



SAP SuccessFactors 

Implementation Design Principles Guiding Complex Transitions to the Cloud

Venkatesan Iyengar, SAP
September 2019

PUBLIC

THE BEST RUN



Agenda

Common implementation questions

Implementation design principles

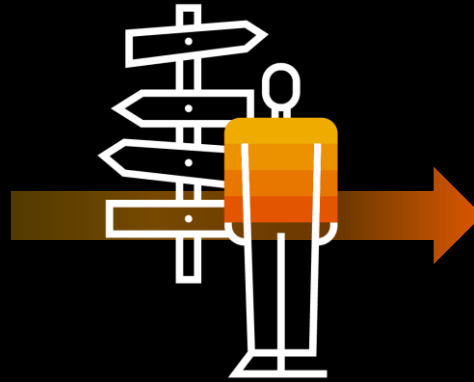
- What are implementation design principles
- Benefits for customers and partners
- Where are they published

Q&A

Cloud HR transformation, common customer questions . . .



Existing customized on-premise systems and processes



Standardized cloud-based technology and processes

. . . how do we get there?

- What is the best deployment strategy for my organization?
- What is the best integration strategy for my landscape?
- How do we implement a particular business requirement?
- How can I benefit from others who have transformed to a cloud solution?

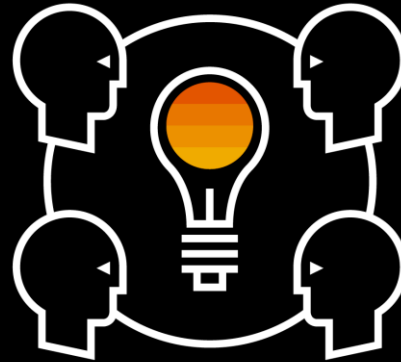
Frequent questions from customers and partners:

How have other customers implemented this?

What is the best practice for this process on the market?

What are the pros and cons of strategy A versus strategy B?

What is SAP's recommendation?



What we (SAP) ask ourselves:

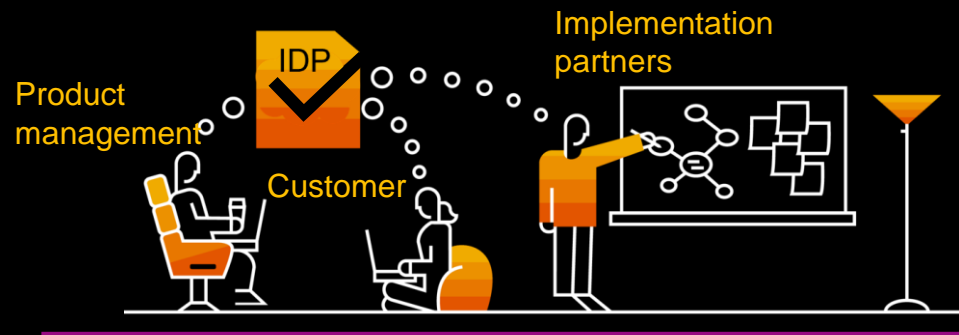
Why are similar requirements implemented in different ways in different projects?

How can we avoid projects to go down a wrong path?

How can we reutilize experience gathered from previous projects?

How can we make our recommendations clear?

Implementation design principles – Conceptual guidance on complex topics



Implementation design principles

Assets providing definite guidance to implementation projects for SAP SuccessFactors solutions

- **Provides recommendations** on solution architecture and business and technical requirements
- **Explains what to do, how to do it, (and what to avoid)**
- Is written together with **implementation partners and SAP consultants** and **based on experience** gathered from implementation projects; is **reviewed by SAP product managers and engineers**
- **Focuses on** the SAP SuccessFactors Employee Central solution and its integrations (will be expanded to other suite areas)
- **Provides** documents that complement existing implementation handbooks; productization to occur through SAP Best Practices packages (example: downloadable configuration); content also covered by SAP Value Assurance service
- **Published** at the SAP Help Portal site, the SAP PartnerEdge site, and the customer community portal
- **Targets** HR, IT, and business and technical consultants

Benefits of implementation design principles

Understand the product end to end

Implementation design principles provide insights from SAP's point of view on how particular business requirements should be implemented within the product from an **end-to-end** perspective, demonstrating a thorough understanding of the product.

Conform to standard and uniform practices

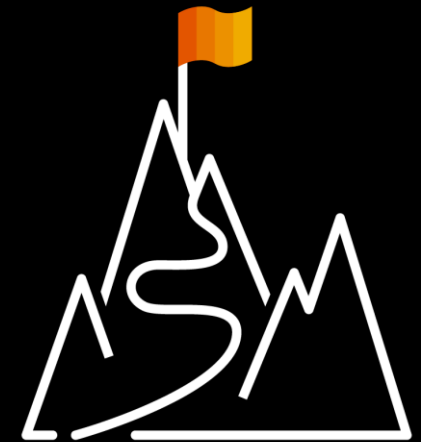
Applying the principles put forth in these documents results in **standardized and uniform** implementation practices, which are in line with product direction. This results in time and cost savings, risk reduction, and greater customer and partner satisfaction.

Incorporate industry-proven practices

Implementation design principles ensure **industry-proven** product implementation best practices are incorporated. This addresses long-term aspects like scalability and operational efficiency.

Address anti-patterns to identify risk

In addition to providing patterns for design and solution architecture, these design principles also address **anti-patterns**. For example, they flag potential options as not beneficial or even risky, which helps identify risk in already productive implementations.



Implementation design principles

What's available now (August 2019)

- [Employee Central Side-by-Side: Deployment and Solution Architecture Considerations](#)
- [Employee Central: Manage Pay Scale Based Salary Increase](#)
- [Employee Central Core Hybrid: Handling Employee Identifiers](#)
- [SuccessFactors Integration Tools: Migrating EC-ERP Productized Integrations from Dell Boomi to SAP Cloud Platform Integration](#)
- [Employee Central: Managing Indirect Valuation of Pay Components](#)
- [Employee Central: Recognizing Gender Diversity ok](#)
- [Employee Central Core Hybrid: Migrating Contingent Workforce to EC](#)
- [SAP SuccessFactors Integrations Tools: Integration Center and SAP Cloud Platform Integration](#)
- [Employee Central: Managing Pay Scale Progression](#)
- [Employee Central Core Hybrid: Data and Process Distribution Strategy](#)
- [Employee Central Core Hybrid: Data and Process Distribution Details](#)
- [Employee Central: Managing Payroll-Relevant Data Changes](#)
- [Employee Central Data Migration: Cutover Optimization Strategy Using Infoporter](#)
- [Employee Central: Implementation Considerations for a Phased Rollout](#)
- [Employee Central: Managing Employments in SuccessFactors Suite](#)
- [Employee Central Core Hybrid: Organizational Structure Design Considerations](#)
- [SAP SuccessFactors Suite: Identity & Access Management Strategy](#)

Where to find these...

- [SAP Help Portal](#)
 - [SAP SuccessFactors Employee Central](#)
 - [SAP SuccessFactors Employee Central Integration to SAP Business Suite](#)
- [SAP PartnerEdge](#)
- [Customer Community](#)

Q & A



Thank you.

Contact information:

Venkatesan Iyengar
SAP SuccessFactors Product Management Center of
Expertise

Dallas, Texas

Follow us



www.sap.com/contactsap

© 2019 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platforms, directions, and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.

See www.sap.com/copyright for additional trademark information and notices.