SAP SuccessFactors

Upgrade2Success

HCM migration made easier

Wim Valstar, Global Program Content Lead Upgrade2Success
SAP SuccessFactors

THE BEST RUN SAP

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SAP SuccessFactors

Upgrade2Success: Making Migration Easier

The world is changing at an unprecedented pace, driving HR to keep organizations resilient and agile enough to meet the challenges and opportunities the future holds.

To help you meet the new realities, we've created Upgrade2Success, a comprehensive program that has all you need to move from your on-premise SAP HCM solution to the cloud.

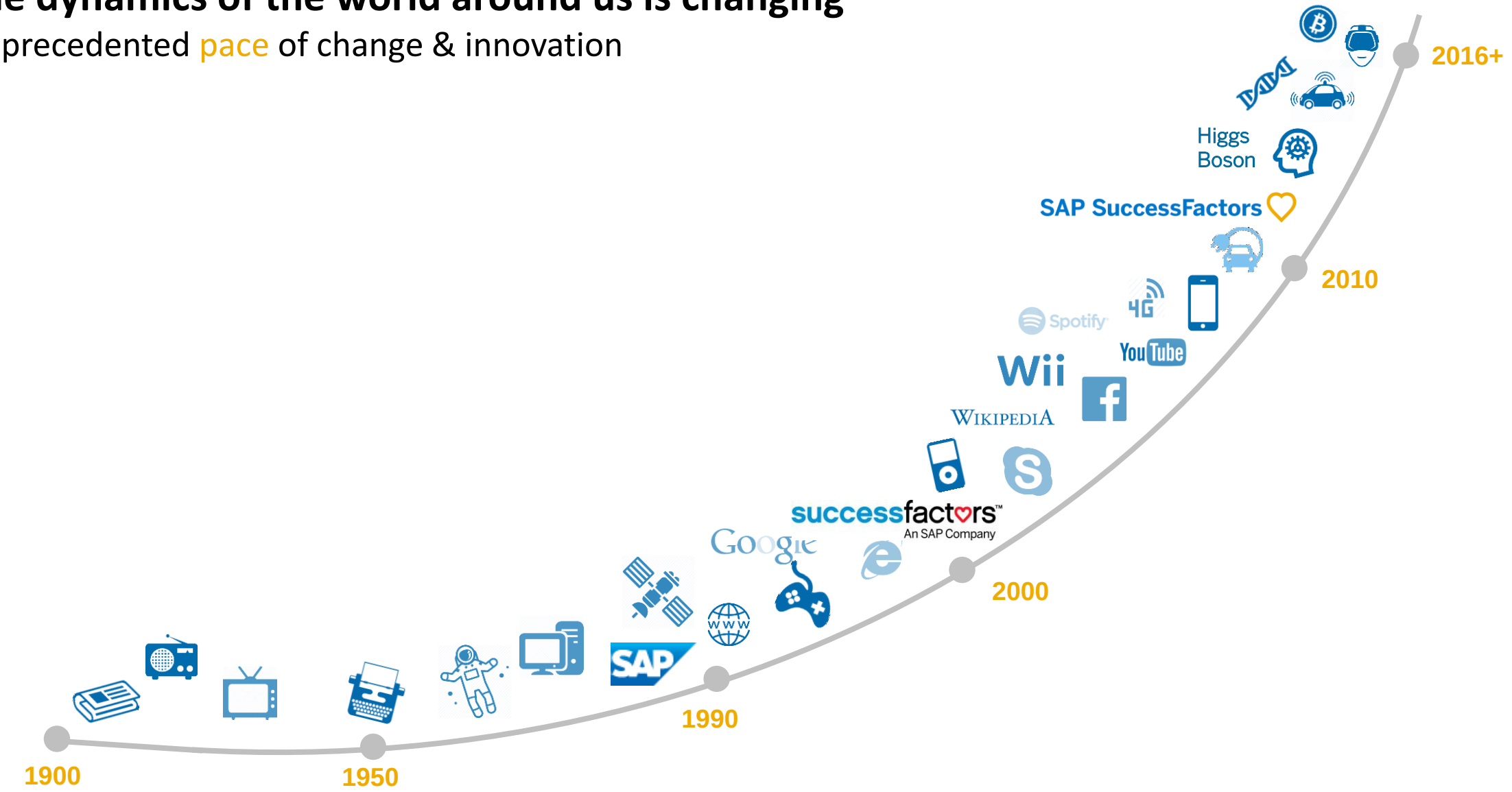
This program provides you with proven tools, assets, and services that can make your journey easier and as smooth as possible.

Benefits

- ✓ Simplified migrations, with reduced risk, cost and time to benefits
- ✓ Confidence that your data will be safe and secure
- ✓ Integration with your other SAP applications
- ✓ Innovation platform to make your HR systems as agile as your business

The dynamics of the world around us is changing

Unprecedented pace of change & innovation



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Any process designed more than 3 years ago is outdated
FUTURE
PAST

The right strategic approach now is not the right approach 3 years from now

Increasing pace of change in technology

Increasing demand for **new** skills

Tomorrow's jobs **don't exist** today

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The dynamics of how we engage people are transforming …
at an unprecedented speed

Dynamic workforce

Globalization, contingent workers, people networks, gig-economy, attitudes, definition of employee

Technology shifts

Capabilities in artificial intelligence, collaboration

Millennial effect

Expect up to date technology, more feedback, training at work

… a paradigm shift

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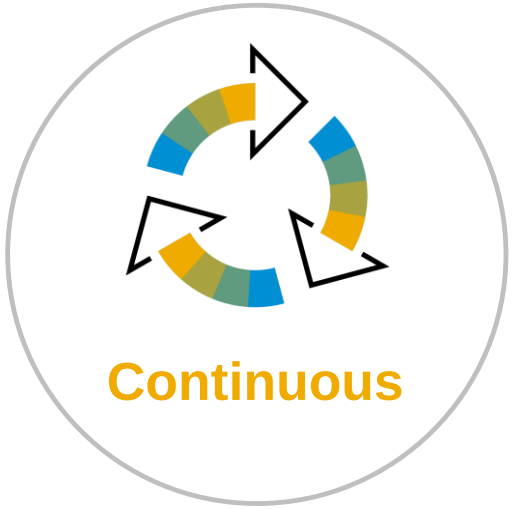
Mastering these challenges requires a digital approach to HR

HCM technologies and strategies must encompass a new set of digital capabilities



Continuous

Encourage **continuous usage** and **engagement**, and foster **continuous innovation**

Intelligent

Use **data** to suggest and recommend

Extensible

Expand solutions and **build own apps** to meet current and future needs.

Across the total workforce

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Transformation requires an agile solution.

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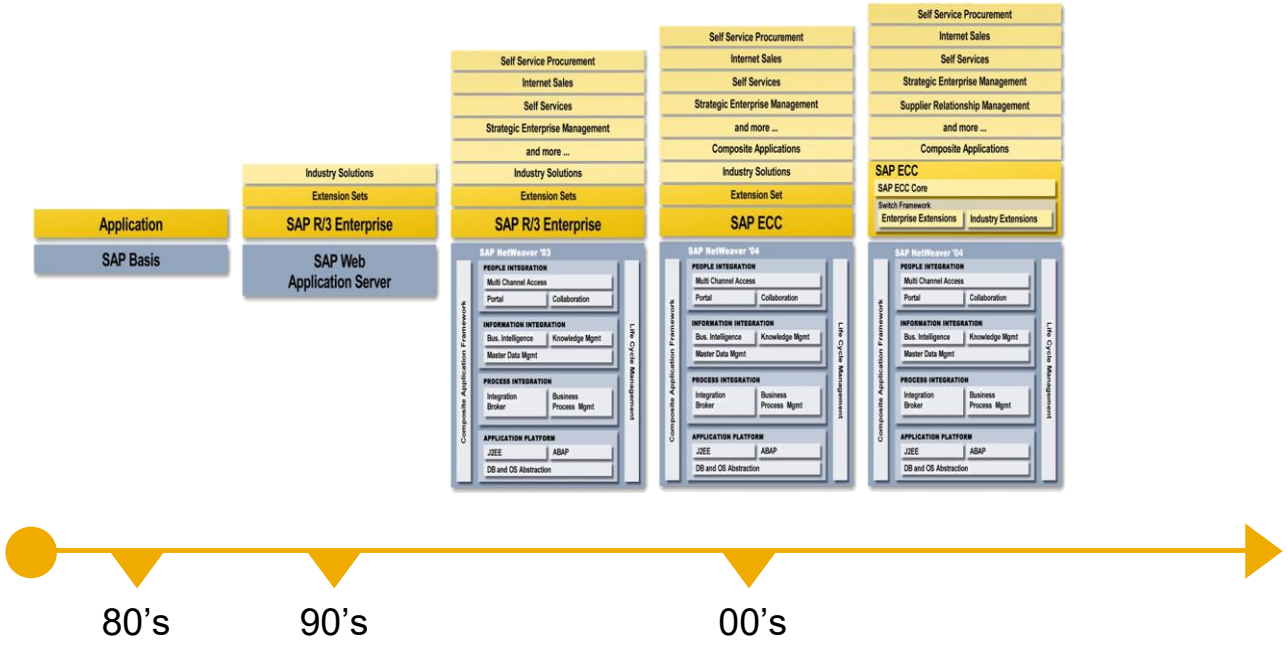
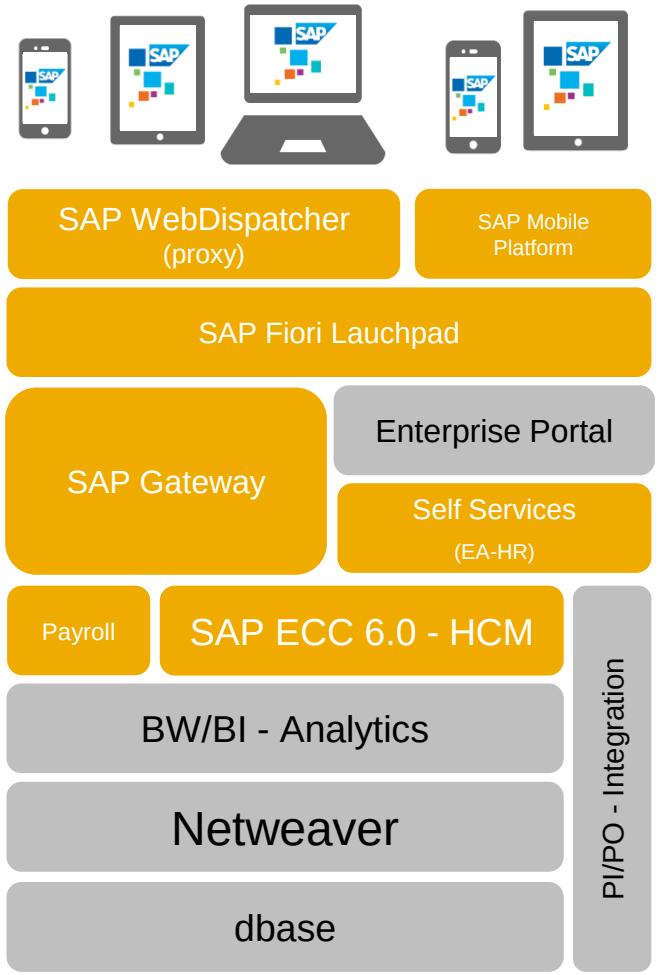
Evolution of SAP ERP architecture

The **technology layers needed** for SAP HCM On Premise*





* Modeled example

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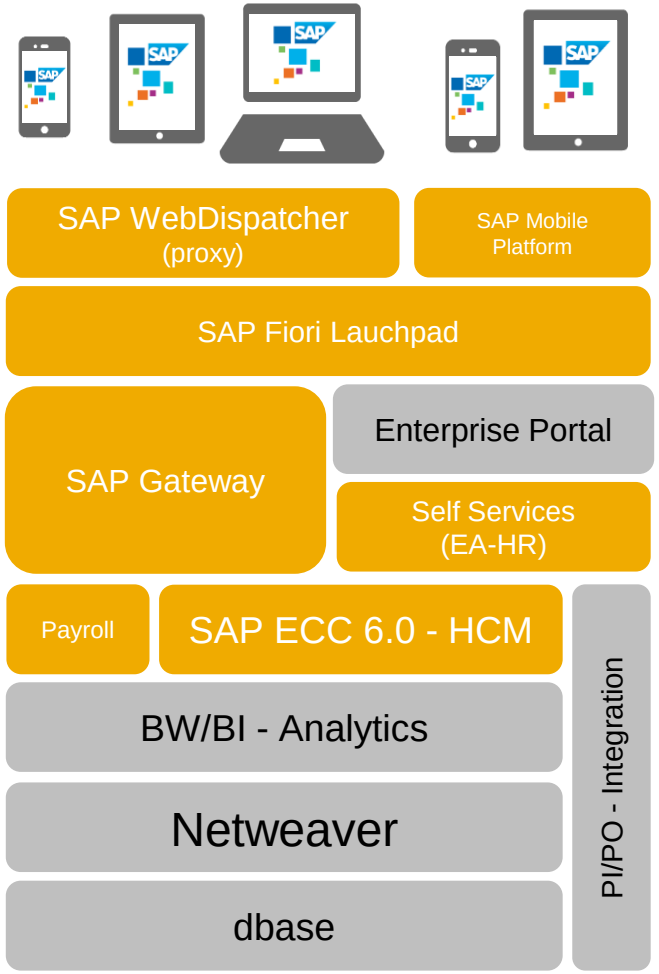
SAP SuccessFactors is about speed and future-proofing HR



* Modeled example

“By 2020, a corporate ’no-cloud’ policy will be as rare as a ‘no-internet’ policy is today.”

Source: Gartner

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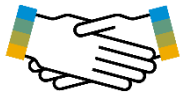
SAP SuccessFactors - a complete HR Suite in the cloud

Engaging Experiences: Mobile | Social | Personal

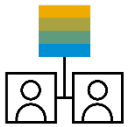
Human Capital Analytics

Workforce Analytics | Workforce Planning



Talent Management

Recruiting | Onboarding | Learning | Performance & Goals | Compensation | Succession & Development



Core HR and Payroll

People and Transactions | Organizational Management | Benefits | HR Helpdesk | Payroll

Time and Attendance Management

Time Tracking | Absence and Leave Management

Total Workforce

Health & Well-Being

Diversity & Inclusion

Total Rewards

Cloud Foundation: Intelligent | Secure | Extensible

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So many of you want to move – but…

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“Complex migration?”

“Hard to get buy in!”

“Integration challenges?”

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Supporting SAP HCM Customers Through the Journey

World-class support end-to-end

Assess & Evaluate

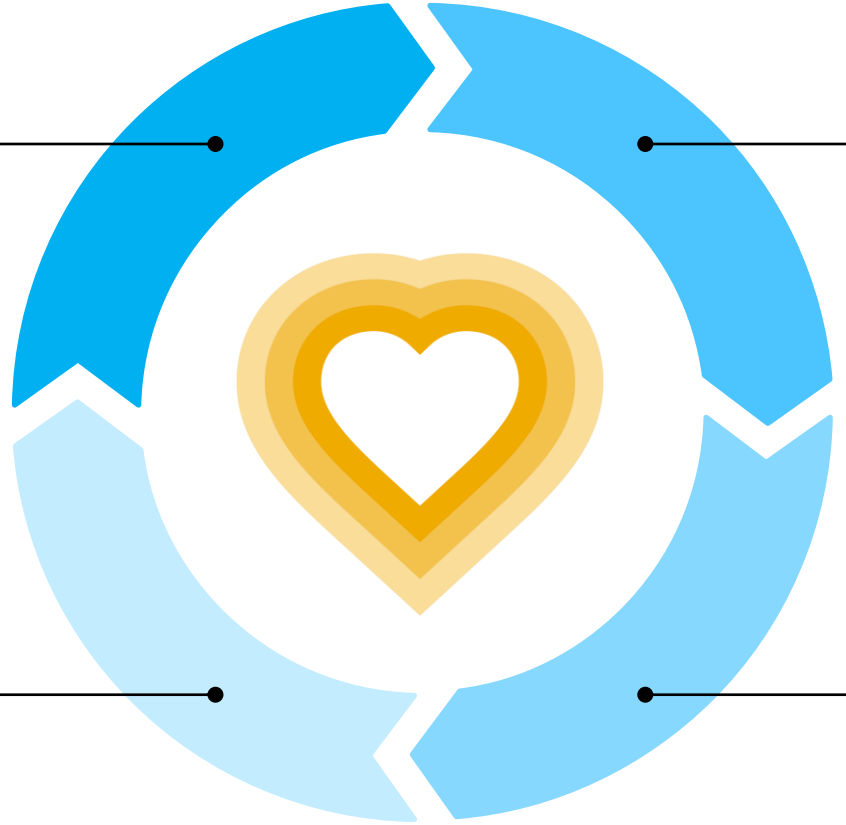
Industry Analyst Reports

HCM Research Center

Product Direction & Roadmaps for SAP HCM and SuccessFactors

Peer Benchmarking

Business Case



Implement

Pre-configured global solution with Model Company for HR

Data migration tool (EC Infoporter) and integration tools

Best practice Process Library

Transport Center to move configuration

Configuration Check Tool

Optimize

Customer Community

Virtual & In-Person (VIP) Events

Solution Adoption Programs

SAP HCM on Prem in the SF community

Run

Best practices documentation

In-app admin help

Ongoing learning resources

Admin Centers for enterprise grade admin

Globalization services

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Building The Case

SAP HRVA's and/or Value2Win

Trends

What do analysts say?

What/Why do I need to anticipate?

Benchmark & best practices

How others / leaders do?

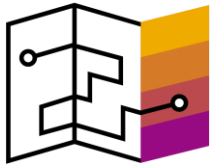
Compared / to me?

Is there a best practice?

Vision and Strategy

What do I want/need to change?

Is it prevention of pain or pursuit of pleasure?



Roadmap

Where do I want/ need to go?

How will I get there?

Case for Change

What value do I (others) want to get out of it?

What do I risk if I do nothing?

Where do I start from?

What are my difficulties?

What is the context / paramaters?

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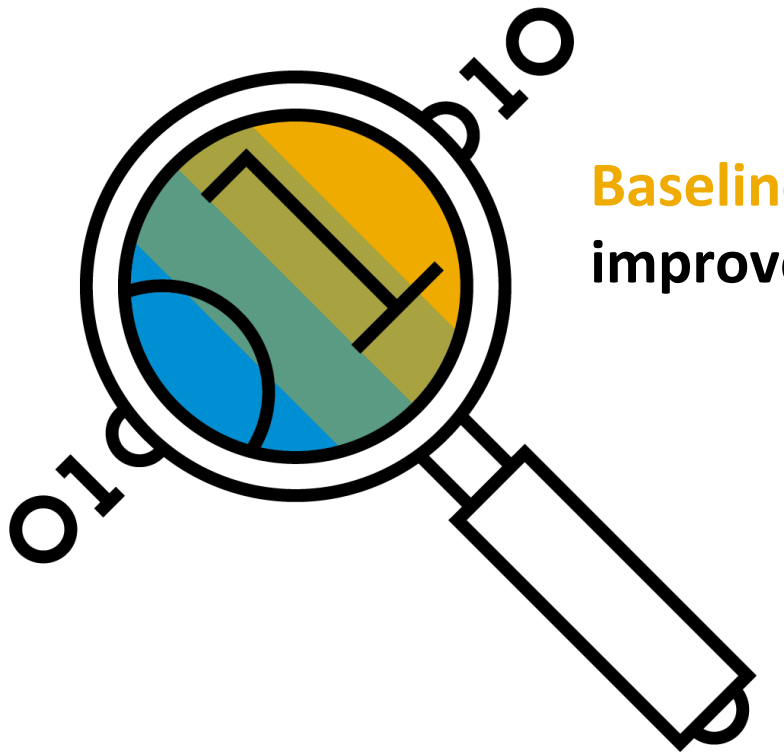
SAP’s Benchmarking Program

Benchmarking is a free service that helps you establish a **baseline of your performance**



Baseline your improvement

Target what isn’t working well

Put evidence behind decisions

> ***“SAP's benchmarking program is a powerful tool for all ASUG members who want to better utilize the technology they've already purchased and get insight for future implementations”***

Geoff Scott, CEO of the Americas' SAP Users' Group (ASUG), September 2014

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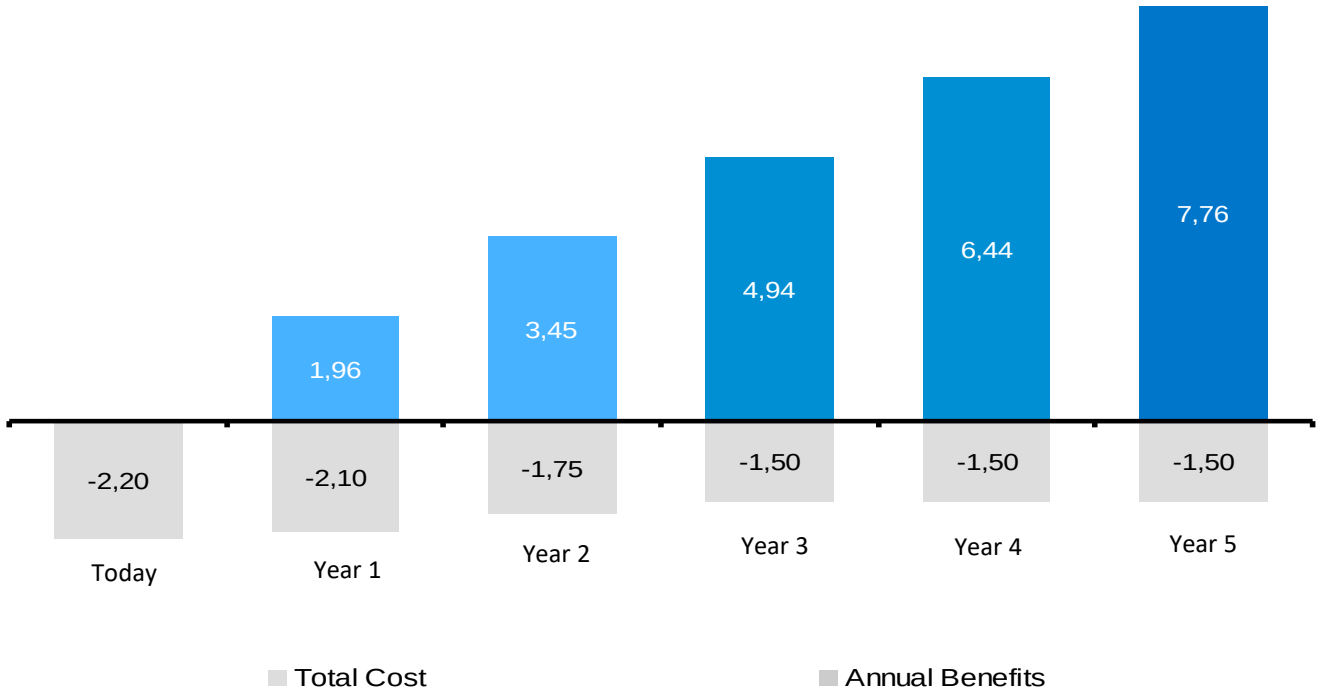
Establish project economics

After Tax Cash Flows ($ Millions)



5-Years Project Economics

Net Present Value (NPV)	5.54 M
Internal Rate of Return (IRR)	53.79%
Payback (in Years)	2.48
3 Months Cost of Delay	0.14 M

Benefit Assumptions

- Weighted Average Cost of Capital 10%

Benefit Realization

Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
28%	50%	69%	89%	100%

Costs and Benefits quantified for a compelling story for HR Transformation

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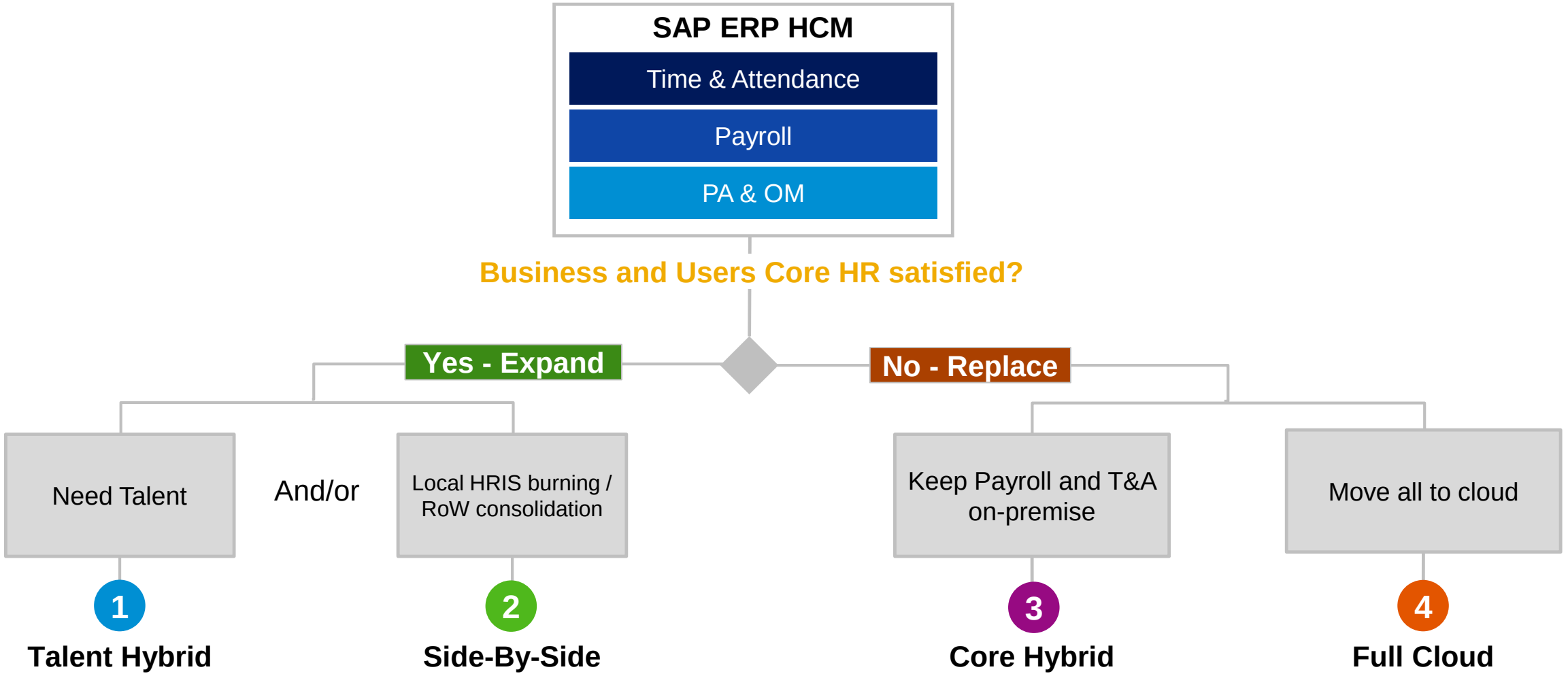
Cloud deployment models

Proven options for SAP HR on premise customers



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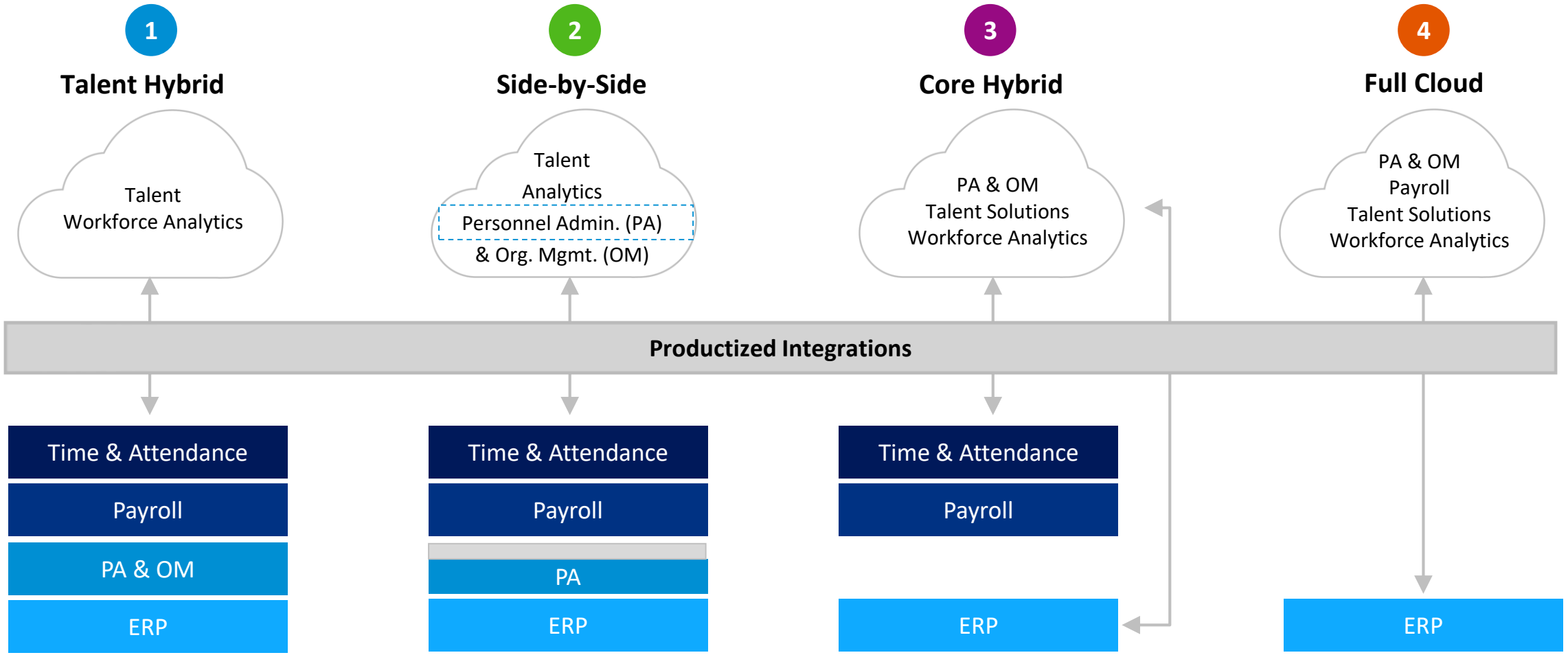
Cloud deployment models



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Productized integrations

Designed, built, delivered, and maintained by SAP and leading partners

SAP Solutions

SAP ERP

SAP S/4HANA

SAP Fieldglass

SAP Hybris

CONCUR

SAP SuccessFactors

Our Partners

Benefits

BENEFITFOCUS · thomsons ONLINE BENEFITS · AON Hewitt

Time & Attendance

WorkForce SOFTWARE · KRONOS

Payroll

NGA · ADP · bsi. · EPI-USE

Recruiting & Onboarding

CEB · DocuSign · solique · broadbean · eQuest · PeopleAnswers · First Advantage · KeneXa

Platform

Active Directory · LinkedIn

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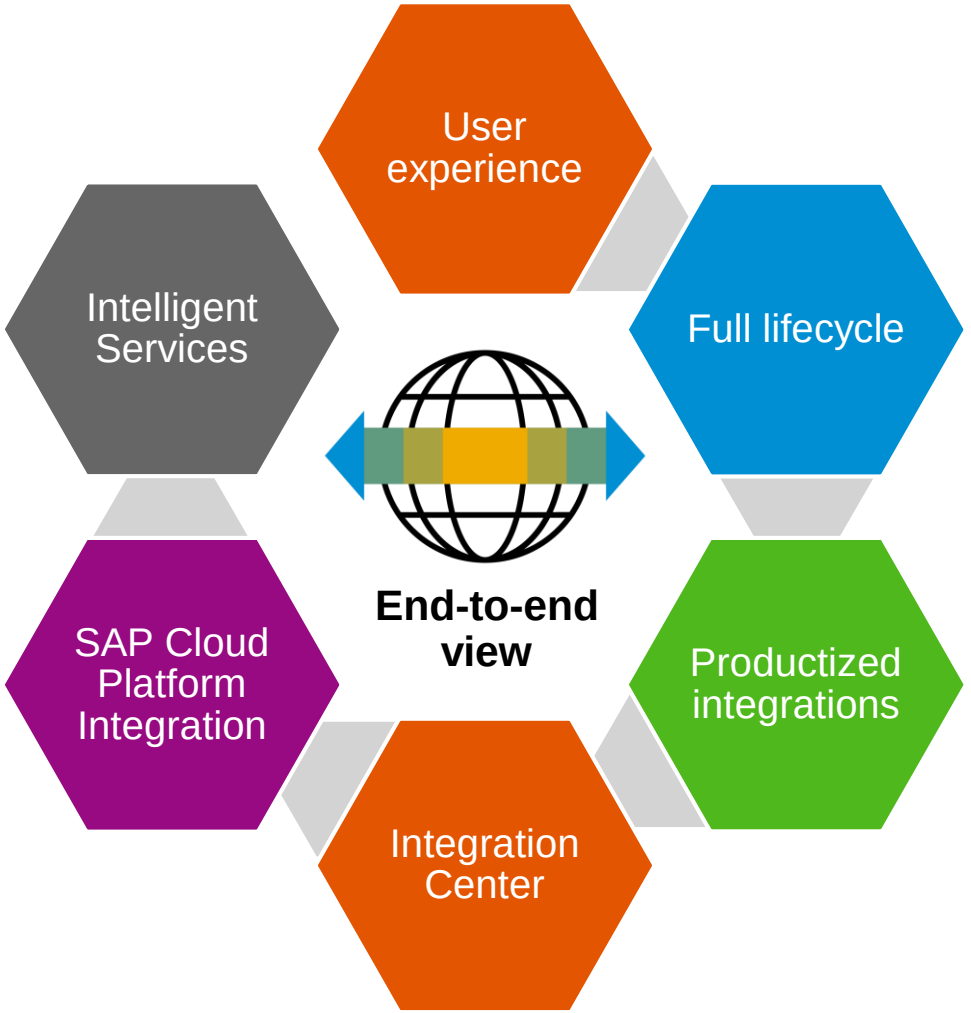
What differentiates SAP Successfactors integrations?



Where all the competition has data integration we deliver **End-to-End** integration.

This means:

1 **Data Migration**

2 **Process Integration**

3 **Monitoring Tools**

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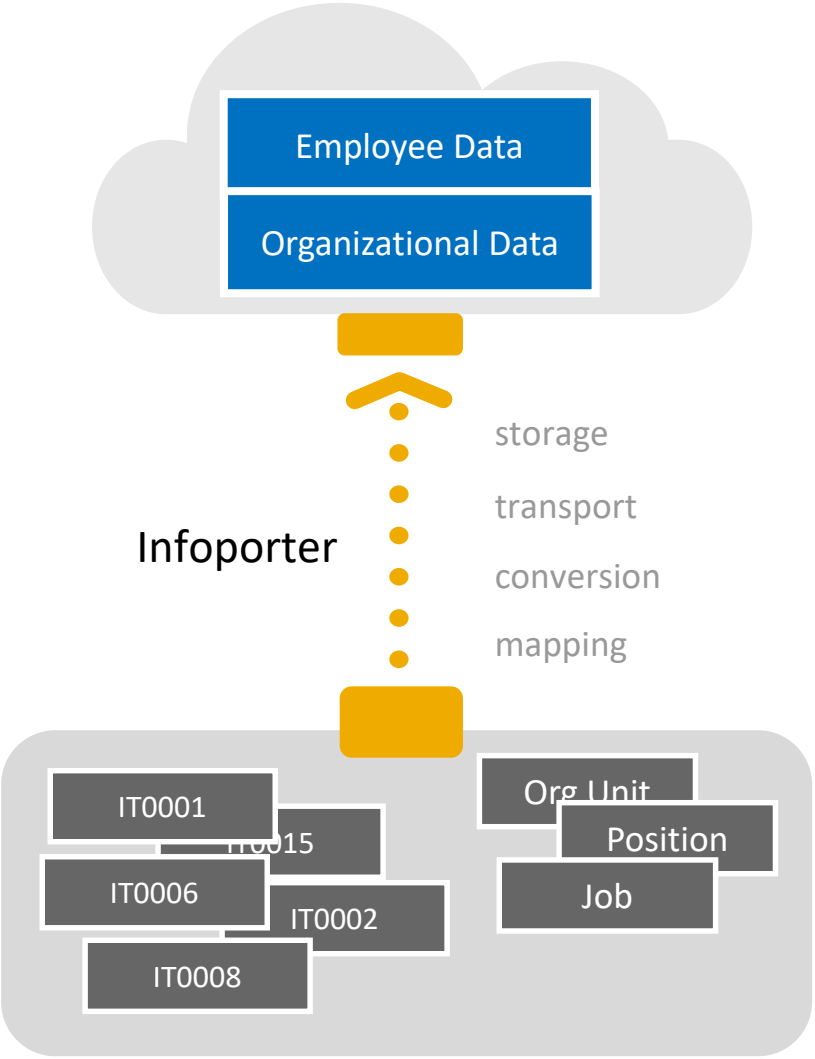
SAP Infoporter Data Migration Tool

Why SAP is better with SAP

- Migration tool **developed and maintained by SAP**
- Tool designed to **migrate SAP HCM Info types** data to SuccessFactors EC. **Extensibility** features to support custom data and info types
- Supports historical **employee and organizational data** migration
- **Predefined standard mapping** content (SAP HCM to SF EC)
- Supports **Web Service-based or CSV** file-based migration



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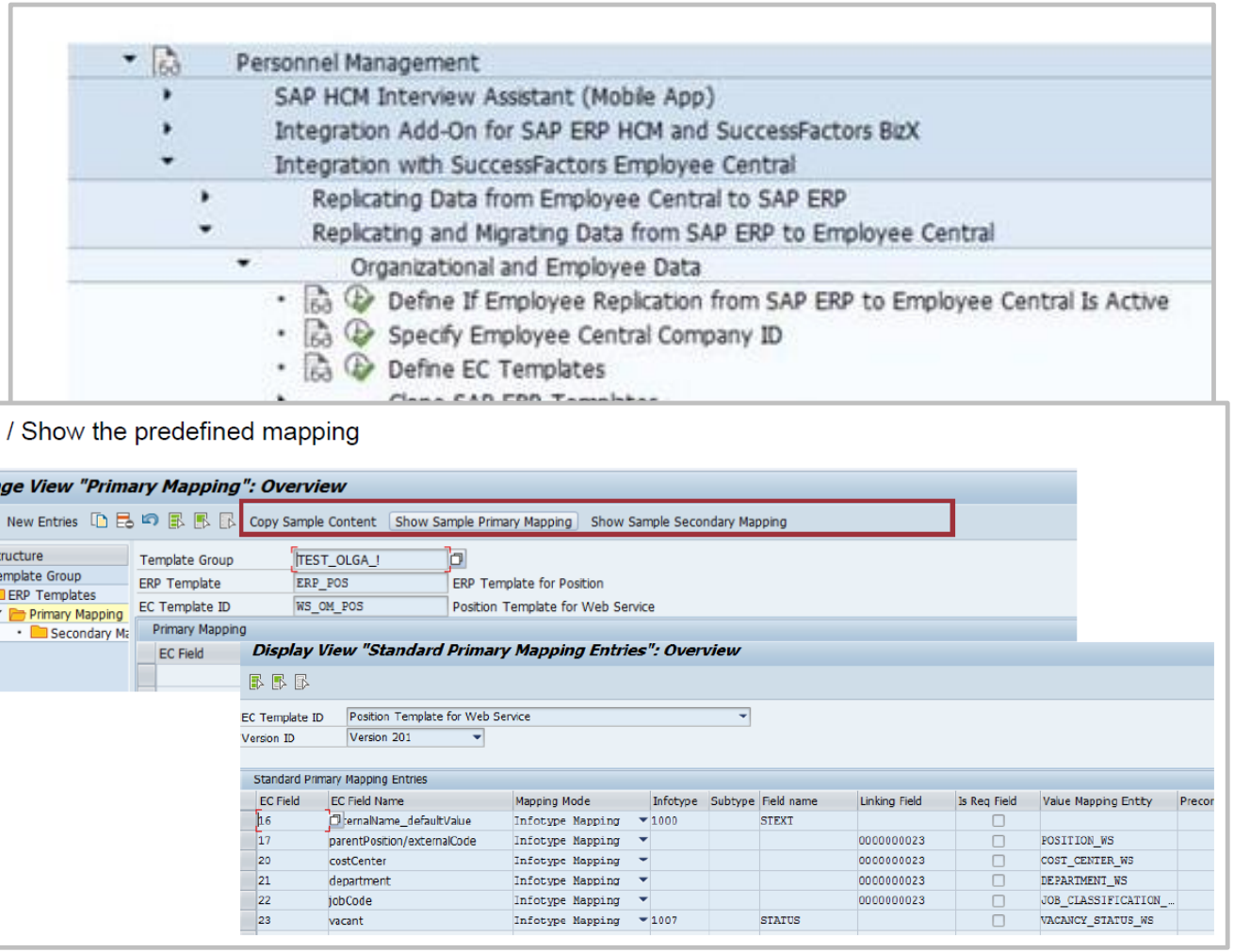
Data migration tool – SAP Infoporter

Why SAP is better with SAP

1. Install integration add-on on SAP ERP
2. Leverage data model mapping which we provide in the templates
3. Adjust to customer needs (customer specific infotype fields)
4. Export data
5. This ensures the EC data is 1:1 the data in SAP HCM



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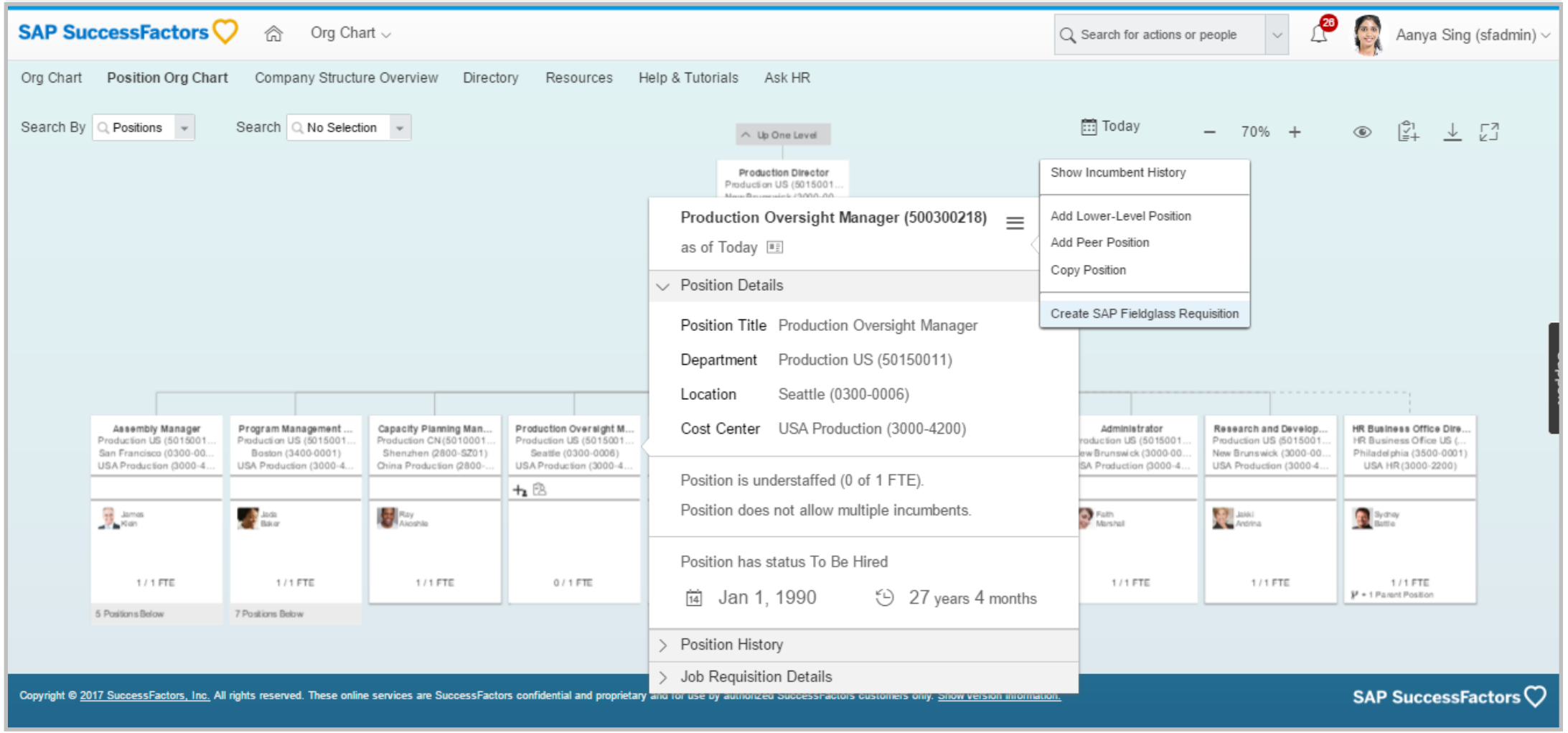
Process Integration

Why SAP is better with SAP



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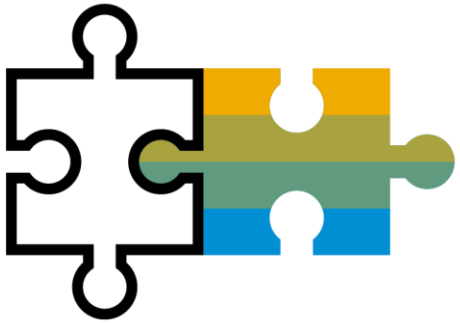
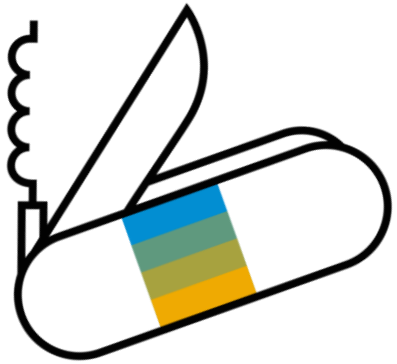
SAP SuccessFactors Extensibility

Compare to custom infotypes and ABAP programming



SAP SuccessFactors Extension Center

- Create new extensions without the need to code
- Manage and edit objects associated with extensions



SAP Cloud Platform

- Extend SAP SuccessFactors functionality with new apps built by you or partners
- Apps integrate natively with SAP SuccessFactors

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SAP Activate implementation approach

Traditional
“Can I take your order?”

- Consultative approach
- Blueprinting workshops
- Highly customized solution
- Development, not configuration
- Time consuming and costly

Transformative for Cloud
“Let us guide you”

- Lead with best practices
- Rapid, prescriptive, repeatable delivery steps
- Accelerated by tools, templates and predefined content
- Agile approach with 3 iterations
- Enabled for the cloud

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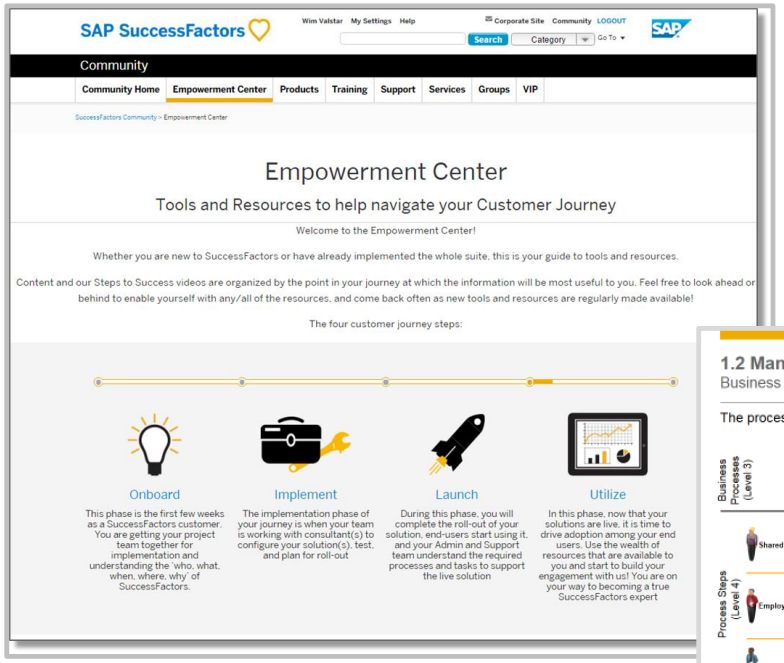
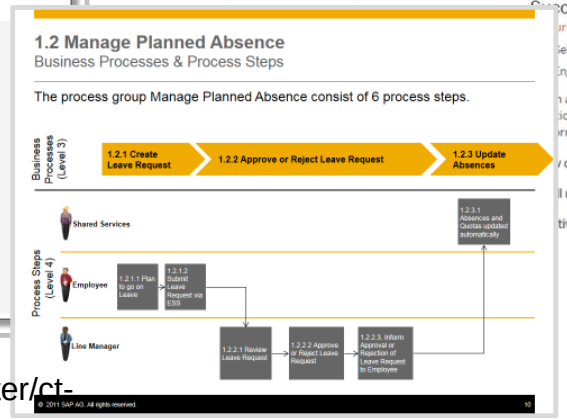
Implementation toolkits and resources

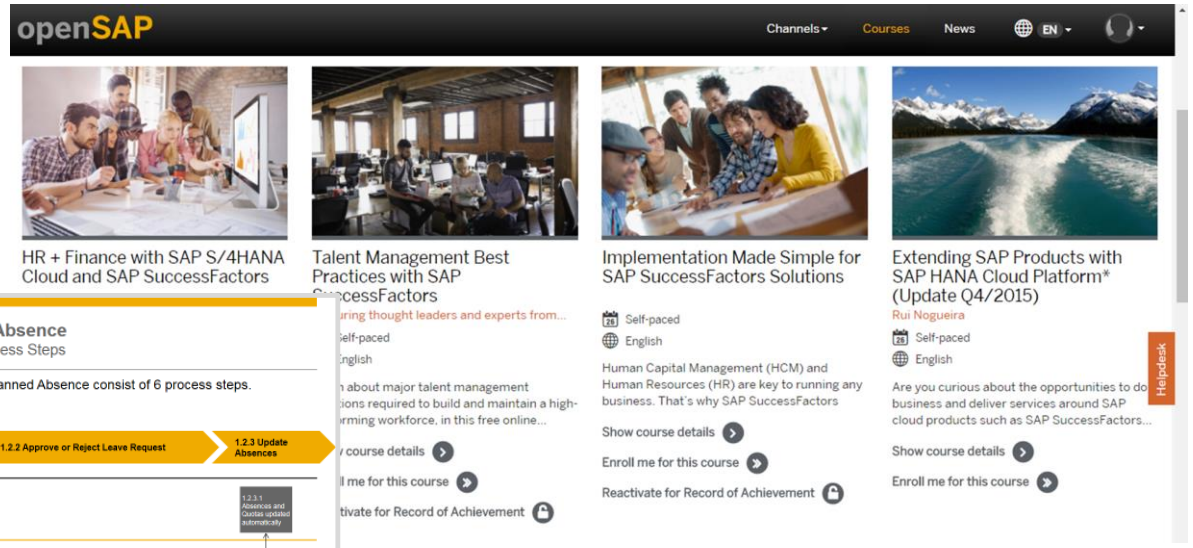
- **Pre-delivered content**
- Configuration workbooks with best practices
- **Process Library**
- Prepackaged integrations and templates

- Training guides and job aids
- Product documentation & installation and user guides
- Project management tools
- Community of peers and resources

- Enterprise grade product features (e.g. Transport Center, Integration Center, etc)
- **HR Model Company**
- Data migration & Integration made easy by **EC Infoporter**







https://community.successfactors.com/t5/Empowerment-Center/ct-p/EmpowermentCenter

https://open.sap.com/courses?lang=en&topic=Human%20Resources

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How the SAP Model Company for HR gets you where you want to go

Process-based Solutions

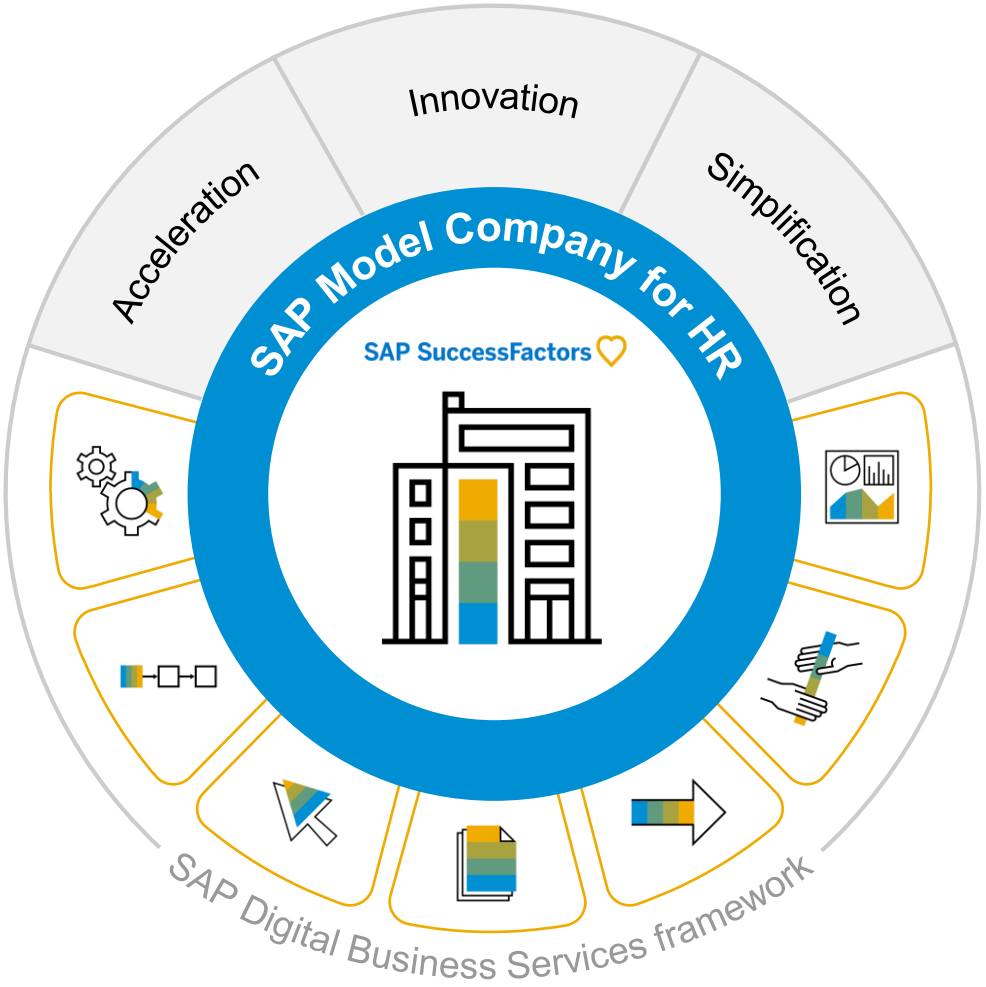
We have developed process-based solutions that span across the entire HR calendar. We walk you through real-life working processes so you understand what you get with the SAP Model Company for HR.

Leading Practices

SAP has taken its 40 years of experience working with thousands of customers to create leading practices that you can leverage in your organization, which enables you to accelerate your transformation and immediately deliver impact.

Localization

Local legal and regulatory requirements are covered in Employee Central and Recruiting Management so you don't have to worry about lack of compliance.



Sample Data

We provide sample data so you can see a working solution and not look at documents and spreadsheets only.

Smart Delivery

To improve efficiency, we are onsite for guiding key activities; to reduce cost, we can work remotely using our nearshore teams.

Accelerators

We provide HR process maps, templates, and tools to accelerate implementation.

Component Approach

Fit-to-Standard, Add-ons, and individual enhancements can be implemented, as required.

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Our Customers tell us that successfully migrating to and adopting SuccessFactors must focus on some key topics

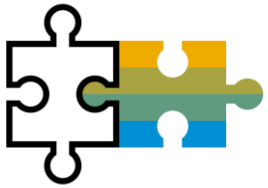
Provide accurate and timely information so business leaders can make strategic decisions

Drive measurable change, reporting on impact, not just activity

Deliver a modern user experience, and be handheld device friendly, for maximum adoption

Reduce HR cost per employee

Decrease transactional HR – enable automation to allow for focus on strategic work



Simplify processes to improve handling of business complexity

Help with Data Migration, Integration, Change Management and Cloud Adoption

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So, that has been the Basis for the SAP Migration approach in Upgrade2Success SAP SuccessFactors

SAP provides the lowest risk option of MIGRATING within SAP and/or EXPANDING current SuccessFactors investment

Reduced Risk

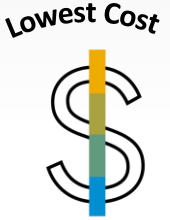
- **Migration** versus Rip and Replace
- **Better adoption** as we show what On Premise becomes in SuccessFactors
- **Keep existing downstream integrations** vs. rebuilding
- **Organizational Change Management** guidance

Reduced Time

- **Data Migration** with **SAP Infoporter**:
  - Migrates standard and custom Infotypes
  - Replicates data back to on premise SAP Payroll
- **SAP HR Model Company** leading practice configuration, templates, and accelerators for fast time to value
- SAP **Integration and Data Migration** Factories

Reduced Cost

- Leverage **current skilled resources** on SAP vs. train new
- Included **SAP Integration Factory, Data Migration factory** and **HR Model Company** reduce time required to migrate
- **Lower integration cost and maintenance** based on productized SAP Integrations and tools



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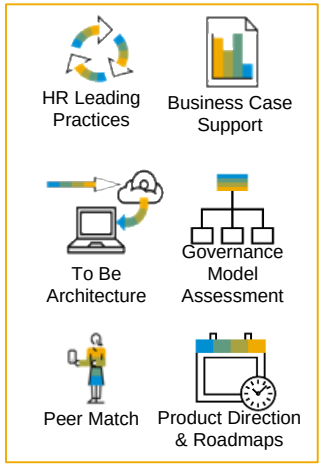
What is included in an Upgrade2Success Implementation?

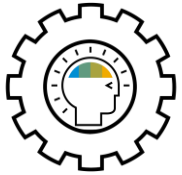
Overview

Customer

On Premise HCM Analysis



Rapid



Consultative

Transformative

Migration with HR Model Company

Success Checklist	SAP Model Company for HR	~ 4 months
Roadmap (Phase 0)	SAP Model Company for HR	~ 8 months
Roadmap (Phase 0)	SAP Model Company for HR	~ 12 months

Timeline

Evaluation | Roadmap | Migration

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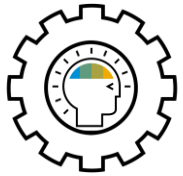
SAP On Premise to SAP SuccessFactors Migration Roadmap

Choose your preferred journey to SAP SuccessFactors with SAP today

Rapid

- Fast onboarding into the cloud leveraging a leading practice based and prescriptive delivery approach for end to end processes.
- Benefit from our tremendous experience and consume ready to use content.
- **SAP Model Company for HR** out of the box for rapid results
- Access to use HR Infoporter for Data Migration



Consultative

- Consultative start of your cloud experience.
- Differentiate your business by individualizing your cloud appearance.
- Add value enhancements with our consultative offering.
- Use **SAP Model Company for HR + Advisory Services** to individualize solution with additional functions
- Extended **Onpremise Data Migration and Integrations**

Transformative

- Rethink your entire business to succeed in the digital economy by adopting the complete solution to your needs with the help of SAP.
- Innovate and extend on the **SAP Cloud Platform**
- Extend native capabilities **through 3rd party and custom built extensions** to address unique business needs and opportunities

SAP Preferred Success and MaxAttention

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SAP On Premise to SAP SuccessFactors Migration Roadmap

Choose your preferred journey to SAP SuccessFactors with SAP today

Timeline

Countries

Architecture

Integration Centre

Integrations

Custom data migration

Functionality

Rapid

- 16+ Weeks
- 2 countries, 1 language
- Architecture Review
- 5 IC integrations
- 1 external integration
- 5 Custom data exits

Consultative

- 32+ Weeks
- 8 countries, 5 languages
- Architecture Design
- 10 IC integrations
- 2 external integration
- 10 Custom data exits
- SSO, country position management

Transformative

- 50+ Weeks
- 16 countries, 10 languages
- Architecture Design
- 16 IC integrations
- 4 external integration
- 30 Custom data exits
- SSO, country position management , 1 Cloud Integration (e.g Fieldglass)

Core Elements of Upgrade2Success

U2S Employee Central factory & HR Model Company

U2S Integration factory

U2S Data Migration Factory

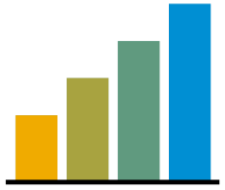
Organisational Change Management SuccessChecklist

Architecture Review
HR Leading Practices
Data Strategy

Predefined Test Scripts Digital training/Knowledge Transfer Hypercare

Benefits of SAP Migration to SAP SuccessFactors

The best way for you to migrate from SAP HCM to 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 SAP's global service organization

Manage your SAP HCM complexity

- Manage complexity and use turn-key solution
- Benefit from a pre defined Integration packages
- Let us manage your custom infotypes and customisations in SAP HCM

Fastest time to value

- Clearly defined scope
- Utilize pre defined Factory Services for Integration and Data
- Accelerators for solution implementation

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SAP SuccessFactors

Upgrade2Success: Making Migration Easier

Knowledge and expertise from SAP

- We know you and what your SAP HCM solutions provide today

Services to jumpstart to your journey

- A process library of leading practices
- SAP HR Model Company deployment services to jumpstart your journey.
- Factory services for integration and data migration

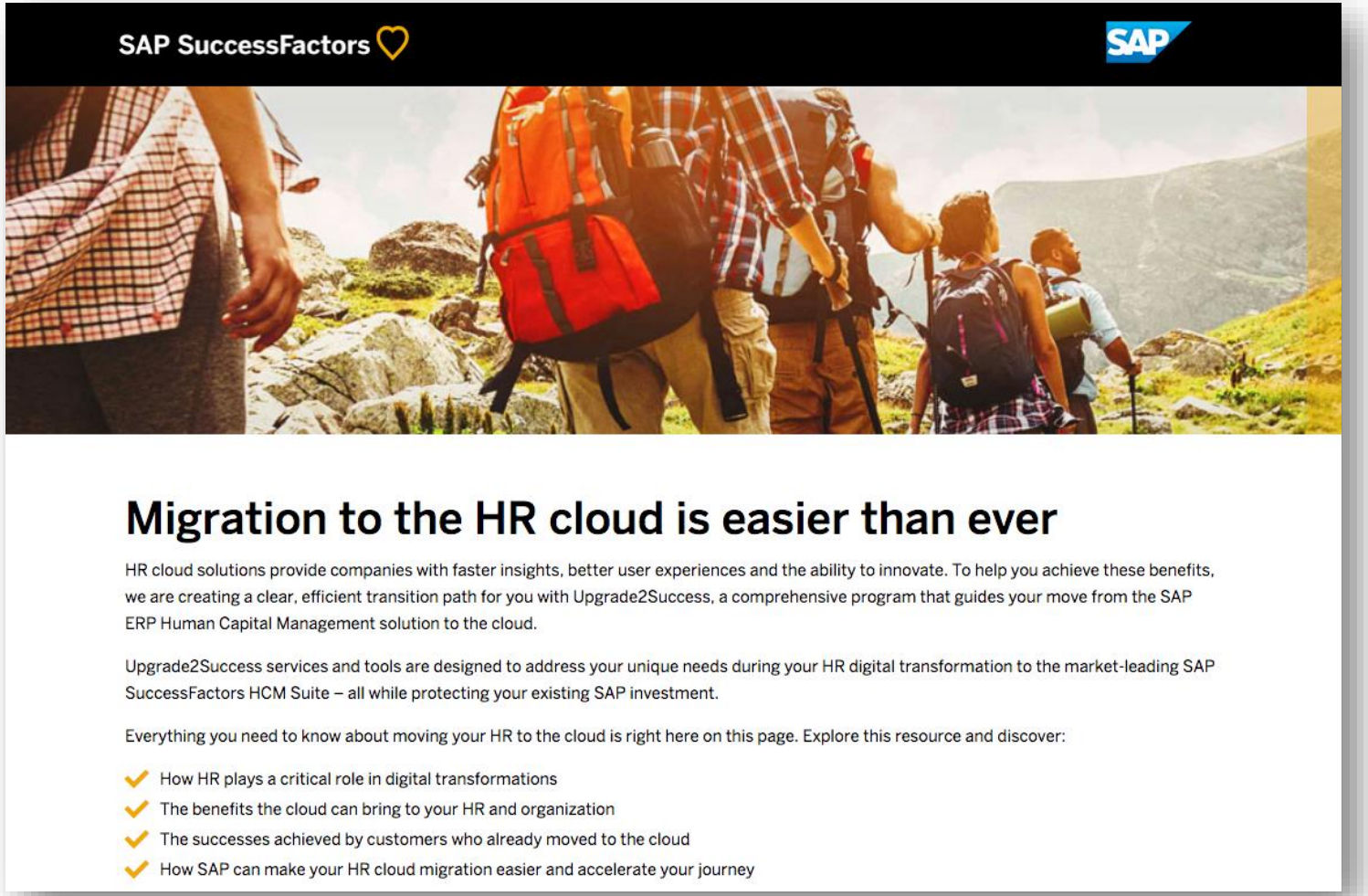
Data migration tools

- Tools to ensure the safe and complete migration of your HCM on-premise data model and structure to SAP SuccessFactors solutions

The power of a strategic partnership

- The expertise of the SAP ecosystem and partners to support you with a consistent methodology

Where to find more information:



Go to the Upgrade2Success Resource page:

https://www.successfactors.com/en_us/lp/hr-digital-transformation-made-easy.html?Campaign_CRM=CRM-YA18-BHR-U2SUGEN

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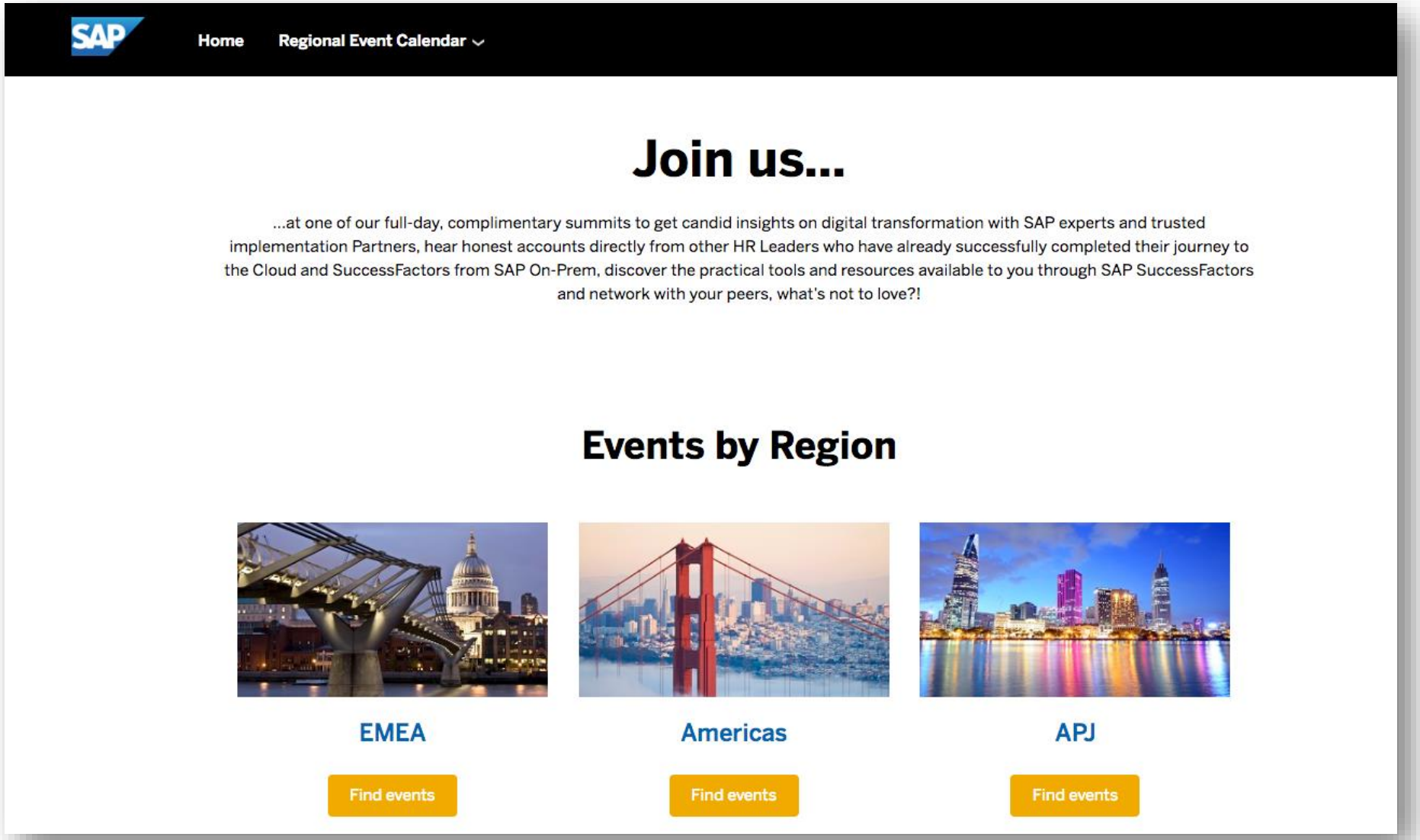
Upgrade2Success roadshow events in a location near you



https://events.sap.com/upgrade2success-global-roadshow-2018/en/home

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SAP SuccessFactors

Thank you.

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Upgrade2Success
HCM migration made easier

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