to adapt many, if not all, functional HR processes. The effects of the new processes can be very far-reaching and affect the entire company.

### The Cloud Operating Model:

The requirement management of business to IT, the administration of systems and the handling of quarterly release cycles will, among other factors, have an impact on the day-to-day business of (HR) IT.

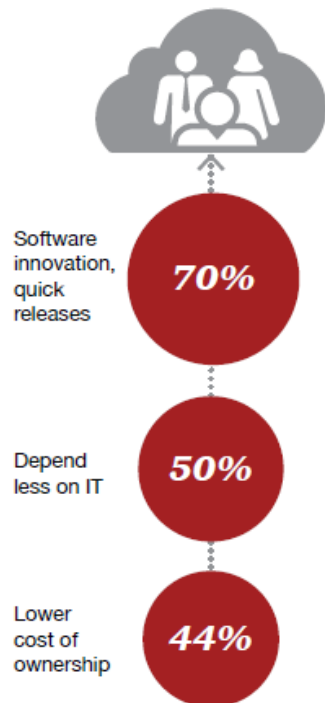


\* PwC HR Technologie Studie August 2017

# What's now and what's next in human resources technology

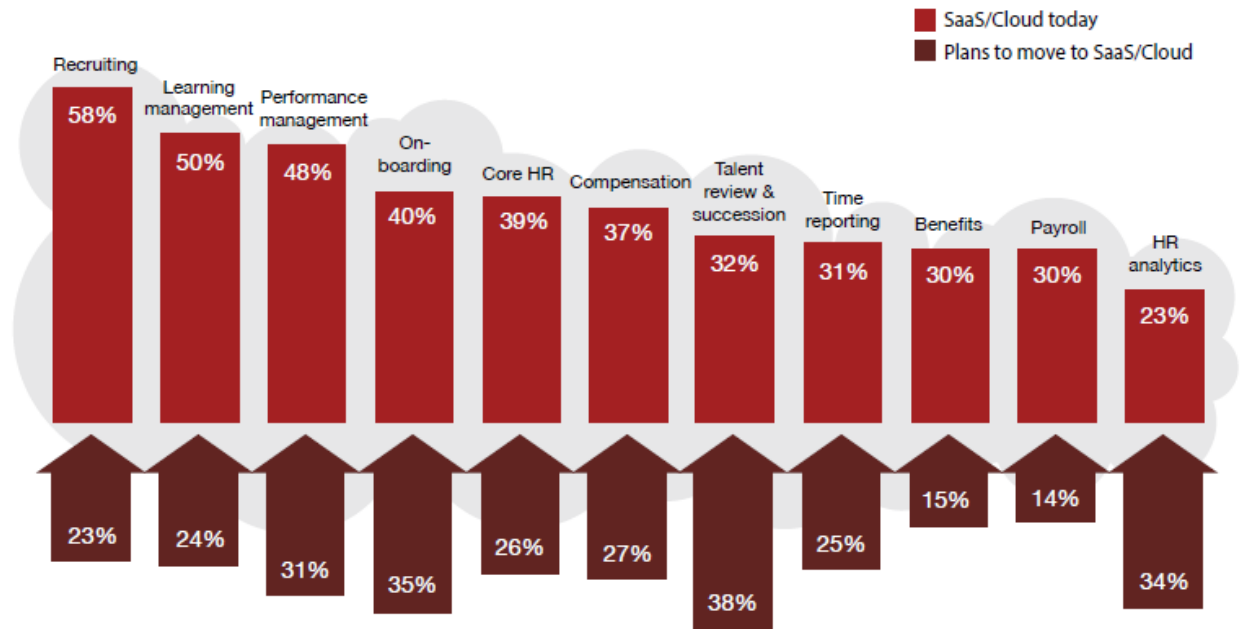
## Why use the cloud

Top motivations to use the cloud for HR processes



## SaaS today and tomorrow

% respondents with plans to move to the cloud



PwC HR Technologie Studie August 2017

# How we support you in the implementation of a future HR IT

## Our contribution



- ✓ **We define** together with you improvement potentials and derive your future HRIT strategy.
- ✓ **We create** a future system landscape and in the process take into account predefined standard processes.
- ✓ **We support** you with the definition of your Cloud/SaaS-strategy and accompany you with the implementation of cost-effective and flexible HR IT solutions.
- ✓ Our satisfied customers prove **our competences** in the introduction of SaaS.

## Our expertise



- ✓ Through our longtime consultancy in HRIT and HR Transformation topics **we draw on our collection of Best Practices** which we use to support you in your undertaking.
- ✓ Our connected associates know **which supplier fulfills your requirements best** and who provides the most innovative solution currently.
- ✓ We can draw back on **established methods** and **proven questionnaires** and with this can develop the fastest possible IT solutions for you.

## Consultancy for a single source



- ✓ **HR Transformation** – we accompany you at the introduction and professionalization of the HR Business Partnering, HR Shared Services and Centers of Expertise.
- ✓ **Legal Services** – if required we can draw back on a global legal network to ensure compliance involving issues such as your data security.
- ✓ **Communication** – Our experts support you in the structured communication of central key messages on different levels.
- ✓ **Change Management** – we make your change successful by the coordination of merit-based stakeholder Management.



## 2. Successful Deployment at Regina Maria



# Regina Maria was in the spotlight of our approach: Business, Experience and Technology for a digital HR transformation

## Business

Regina Maria benefited from PwC's in-depth know-how on the HR models/best practices of the leading companies



## eXperience

Regina Maria had access to the broad experience PwC collected in previous SuccessFactors implementation projects



## Technology

Introduction of agile working methods and data-driven decision processes towards a more efficient system landscape



## Business

The knowledge to transform

## eXperience

The imagination to create



## Technology

The trust to deliver

All these key components guaranteed a seamless HR solution implementation across Regina Maria's entire organization.

In order to become the leader in its business segment, Regina Maria required a partner with a strong business expertise. As a specialist in SAP SuccessFactors Cloud implementation, PwC has a deep understanding of all relevant processes, functions and technologies and can provide the corresponding resources.





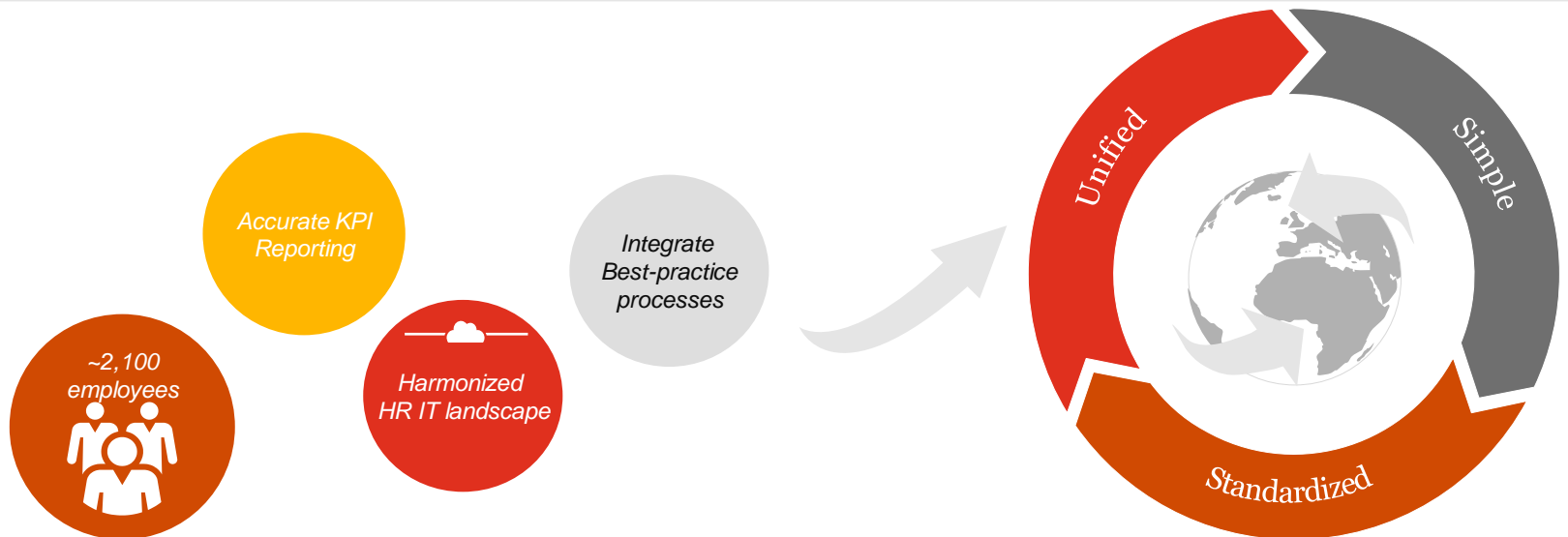
# As a fast-growing company, Regina Maria understood the importance of introducing one harmonized HR system

Regina Maria



Aiming to keep growing and significantly improve transparency and efficiency of the organization, Regina Maria places value on their HR system landscape and how would this support delivering the company's strategy.

With the **harmonization** of the HR system and HRIT landscape, Regina Maria took their people, systems and processes to a new level of maturity. They wanted to have a unified HR experience delivered, that is **simple, compliant** and **makes people happy**, while also guiding decision-making with accurate **KPI reporting**. Regina Maria's aim is to transform and build a HR function that meets the scale of their ambition to enable breakthrough performance.



# The requirements of the implementation were carefully synchronized with the main goal

## Requirements to enhance Performance

- Performance reviews based on annual assessment forms and goal plans
- Customizable and transferable assessment forms
- Goal cascading possibilities
- Employee oriented performance review workflow with reaction to feedback option
- Continuously updatable employee effort, success probability, and comments for the individual goals and global goals
- Evaluation process based on Objectives, Competences and Values

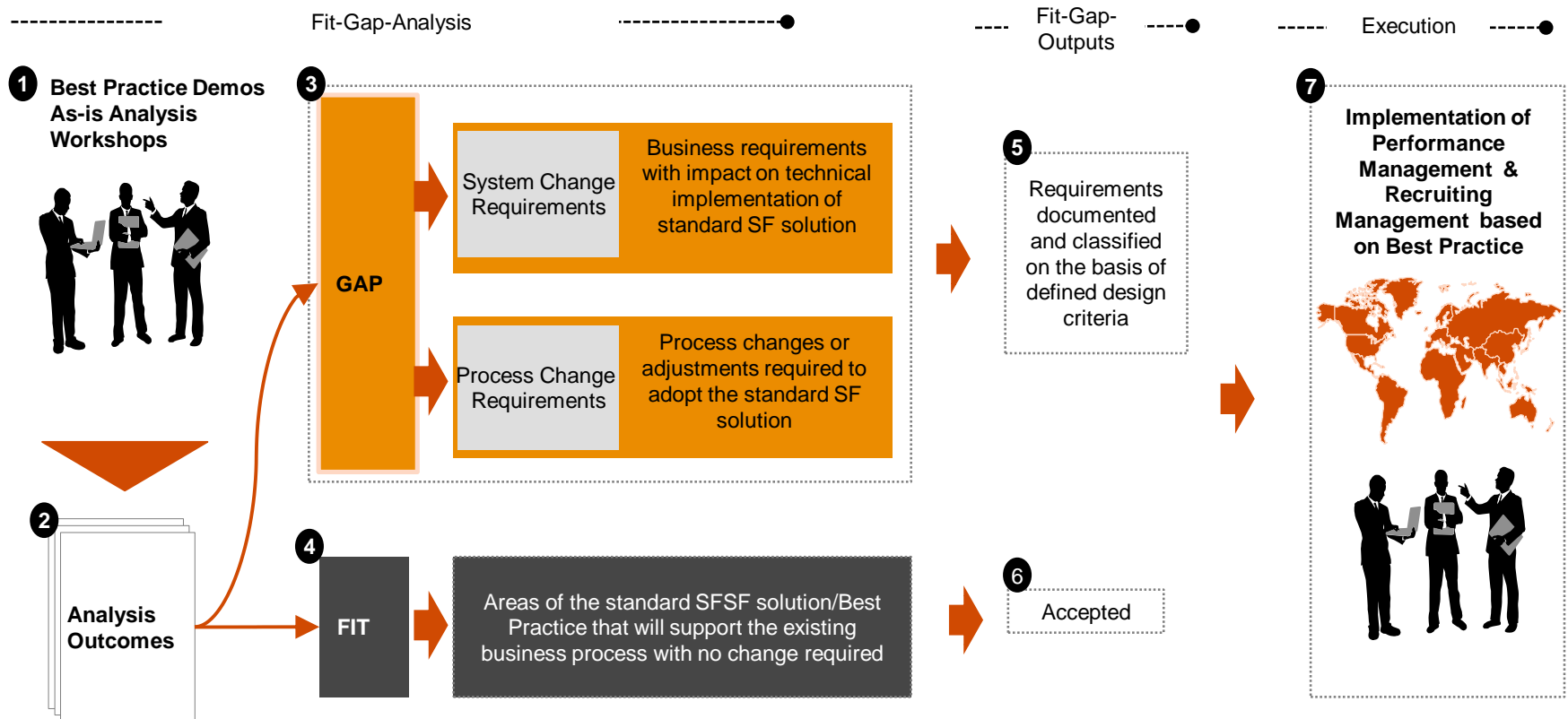
## Requirements to ease up Recruiting efforts

- Ability to recruit the right talent
- Approval workflow for the job requisition
- Market jobs to attract the right candidates
- Structure and organize the recruitment process and improve recruiter experience with user-friendly and automated processes
- Transform the character of the recruitment process into a more strategic and measurable one

## Solution designed:

- An user friendly, easy to use **Performance** solution to allow an effective management of the employee's performance
- Tools to help managers clearly communicate with the employees and ensure they understand and accept the corporate vision and goals
- Simplified review process
- Transparent process offered to the employees by developing a comprehensive feedback framework including self-ratings, peer review, feedback at all levels and having an objective calibration process
- Streamlined and automatized full cycle **Recruiting** process
- Increased efficiency throughout the entire recruiting process in terms of candidate selection
- Job Profile catalogues used to automatize the job posting on a global and/or local level
- Interview process including scheduling, rating and follow up

# Industry Best Practice has the priority!





**3. There are two sides to every story...**



What triggered  
the desire

to implement

Success  
Factors?



Has SF streamlined  
and improved

the organizational  
process as  
a whole?



Do you feel that

PwC HR expertise

helped during  
the project  
implementation?



What are the main

benefits of implementing

the two solutions  
for employees,  
HR team and  
management?





What about

challenges?

**HELP ME**



Can you tell us, in brief

how GOOD !!!!

was the  
collaboration  
with the  
PwC  
team?



Would you  
do it again?

