RUN SIMPLE RUN SHARP

RENEW HR

It's Time to Rethink HR

Engage | Innovate | Transform

SAP SuccessFactors Health Check & Roadmap

For

ABC Consulting

RENEW HR

Who needs an HR Health Check?

How healthy is your HR organization?

- Have you ever conducted an "HCM Health Check" for your Organization before?
- Have you ever able to measure the success or ROI of your previous HRIS Implementation?
- Are you still spending 60% or more of your HR dollars on administration?
- Are your customers ‘very satisfied” with your HR service offerings?
- Is your current HR Services are simple to use and rate high on usability & adaptability?
- Can you easily find, aggregate and analyze your HR data and build actionable analytics on it?
- Does your ESS/MSS cover 95% of your HR process/transactions?
- Have you ever benchmarked your HR Processes and performance with the industry?
- Does your current solution meet the long-term strategic vision of your organization?
- Have you ever created an "HR Business Case" for your organization?

If you answered "NO" to one or more of these questions, then you would surely benefit from an HCM Health check

SAP SuccessFactors

Health Check

(Position your Business for Growth)

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Agenda

- Purpose
- Methodology
- Phase I Discovery
- Phase II Diagnosis
- Phase III Treatment
- Phase IV Roadmap

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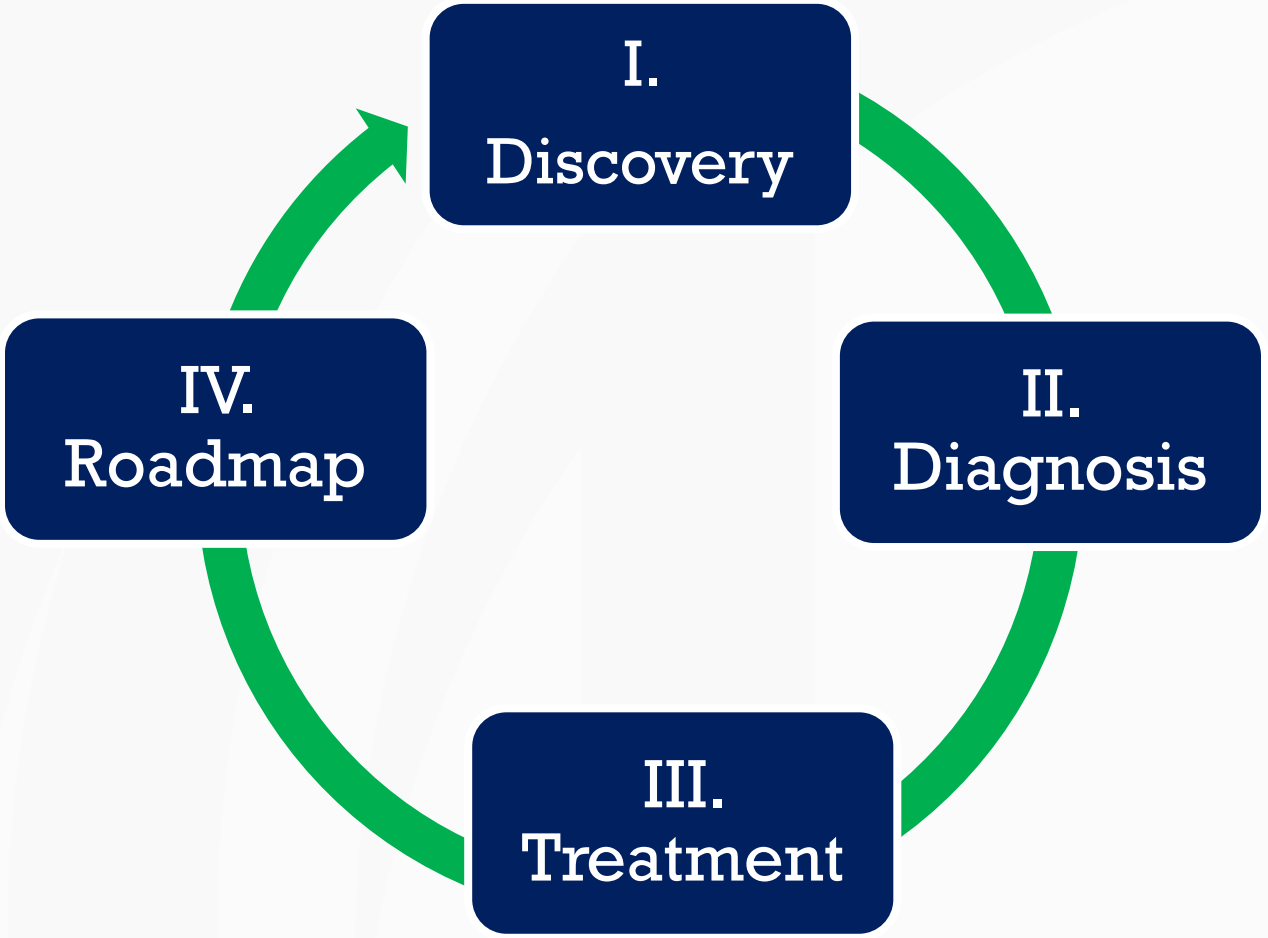
Purpose

ABC Consulting is expanding their business, they have already implemented Performance and Rewards (SMB) solution from SAP SuccessFactors. The objective of this study is to run a “SAP SuccessFactors Health Check” service to Discover, diagnose and Treat the challenges faced by ABC Consulting in Performance Management system and suggest the path ahead.

Disclaimer: We do not have access to ABC Consulting’s Provisioning and the user assigned to us didn’t have “Admin” access. So our “Discovery” was limited to what we had access to.

Methodology

Our SAP SuccessFactors Health Check addresses challenges in four distinct phases:



Phase I: Discovery

Objective:

To gather information about current-state SuccessFactors Performance and Reward (SMB) implementation at ABC Consulting and compare it with Large Enterprise (LE) PMGM & Compensation.

Key Areas we address:

- Current SuccessFactors Implementation

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Phase I: Discovery

Foundation (Platform)	Small Business (Available)	What ABC Consulting has Implemented
Configurable profile, including “expressive” social profile	✓	
Performance notes, badges, tags	✓	
Configurable background fields (such as experience and education)	✓	
Org chart	✓	✓
Jam integration (groups, microblogging, wikis)	✓	
Talent Search with configurable fields & permissions	✓	
Document attachments	✓	✓
FTP loading of employee data	✓	
Mobile app	✓	

Phase I: Discovery

Performance & Goals	Small Business (Available)	What ABC Consulting has Implemented
Configurable Goal Plans, Performance Reviews, & 360 Reviews*	✓	✓
SuccessFactors library of 86 industry-standard competencies	✓	
Writing Assistant & Coaching Advisor	✓	
Ask for Feedback from other team members	✓	
Configurable rating methods, including custom scales and section weighting	✓	✓
Flexible workflow options for employee, manager, HR rep	✓	✓
Integrated Team Rater (“Stack Ranker”) for competency ratings	✓	
Custom & 3rd-party library competencies	✓	
Touchbase (mobile discussion topic tracker), with PM form integration	✓	
External raters for 360s	✓	
Development plan section in review forms (“CDP Lite”)	✓	
SMART Goal Wizard	✓	✓
Goal cascading	✓	
SuccessFactors goal library, with customizable content	✓	
Custom goal plan fields	✓	
Goal ratings on Performance Reviews	✓	

*We couldn’t find any 360 Template in the user assigned to us i.e., “aaaa”.

Phase I: Discovery

Compensation Management	Small Business (Available)	What ABC Consulting has Implemented
Configurable compensation worksheets	✓	
Merit and promotion increases, and lump sum bonus allocations	✓	
Budgets as a % of salary	✓	
Hourly & salaried employee support	✓	
Ad hoc report builder	✓	
Personal compensation statements	✓	
Guidelines based on performance ratings	✓	

Phase II: Diagnosis

Objective:

To develop recommendations for configuration, process changes and implementation of additional modules/features/functionalities that maximize the benefits of SAP SuccessFactors Performance & Rewards bundle or LE version of PMGM & Compensation.

Key Areas we address:

- Business Process or SuccessFactors Pain Points
- Additional Requirements
- Key process and functionalities Gaps

Phase II: Diagnosis

Foundation (Platform)	What ABC Consulting *additionally can do in the LE version of Foundation (Platform)
Presentations	✓
Employee Scorecard with personal rating trend charts	✓
Cascading picklists	✓
Theming (full UI color/background customization)	✓
3rd party system integrations: SSO, APIs	✓
Test/staging instance	✓
Role Based Permissions	✓
MDF	✓

* All the features and functionalities of SMB bundle is part of the LE Version

Phase II: Diagnosis

Performance & Goals	What ABC Consulting *additionally can do in the LE version of PMGM
Goal ratings on 360 Reviews	✓
Custom fields & ad hoc questions	✓
Competency weighting by role	✓
Ratings by behavior & behavior-anchored rating descriptions	✓
Matrix manager workflow support	✓
Goal data import & API connectors	✓
Goal execution map & meeting agenda tracking	✓
Calibrate overall ratings	✓
Standalone stack ranking workflow	✓
Goal Plan Field - Execution Actual	✓
Goal Plan Field - Execution Target	✓
Goal Plan Field – Probability of Success	✓
Goal Plan Field – Execution Target	✓
Goal Plan Field - Strategic / Non – Strategic Goal	✓
Goal Plan Field – Effort Spent	✓
Goal Plan Field – Comments	✓
Goal Status Report	✓
Performance Form – Mid Year Comments	✓
Performance Form - How vs What (OBJ/COMP Summary) Section	✓

* All the features and functionalities of SMB bundle is part of the LE Version

Phase II: Diagnosis

Compensation Management	What ABC Consulting *additionally can do in the LE version of Compensation Management
Guidelines based on compa-ratio, range penetration, job level, or pay grade	✓
Cascading budgets	✓
Embedded worksheet analytics (YouCalc charts)	✓
Prorating for new or transferred employees	✓
Pay ranges & Salary pay matrices	✓
Multi-currency support	✓
Eligibility engine	✓
Weighted MBO bonus allocations / short-term incentives	✓
Equity (stock) allocations / long-term incentives	✓
Alternate manager hierarchy support	✓
Compensation groups	✓
Roll-up & executive review	✓

* All the features and functionalities of SMB bundle is part of the LE Version

Phase III: Treatment

Objective:

To suggest/recommend changes to ensure successful deployment

Key Areas we address:

- Suggest changes in the current implementation
- Suggest implementation of new modules/functionalities/additional SuccessFactors modules
- Changes in the support structure
- Changes in the interfaces design

Phase III: Treatment

Our Findings	Our Findings	Recommendation
SMB Vs LE	• SMB is a great solution for a small company which is not rapidly growing and its demands are limited in the areas of PMGM, Succession and Compensation. • When you would like to take advantage of all the innovations happening on the above mention modules or have a growth path which would need for you to have a broader HR system with all the bells and whites then LE is the path to go.	
SMB (PMGM) Vs LE PMGM	• We do not have Provisioning or Admin Center access of the ABC Consulting's Performance and Rewards System but as per our demo system (Performance and Rewards SMB), ABC Consulting can do Calibration, Continuous performance Management.	▪ There are a lot of additional Functionalities available in LE version which would be useful for your business going forward so it makes sense before you add more number of employees that you switch over to LE version.
SMB (Compensation) Vs LE (Compensation)	• At least from the access we had we didn't see any Compensation functionalities being implemented for ABC Consulting. • We do not have Provisioning or Admin Center access of the ABC Consulting's Compensation System but as per our demo system (Compensation SMB), ABC Consulting can do Compensation- Salary only-NO BONUS.	▪ Compensation in SMB version is very limited and from our experience customers normally would need the full version for a complete Compensation planning for their employees. Particularly as ABC Consulting is in service business hence it is all the more important that they start with the LE version.
SMB (Succession) Vs LE (Succession)	• At least from the access we had we didn't see any Compensation functionalities being implemented for ABC Consulting.	▪ If Succession is important to you then LE is the options to go for as the SMB option has a lot less functionalities compared to the LE version.

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Phase IV: Roadmap

Objective:

A SuccessFactors Roadmap is designed to develop a high level plan for an organization in terms of its overall HR delivery, learning enablement and/or human capital positioning keeping in mind customers immediate and future business goals.

Key Areas we address:

- A high level plan for an organization in terms of its overall HR delivery.
- Growth: Partner with the Business to HR landscape that supports long-term business objectives and goals.
- Continuous Improvement: Develop processes , policies , infrastructure and systems that are streamlined and integrated to provide seamless transparent service delivery
- Sustainability: Develop the roadmap with short, mid and long term vision with a sustainability mindset through employee and leadership engagements.

SuccessFactors Roadmap

Roadmap to a better HCM Experience in the Cloud

Aug '17

Phase 1

- Upgrade to LE PMGM for existing employees
- Add in the new employees
- Implement New functionalities like 360 , Continuous Appraisal etc.

Sep '17

Phase 2

- Implement Compensation Salary
- Implement Compensation Bonus

Oct '17

Phase 3

- Implement Succession Management
- Implement CDP

Nov '17 - 2018

Phase 4

- Implement Other Modules of SuccessFactors as per need

Thank You

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