



SAP SuccessFactors 

Power the Learning Transformation with SuccessFactors Learning

Preeti Haldipur, SAP
September, 2019

PUBLIC

Our Speakers

Kelly Rider

Global Head of Learner Experience

SAP



Kelly Rider leads the global content strategy and learner experience at SAP to ensure L&D teams and individuals have the knowledge, tools and skills to deliver innovative and modern learning and development experiences

Joe Russo

Learning Management and Curriculum Architect

Penn Medicine Academy, Strategic Learning Solutions



Joe has been a lead system administrator for the SuccessFactors LMS for four years. He supports over 55,000 employees and over 800 LMS administrators. Joe's expertise includes assignment profiles, assessments, connectors, and custom reports

“The world is changing; complexity in society and business growth is changing the future of jobs and skills.....

.....To this end, individuals as well as organizations will need to adopt a **growth mindset** and nurture the creativity, agility and **lifelong learning skills** that will make us, not just resilient, but thriving as the world changes.”

-Anne Lise Kjaer

Product strategy



Create the ideal employee experience

Deliver a **human-centric experience** and reimagine the employee journey across every moment that matters

Build the Organization of the Future



Deliver an agile global people platform

Empower HR with the **solutions and insights** to be a catalyst for breakthrough talent and operational excellence

Agenda

Empowering Employee Development

- Joe Russo, Learning Management and Curriculum Architect. Penn Medicine Academy

Delivering the Next-Gen Employee L&D Experience at SAP

- Kelly Rider, Global Lead-Learner Experience, SAP

Q & A

Empowering **Employee Development**



Who is Penn Medicine?

- Region's top-rated academic medical center
- Our nation's first hospital and first medical school
- Six hospitals and ten specialty centers plus hospice, physical therapy, and behavioral health services, serving Eastern Pennsylvania and New Jersey
- Over 55,000 faculty and staff



Hello. We are Penn Medicine Academy.

PMA partners with you to architect solutions when you:

- have a significant challenge that **impacts** culture, people, processes, or structures;
- need to **develop** long-term strategies, determine priorities and implement a plan;
- need a sounding board to help **solve** problems impacting your team;
- need to **strategize** to develop your key talent.



Behavioral Competency Model



BE COMPASSIONATE
PRESENT
EMPOWERED
COLLABORATIVE
ACCOUNTABLE



Performance Evaluations

Part B: Assessment of Leadership Competencies

Assess the degree to which you/your employee demonstrate(s) the Level 5 Penn Medicine Behavioral Competencies using the Level 5 rubric. Hover over the competency name, and the “Talented”, “Skilled” and “Needs Development” check boxes for the definition of each and rate yourself/your employee as appropriate. Check only one box per competency.

Level 1 Competencies	Employee Self-Evaluation					Manager Evaluation of Employee				
	Talented	Skilled		Needs Development		Talented	Skilled		Needs Development	
Instills Trust	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Values Differences	<input type="checkbox"/>	Gains the confidence and trust of others easily; honors commitments and keeps confidences; expresses self in a credible and transparent manner; models high standards of honesty and integrity		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient/Customer Focus	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Critical Thinking and Problem Solving	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaborates	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicates Effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensures	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Modern Employee

- Oriented to mobile technology (“always on”)
- Intergenerational Workforce
- Commitment to their career, not the organization
- Longer careers (living longer)
- Continuously learning
 - Learning event vs. process
 - Learning in the flow of work



Multiple Paths to Learning

Tools for Managers

The responsibility of managing others is no small feat. Defining and assigning work, empowering your direct reports to do the work, establishing good working relationships and developing their skills and talent are a just few of the critical aspects of the job. To support you in this significant endeavor, we've developed a robust set of tools and resources that will help you integrate the Penn Medicine Competency Model into your talent management strategy.

Penn Medicine Rubric

- Penn Medicine Rubric Level 1
- Penn Medicine Rubric Level 2
- Penn Medicine Rubric Level 3
- Penn Medicine Rubric Level 4
- Penn Medicine Rubric Level 5

What we know to be true is that feedback rich environments often yield higher levels of engagement, which The tools and job aids in the sections below will help you:

- Enhance your ability to give ongoing feedback
- Communicate with a common language tied to success at Penn Medicine
- Help you plan for developmental discussion
- Identify and discuss developmental opportunities
- Participate in performance review discussions
- Prepare for an interview

Explore the sections below to find tools that support the life-cycle of an employee from recruitment through Job Aids

DEVELOPMENT PLANNING

Development planning is a win-win-win for you, your employee and the organization. It's an opportunity for you and your employees to plan for their development with an eye toward the department's future needs and the ultimate success of the organization.

INTERVIEW

ONBOARDING

Onboarding is a critical step in the new employee hiring process. It's something you want to get right so that your new employee is set up for success beginning on their first day and hopefully for years to come.

ONGOING F

PERFORMANCE MANAGEMENT

RESOURCES

UPCOMING CLASSES FOR INDIVIDUALS

25th August 2019

09 Jan

Essentials of Project Management
1500 Market Street
8:30 AM

11 Jan

Advanced Project Management Course: Influence Without Authority
1500 Market Street
8:30 AM

05 Mar

Essentials of Project Management
1500 Market Street
8:30 AM

13 Mar

Advanced Project Management Course:

Manager Huddle Sheet: Giving Feedback

This tool is designed for managers.

The following tips and techniques will help your staff provide effective real time feedback to each other.

Use this tool to introduce the topic of giving real time feedback during a staff huddle.

At Penn Medicine we strive to build a feedback rich environment, where ongoing, real time feedback is provided from managers to employees and teams, as well as by employees to their peers and leaders. Feedback is an essential two-way communication tool that helps everyone to thrive and be successful. Positive feedback has been shown to raise engagement and team effectiveness. Use real time feedback when you observe an employee, peer or leader doing something you want them to keep doing or do differently.

am or individually, have your staff watch the microlearning "Creating a Feedback Rich Environment", located on the PMA Talent Development website.

Next meeting or huddle, distribute the job aid, "Giving Feedback" and "Tips for Receiving Feedback" (both located on the PMA Talent Development website for Individual Contributors).

During the job aid and microlearning, ask questions like:
When was the last time you gave feedback? How did it go?
When was the last time you received feedback? How did it go?

Engage your employees to provide 3 instances of positive real time feedback to recognize and reinforce actions that you value and want to continue over the next 24 hours. You could choose a specific topic relevant to your staff, such as hand washing or a behavioral competency.

1. Describe the Behavior → **2. Deliver the Impact** → **3. Encourage to do more or differently**

job washing your hands, Our unit has 77% hand hygiene compliance rate and you are helping achieve our goal of reaching 90%. Thank you and continue being a role model in washing your hands!

If you called the upset who arrived late for his appointment today was amazing. You took the time to understand his concerns and quickly problem solved to get him seen. I'm going to try your approach the next time I have an upset patient!

For next meeting or huddle discuss:
1. What feedback did you give to others?
2. What feedback did you receive? How did it go?
3. What challenges did you have in giving feedback?

BEHAVIORAL COMPETENCY SELF EVALUATION

Identify areas for feedback and development by assessing your performance (Talented, Skilled, Needs Development) in each area over the past year

Penn Medicine Behavioral Competency Rubric: Level 1

Level 1 Competencies

Ensures Accountability: Holding self and others accountable to meet commitments.

Talented	Skilled	Needs Development
<ul style="list-style-type: none"> Assumes responsibility for the outcomes of others Promotes a sense of urgency and establishes and enforces individual accountability in the team Takes personal responsibility for decisions, actions, and failures Establishes clear responsibilities and processes for monitoring work and measuring results Designs feedback loops into work 	<ul style="list-style-type: none"> Follows through on commitments and makes sure others do the same Acts with a clear sense of ownership Establishes clear responsibilities and processes for monitoring work and measuring results Designs feedback loops into work 	<ul style="list-style-type: none"> Fails to accept a fair share of personal accountability Gathers little information about how things are going Provides inadequate feedback, fails to help others adjust course midstream Prefers to be one of many accountable for an assignment

Patient/Customer Focus: Building strong patient/customer relationships and delivering patient-centric solutions.

Talented	Skilled	Needs Development
<ul style="list-style-type: none"> Anticipates patient/customer needs and provides services that are beyond their expectations Uses patient/customer insights to drive and guide the development of new offerings and services Serves as a strategic partner to build, grow, and maintain profitable and long-lasting relationships with key patients/customers Is a role model for the Penn Medicine Experience Standards 	<ul style="list-style-type: none"> Gains insight into patient/customer needs Identifies opportunities that benefit patients/customers Builds and delivers solutions that meet patient/customer needs Establishes and maintains effective relationships with patients/customers and gains their trust and respect Adheres to the Penn Medicine Experience Standards 	<ul style="list-style-type: none"> Is unaware of patient/customer expectations Acts on incomplete or inaccurate understanding of patient/customer needs Conducts work activities from an internal, operational standpoint Does not establish and maintain effective patient/customer relationships Doesn't adhere to or understand the Penn Medicine Experience Standards

Linked in LEARNING WITH Lynda.com CONTENT

Patient/Customer Focus: Using Curricula

Customer Focus ©

Pros:

ID: HS_30001_CURR_02CUSFOC

Self Assign Curricul

- Employees go to one place to find content they need for development.

- Reporting is robust.

1



Managing Diversity

COURSE LYNDA_5565 rev.1 12/15/2016

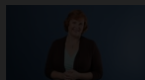
2



Management Tips Weekly

COURSE LYNDA_3020 rev.1 12/15/2016

3



Leading with Emotional Intelligence

COURSE LYNDA_63372 rev.1 1/2/2019

4



Leading a Customer-Centric Culture (2013)

COURSE LYNDA_3982 rev.1 12/15/2016

5



Customer Service Foundations

COURSE LYNDA_59015 rev.1 7/9/2018

Cons:

- All courses are put on the learning plan.
- Employee is not aware of the correct order.
- Limited to Items
- Supplemental materials (videos, links, etc.) have to be compiled into a custom content object and item.

6



Building Customer Loyalty

COURSE LYNDA_2647 rev.1 12/15/2016

7



Using Customer Surveys to Improve Service

COURSE LYNDA_2682 rev.1 12/15/2016

8



Customer Focus - Supplemental Videos

COURSE HS_30001.ITEM_02CUSFOC rev.1 4/23/2018

Patient/Customer Focus: Using Programs

Penn Medicine Competency: Patient/Customer Focus (HS.30001.PROG.KFCUSFOC)

Need Support? pma@uphs.upenn.edu

0.00%

* Required for Program Completion

Pros:

- Employees go to one place to find content they need for development.
- One item on the learning plan.
- Employee knows in which order the courses should be taken.
- Supplemental materials (videos, links, etc.) can be added directly.

Cons:

- Reporting challenges – but they can be overcome.

Click here to view Chapter 11: Customer Focus

Mark Complete

On-the-job

Click here to view video: Building a customer loyalty strategy

Mark Complete

For this task, you only need to view one video. Click the link above to open the video. Once you have watched the video, click "Mark Complete" to mark this activity complete.

Click here to view video: Business relationship management

Mark Complete

For this task, you only need to view one video. Click the link above to open the video. Once you have watched the video, click "Mark Complete" to mark this activity complete.

Tools

Compassionate Huddle Sheet

Mark Complete

Use the Compassionate Huddle Sheet to educate and increase one's ability to demonstrate compassion to colleagues, patients and family.

Present Huddle Sheet

Mark Complete

Use the Present Huddle Sheet to understand what it means to be present in the workplace and how you and your team can remain engaged.

Service Excellence Guidelines and Standards

Mark Complete

Use the Service Excellence Guidelines and Standards to ensure that the highest level of compassionate care is provided to patient, families and members of the community. (Please note that these are currently CPUP specific.)

Management Tips Weekly

START COURSE

In this weekly series, Todd Dewett, PhD, shares the tips respected and motivated managers use to improve rapport, navigate tricky situations, build better relationships, and drive the business forward. Each week, we'll release two tips ranging from avoiding the dreaded micromanagement to managing a multigenerational workforce, cultivating better listening skills, and developing an understanding of your organization's politics. Check back every Wednesday for more Management Tips.

Next Steps

- More programs
 - Competency skill development
 - Companion programs for instructor-led classes
- Customize reports
- Recommendations



Delivering the **Next-Gen L&D Experience**



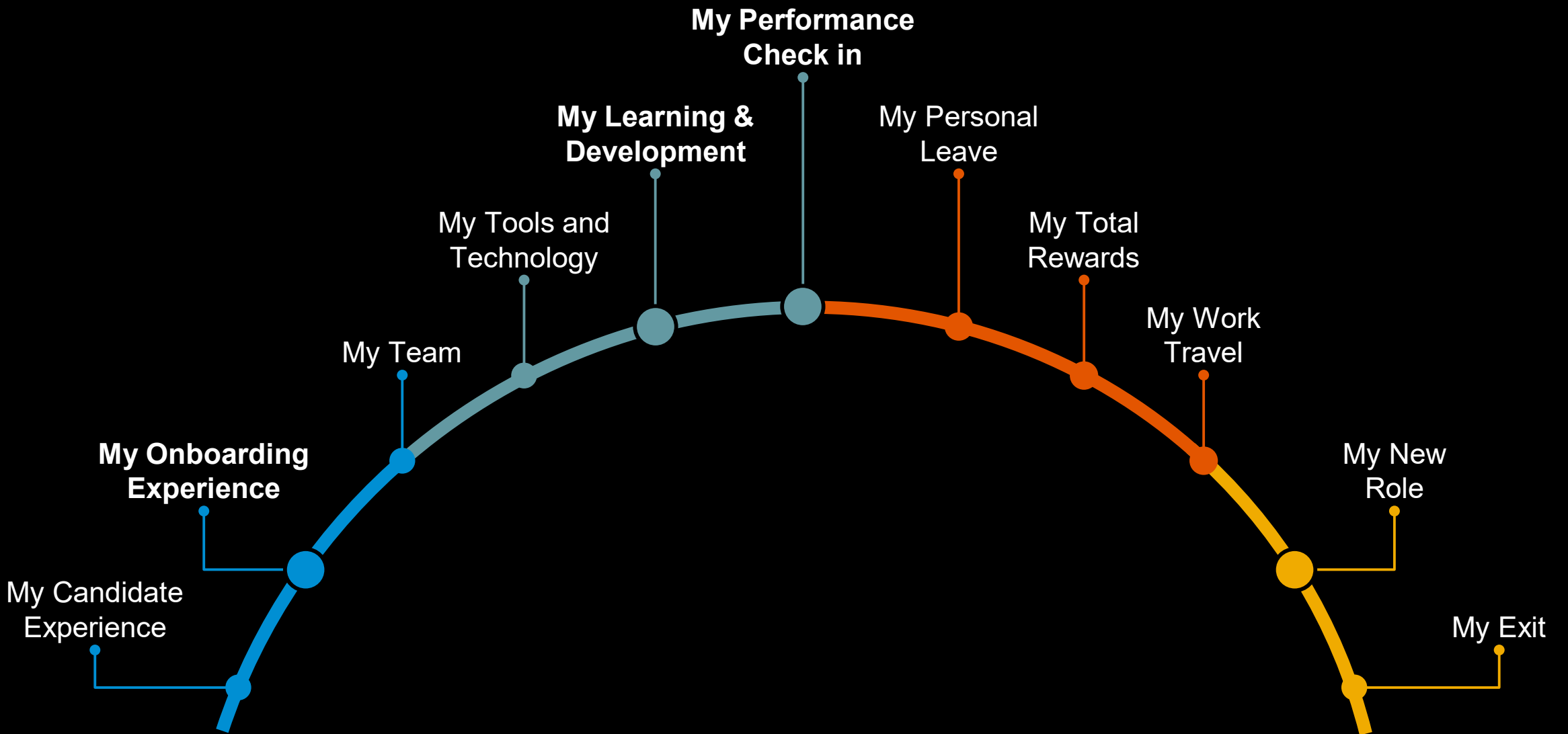


Consumer experience

vs.

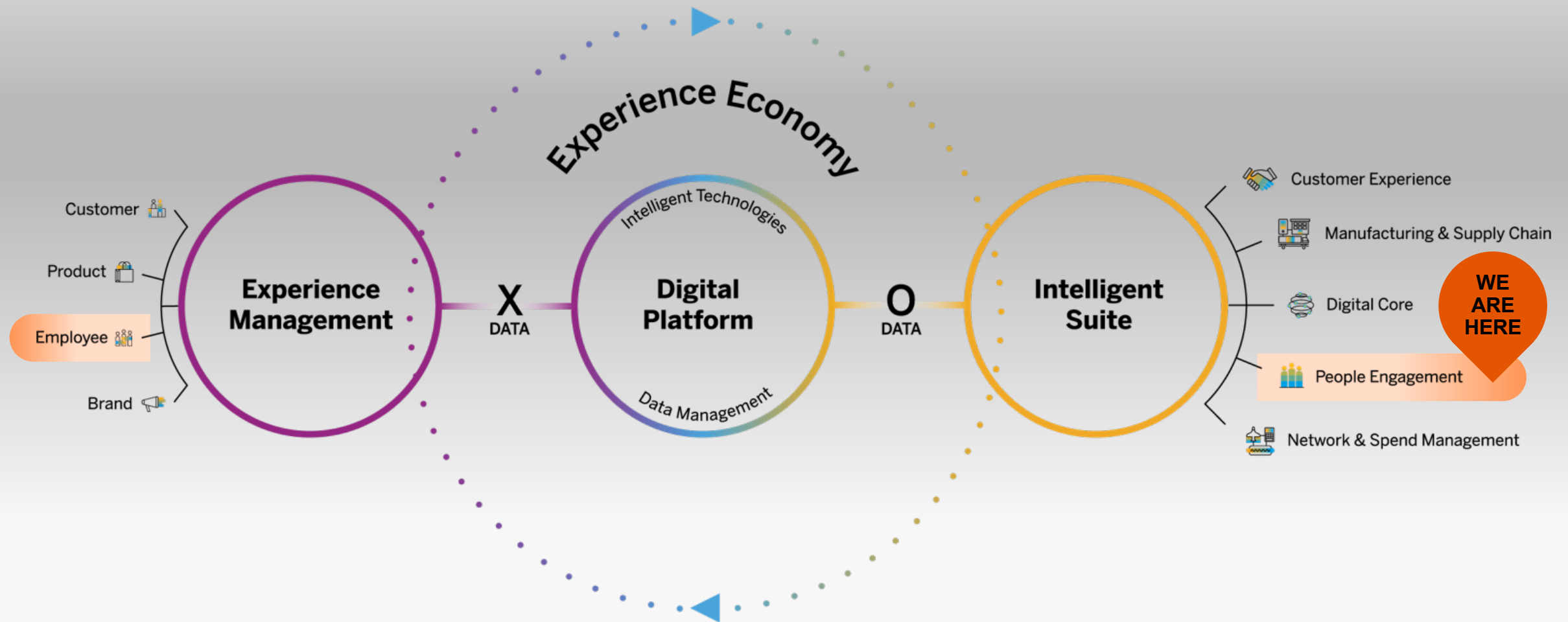


Employee experience

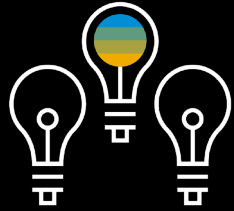


**It is upon organizations and HR
to create a consumer-grade experience for employees
that helps them take their capabilities to the next level...
and delivers measurable individual and business impact**

SAP's Vision to Deliver the Next Generation Experience



Delivering Next-Gen Employee L&D Experience at SAP



Define Measurement
Strategy

Optimize Current
Investment

Govern and Manage
Content

My Learning Page

Focused on content tailored for the individual: their assignments, history, and recommendations



Explore Page

Exploring newly feature, trending external content, and other ways to learn at SAP such as peer learning and experiences

SAP SUCCESS MAP Powered by SAP HANA Learning

My Learning My Classes **Specialty Catalogs**

Search for actions or people Enzo Silva (1832854)

GetAbstract
compressed knowledge

Get Abstract

GetAbstract is a service that summarizes business-related books in five pages. Each summary consists of a page of bulleted takeaways, a high-level description of the book, and three-and-a-half pages of summary of the content along with some quotes directly from the book in the margins. These summaries come in a variety of formats (PDF, e-book formats, mobile-friendly PDF) and even an audio version (MP3), which is less than 10 minutes for each summary.

"If you experience issues accessing getabstract, please try the following steps:

- Click on "Member Sign In"
- Enter your SAP email address in the "Corporate Single Sign On"
- Once you have been authenticated through Single Sign On, it is recommended you bookmark the page on your browser. You can then access this page directly through the bookmark in the future

Mango Languages

mango languages

Mango Languages uses real-life situations and actual conversations to more effectively teach a new language. By listening to and repeating after material designed from native conversations, you'll not only learn the individual words and phrases, you'll know how they're used in practical situations and conversations.

This learning platform is targeted specifically for technical audiences at SAP.

SAP Learning is making this investment in technical learning on a corporate level. However given the costs for Pluralsight licenses, the amount of licenses is limited.

We therefore ask that all learners act responsibly and take into consideration the high cost of a license, as well as if there is a learning need, before clicking on the link and thereby using one of the licenses.

We recommend that users, who are in non-technical roles, leverage other learning offerings available at SAP so that colleagues who need deep technical knowledge can access Pluralsight. Nevertheless, all SAP employees are eligible to use Pluralsight licenses.

For further information, please check our Pluralsight Jam.

Pluralsight

PLURALSIGHT

Pluralsight is a technology learning platform for software development, IT ops, data, security and more.

This learning platform is targeted specifically for technical audiences at SAP.

SAP Learning is making this investment in technical learning on a corporate level. However given the costs for Pluralsight licenses, the amount of licenses is limited.

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For further information, please check our Pluralsight Jam.

bookboon eLibrary @ SAP

Download eBooks

bookboon eLibrary @ SAP Get deep insights into a vast range of soft skill and business related topics, within a reasonable time. Within this library 1600+ high quality short eBooks are available in various languages (some as audiobooks) for a bite sized learning 1-2 hours reading experience.

Topics cover Accounting & Finance, IT Management, Communication & Presentation, Management & Strategy, Marketing & Sales and many more. All SAP employees have access to this offering, eBooks can be downloaded as pdf and are thereby available on all mobile devices too.

My Learning My Classes Specialty Catalogs ETC Explore

Different Ways to Learn at SAP

Learning & Development Community
The Learning & Development Jam site has been designed to make it easy for you to find learning and development opportunities to help you succeed in your career.
[LEARN MORE](#)

Find Learning
What do you want to LEARN today?
[Browse all courses >](#)

Featured

ONLINE Software Design for Non-Designers Featured Course
EXTERNAL Effective Presentation Design Featured Course
ONLINE Creating Your Personal Brand Featured Course
ONLINE Developing Software Using Design Thinking Featured Course

ProSkills Collections

Get instant access to carefully selected courses that cover SAP's core human skills and the hottest professional skills you need today!
Tip: You may assign selected courses to your Learning Plan to consume at a later time.
[Learn More About ProSkills and other Global Learning](#)

Core Human Skills:
Growth Mindset
Agility & Resilience
Emotional Intelligence
Decision making & Problem solving
Innovation & Big Picture Thinking
Constructive Collaboration

Professional Skills:
Change Management
Effective Presentations
Emotional Intelligence
Influence
Negotiation
Project Management
Storytelling
Time Management

Featured Providers

mango languages
Mango Conversation and film-based digital resources help you learn over 60 languages (including English!) from just about anywhere.

PLURALSIGHT
Pluralsight keeps up with technology with expert-led courses, assessments and tools that help you build the skills you need, when you need them.

getabstract compressed knowledge
getabstract Get the key insights of a book in 10 minutes with our text and audio summaries.

SAP Learning Hub
Learning Hub Internal Edition Enjoy a blended learning experience in the SAP Learning Hub, Internal Edition. Available for D and I users for 140€ annual subscription.

bookboon
Bookboon Find business e-books for soft skills and personal development ranging from improving your communications skills to realizing your leadership potential.

lynda.com
Lynda.com Find eLearning courses and instructional videos on topics such as business, creative design, technology and more.

Trending Searches

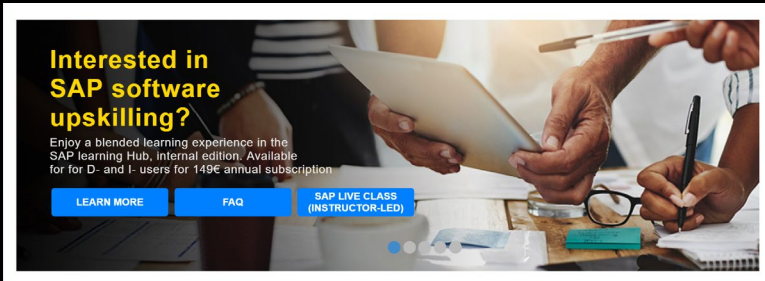
Success Map Learning
Abap → Data Protection or Privacy → HANA →
Leadership → Machine Learning → Project Management →
Other → Intelligent Enterprise → Other →
3rd Party
Pluralsight-Spring Fundamentals → Pluralsight-Fundamentals of Java → Pluralsight-Getting started with Kubernetes →
getabstract-Get Momentum:How to start... → getabstract-The leader's Guide to Mindful... → getabstract-Why/What makes us so curious... →

Different Ways to Learn at SAP

Peer Learning SAP Learning Hub Learning & Development Community Talent Marketplace
Coach Finder Mentoring Tool

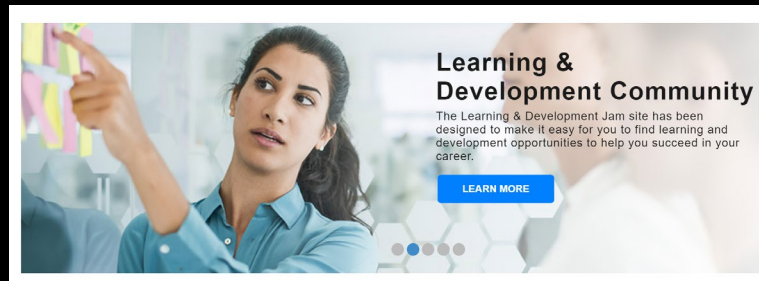
“Other Ways to Learn” Banner

Custom scrolling banner on My Learning and Explore pages with the same content as “advertisements” with the “other ways to learn at SAP” manner to feature global programs for experiential learning.



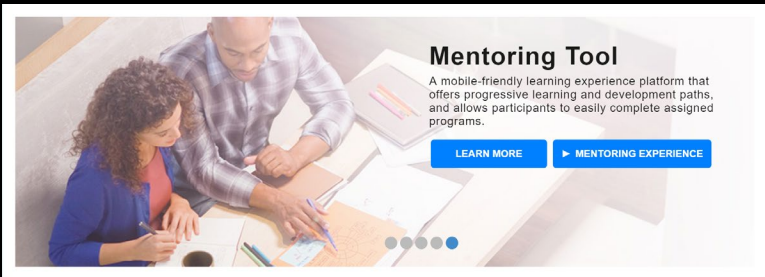
Interested in SAP software upskilling?
Enjoy a blended learning experience in the SAP Learning Hub, internal edition. Available for D- and I- users for 149€ annual subscription.

[LEARN MORE](#) [FAQ](#) [SAP LIVE CLASS \(INSTRUCTOR-LED\)](#)



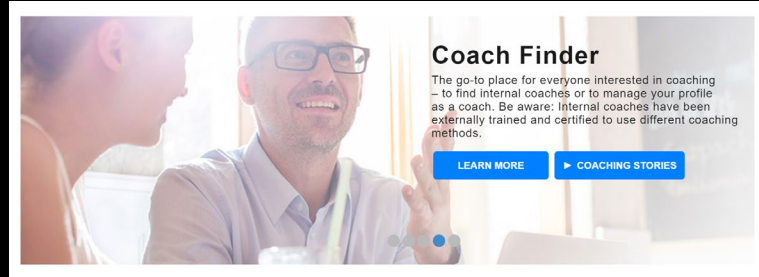
Learning & Development Community
The Learning & Development Jam site has been designed to make it easy for you to find learning and development opportunities to help you succeed in your career.

[LEARN MORE](#)



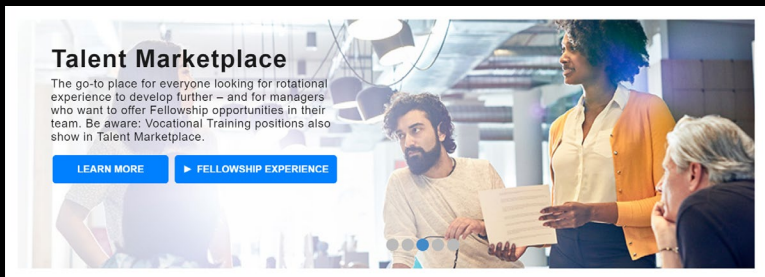
Mentoring Tool
A mobile-friendly learning experience platform that offers progressive learning and development paths, and allows participants to easily complete assigned programs.

[LEARN MORE](#) [▶ MENTORING EXPERIENCE](#)



Coach Finder
The go-to place for everyone interested in coaching – to find internal coaches or to manage your profile as a coach. Be aware: Internal coaches have been externally trained and certified to use different coaching methods.

[LEARN MORE](#) [▶ COACHING STORIES](#)



Talent Marketplace
The go-to place for everyone looking for rotational experience to develop further – and for managers who want to offer Fellowship opportunities in their team. Be aware: Vocational Training positions also show in Talent Marketplace.

[LEARN MORE](#) [▶ FELLOWSHIP EXPERIENCE](#)

Custom HTML and CSS

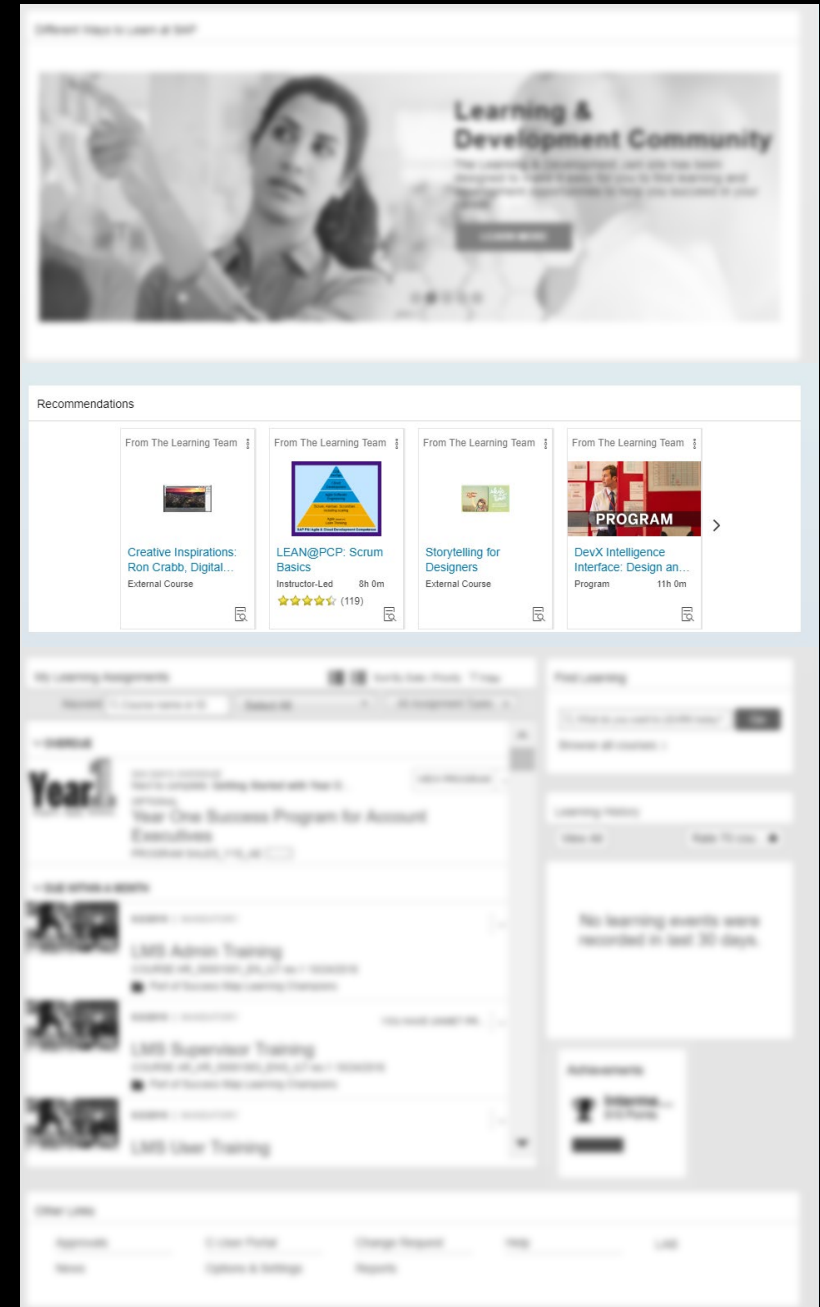
Maintained quarterly via governance policies



My Learning: Recommendations

Learning Leaders and Peer recommendations made clear with expanded tile.

- Standard product tile
- Assigned to different assignment profiles + peer recommendations
- Future state should include machine learning recommendations based on various user-specific data



My Learning: My Achievements

Gamification elements such as badges, points, levels, and leaderboards (using SAP Cloud Platform technology) are one more way to motivate learners to interact with content on the LMS.

Carla Grant Points 360 **Newbie**
140 points to level Basic

BADGES (4)

- Rate 10 Courses
- Recommend 5 Courses
- Enroll in 5 classes.
- Attend Classroom Train...

LEADERBOARD

1	Carla Grant	360 Points
2	Tina Thomas	180 Points
	James Reed	

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Standard product tile


Governance in place, Managed Services requests for custom badges necessary


Learning & Development Community

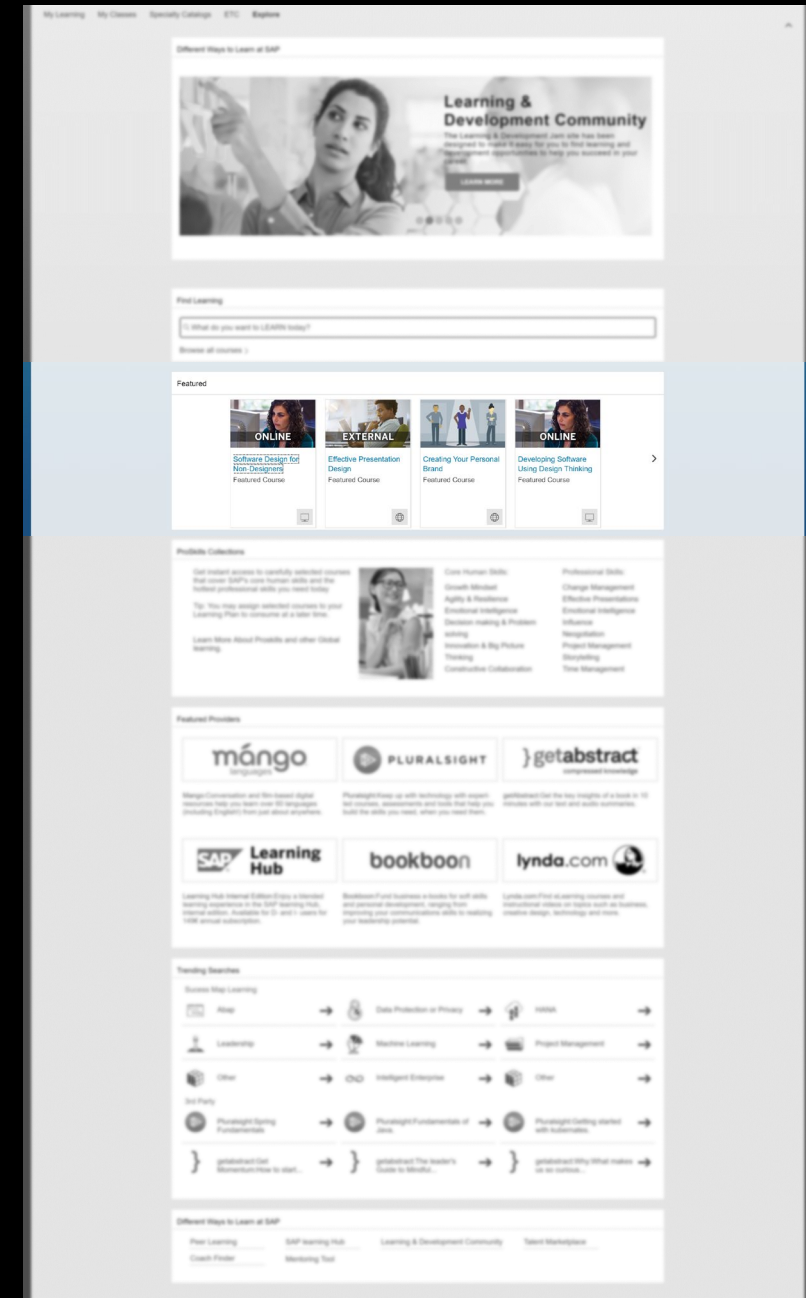
Achievements
Interme...
510 Points

Explore: Featured Tile

Highlighting Board-Area offerings of importance, determined by Board Area leaders monthly based on one of these featured classifications: *featured, new or revised*

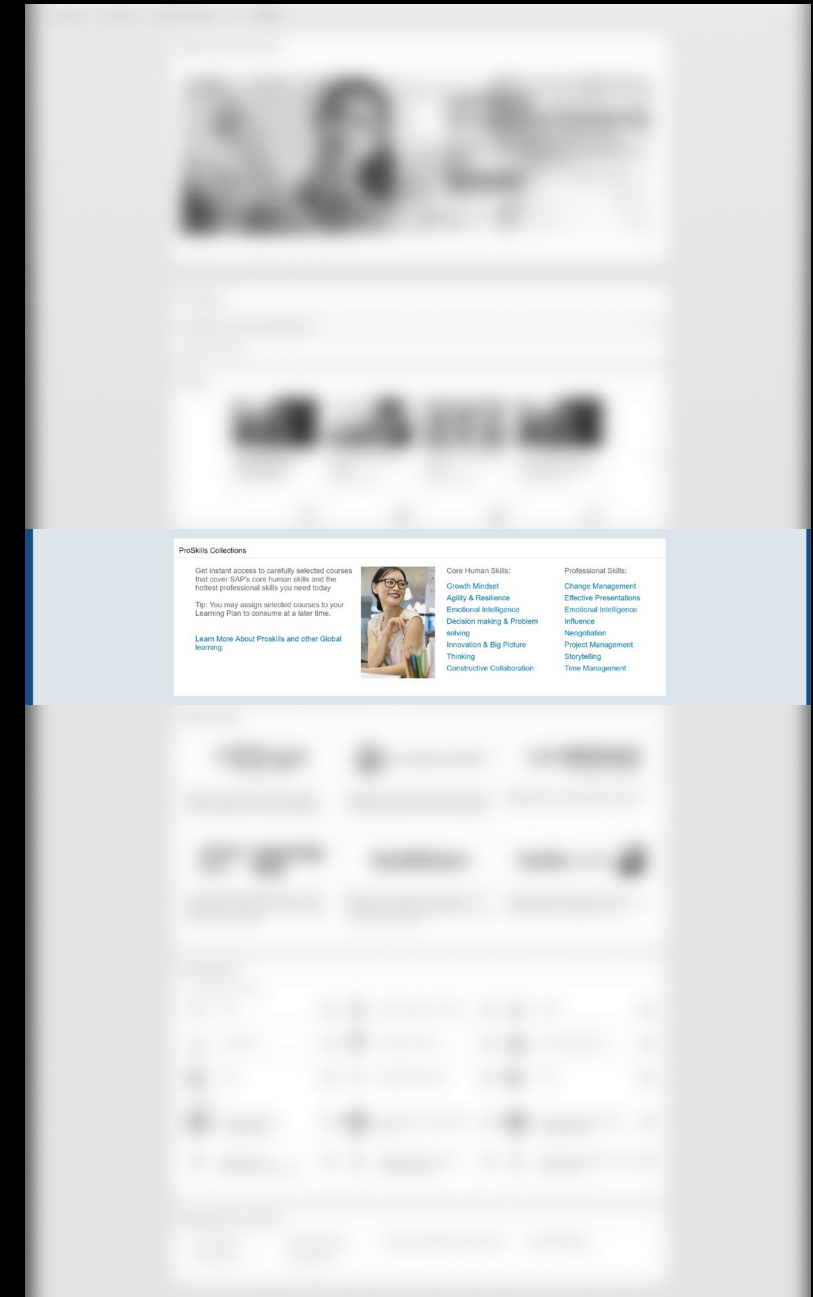
 Standard product tile


 Governance in place, assigned globally to ALL SAP employees regardless of assignment profile




Explore: ProSkills Library

Collections of carefully selected courses that cover SAP's core human skills and the hottest professional skills our employees need today.





 Custom tile linking to Collections (LMS functionality to curate resources)

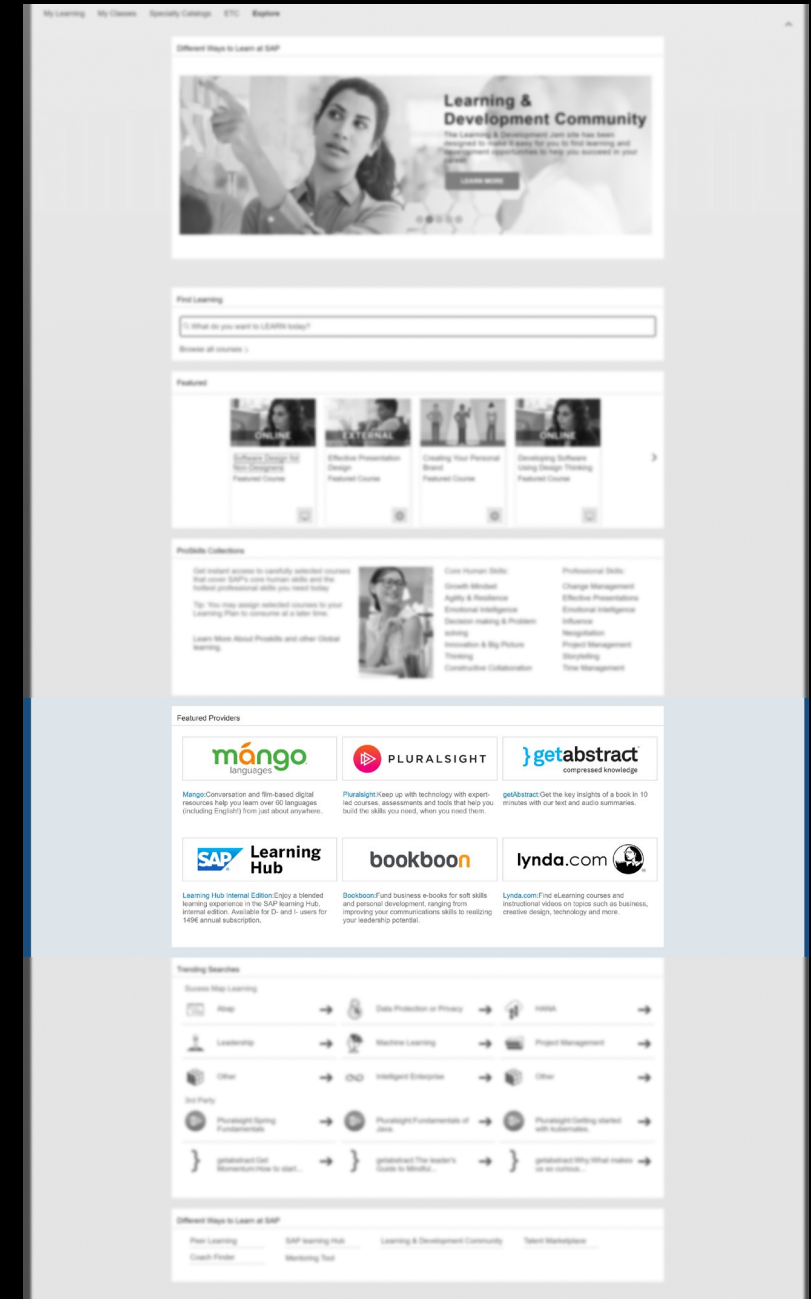
 Globally available, governance in place. Changes must be requested to HOCS

Featured Providers

A list of our featured providers, especially Learning Hub Employee Edition and Open Content Network partners.


 Custom tile


 Simplified list of third-party content providers available to employees

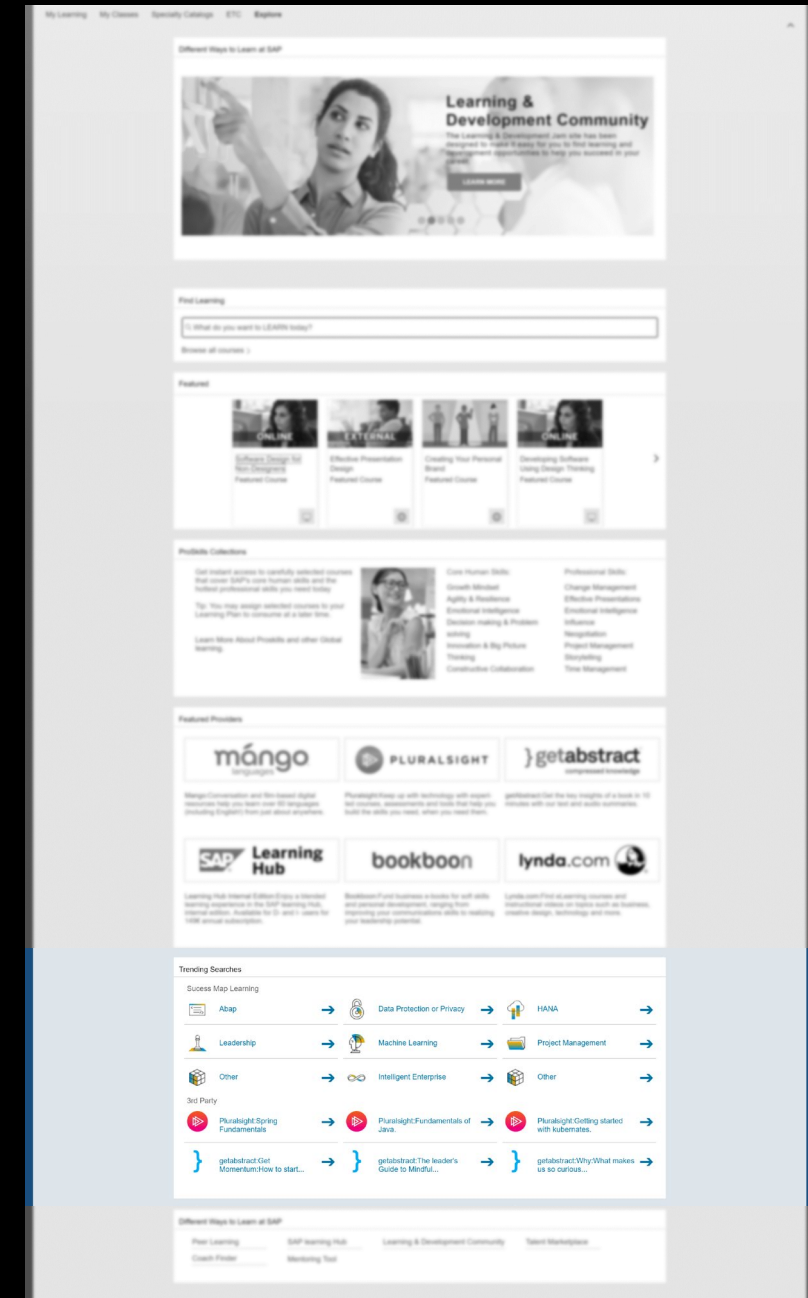


Explore: Trending Searches

Direct links providing our learners with top trending searches both internally on Success Map Learning and across different third-party providers.

 Custom tile with direct links to catalog searches for popular terms

 Updated quarterly by HOCS based on popular search terms and topics reports



SuccessFactors Next Generation System of Engagement (Future)

The desktop interface shows a personalized dashboard for Patricia. At the top, it says "Hello Patricia, Wishing you a Happy Womens Day". Below this is a search bar and navigation tabs for "My buddy", "My Team", "My Location", "My Trainings", and "Organization Goals".

Navigation Menu:

- Learning
- Onboarding Tasks
- HR Documents
- Org Chart
- HR Helpdesk
- Onboarding Journey
- Add Shortcut

To Do's (Mandatory tasks):

- Complete Paper Work (Due Today)
- Start Course '5Pillars' (Due Tomorrow)
- E-Sign State Withholding Form (Due in 3 days)

Suggested:

- Apply for Business Card (Why)
- Apply for fuel expense tax benefit (Know your eligibility)

Upcoming Activities (This Week):

- Central Orientation Meeting (MRR WDF18 C3.2 (GLASSBOX) JUNE 30, 10:00 - 10:30)
- Video Conference for FLP@SF, S4 (St. Leon Rot, SAP, 14:30 - 15:30)
- Meet & greet all team members (Get connected with the team and stay tuned)
- Onboarding activities to be completed (Last date to complete all paperwork & trainings is June 30)

Achievements:

- You got a 'Silver Badge' (Completed all Mandatory Trainings in first month. You are one among the 8% to get this badge. Add to Achievements)
- Aim Higher (30% of new hires are performing better than you. Learn Why & What to do ?)

Onboarding Status:

You have successfully completed 1 month in this organization and you made good progress.

Category	Pending	In-Progress	Completed
Paper Work	High	Medium	Low
Skill Development	Low	Medium	High
Learning	Low	Medium	High
Activities	Low	Medium	High

Other Widgets:

- Looks like you are a first time user. Watch a short introductory video (Introduction 4m 23s)
- Continue the 'Anti-Theft' Course (Course Due on 4th Jun, 2019. You already completed 80% of the course. 10 mins left)
- Onboarding status meeting with Manager Today (Discuss about your unique skills with your Manager. Learn Why)
- Say Hi! (Another member who joined in your team. Melanie Lynskey, Sales Executive)
- Complete the Course 2X Faster (Completing the "Anti-Trust" course before)

The mobile app interface shows a personalized dashboard for Larry Bryce. At the top, it says "Hi Larry Bryce,". Below this is a search bar and a "How can I help?" prompt.

Review Performance:

- Employee 1:1 Survey (Tell us how your 1:1s have been going this quarter)
- Time Off Suggestion (Take some time off 183 days without a break! 7/4)
- Course Due in 10 Days (SAP Successfactors HCM Weekly. Mandatory)

Thank you.

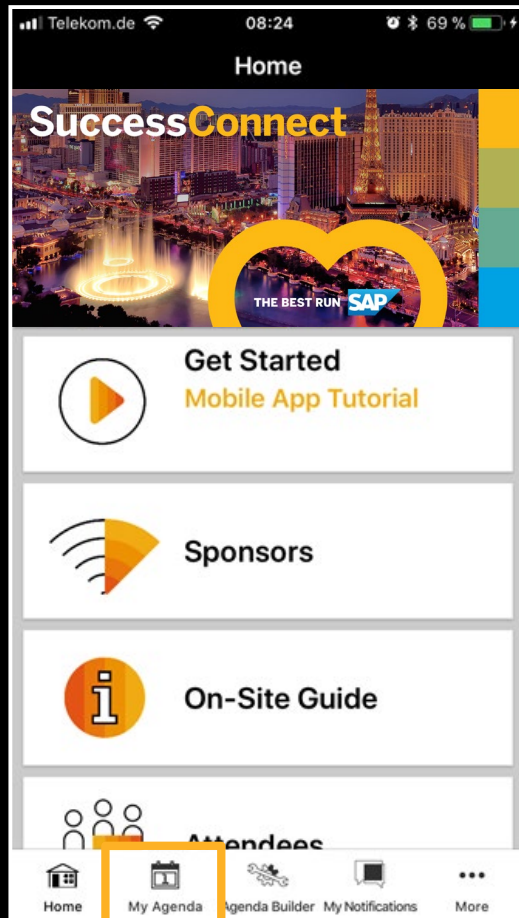
Contact information:

Preeti Haldipur

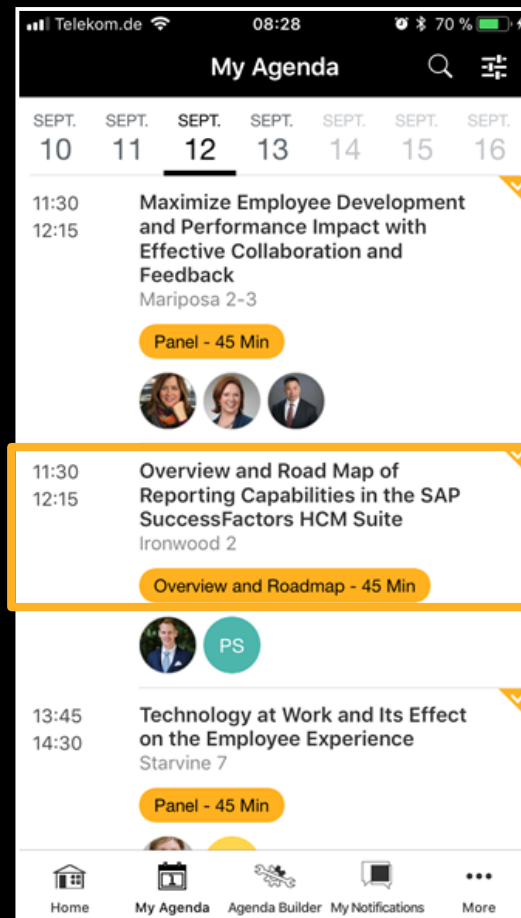
Senior Solution Adoption Advisor

Just 5 secs to complete the session survey on the APP!

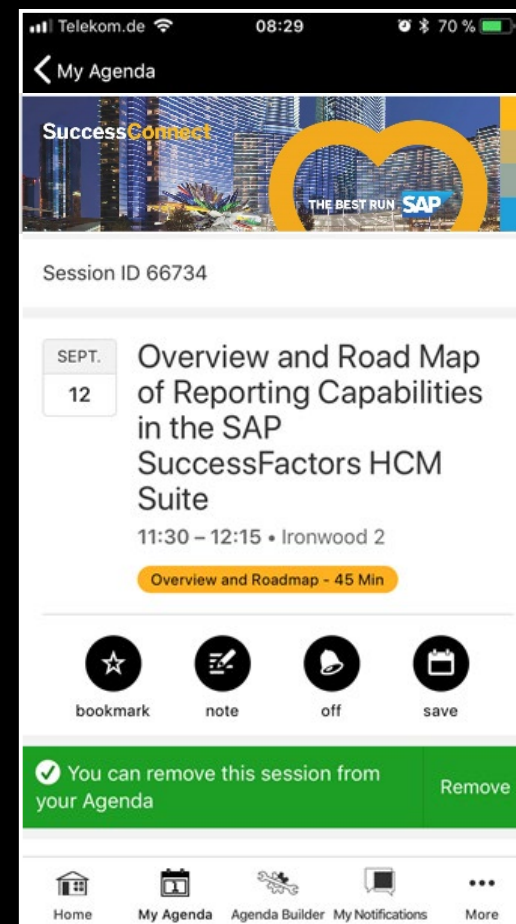
Open Agenda



Locate Session



Scroll Down to Survey



Rate Session

