

# Talent Management and SAP Talent Visualization by Nakisa



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THE BEST-RUN BUSINESSES RUN SAP™



# Agenda



## 1. The Talent Management Imperative

- 1.1. Success Through People
- 1.2. Strategy: An Integrated Suite

## 2. SAP Talent Visualization

- 2.1. Part of an Integrated Offering
- 2.2. Why SAP Talent Visualization?

## 3. Roadmap

- 3.1. Enhancement Packages for Talent Management
- 3.2. Future Process Coverage of SAP Talent Visualization

# The Talent Management Imperative



## Today's business challenges

- Aging workforce
- Industry consolidation
- Global economy
- Increasing focus on innovation and growth
- Faster ROI demands

**A unique set of business challenges requires a new way of managing workforce talent**



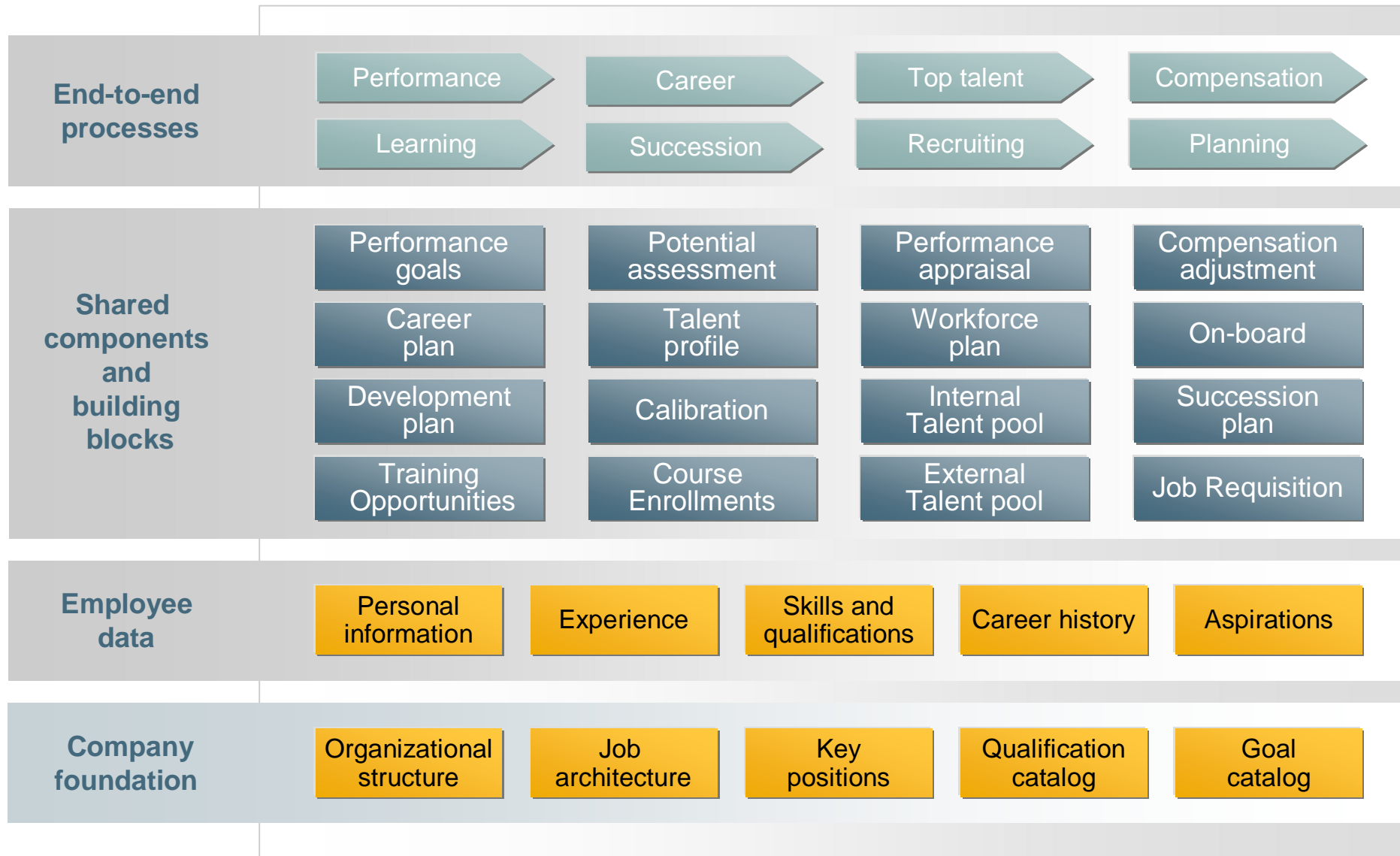
## Everyone talks about it . . . but what does it mean?

Better management of talent can drive

- Rapid, successful new product introductions (better market agility)
- Sustained business results over time
- Higher customer satisfaction
- Lower production cost
- On-time and on-budget project deliveries

Technology can support this transformation of strategic workforce management

# Talent management Strategy: One integrated suite and end-to-end processes



# Agenda



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## 2. **SAP Talent Visualization**

2.1. Part of an Integrated Offering

2.2. Why SAP Talent Visualization?

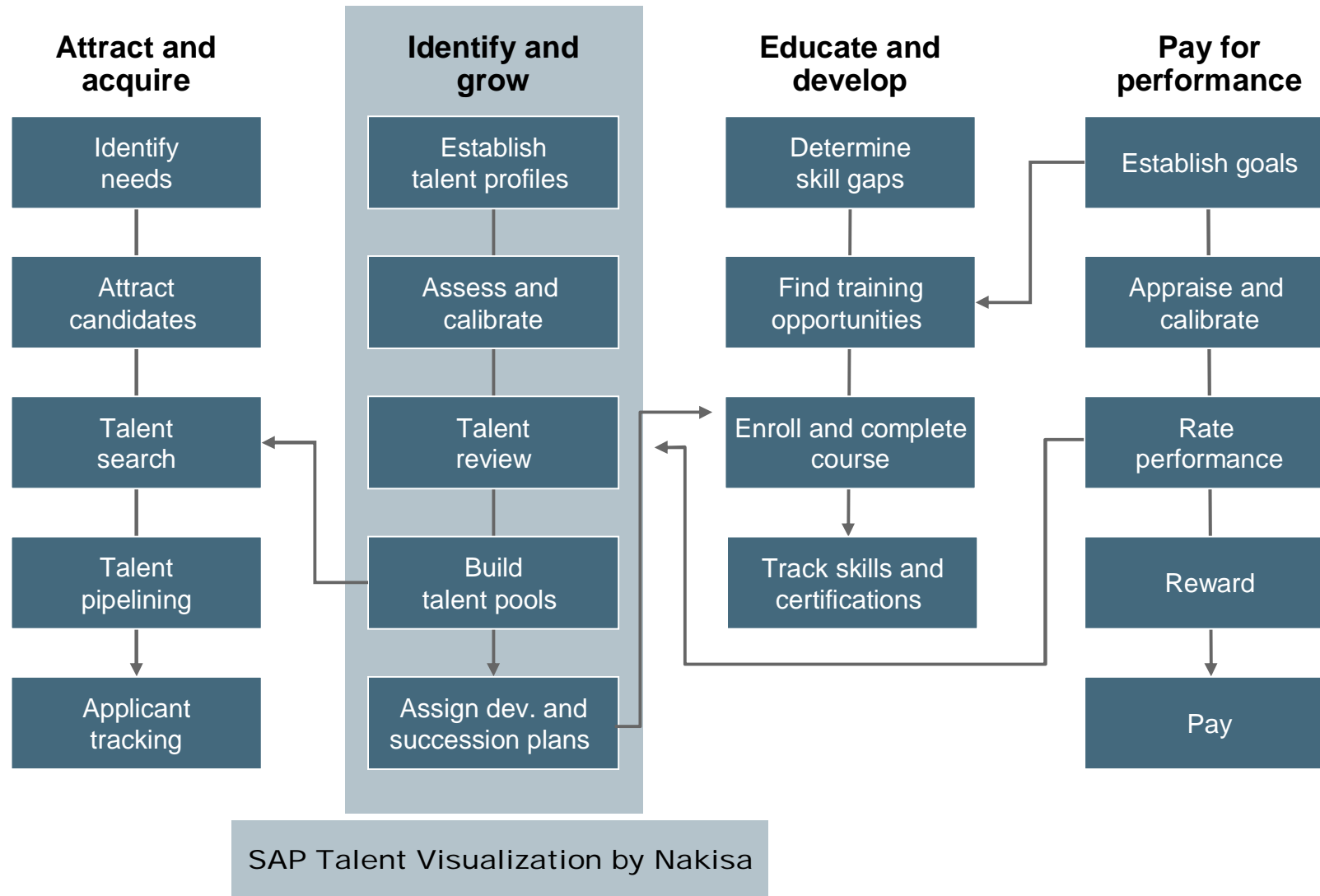
## 3. Roadmap

3.1. Enhancement Packages for Talent Management

3.2. Future Process Coverage of SAP Talent Visualization

# SAP Talent Visualization by Nakisa

Part of an Integrated Talent Management Offering



# The Talent Management Problem in Today's Market



**Problem:** Companies need a Talent Management strategy that is:

- rooted in their business strategy
- and in their organizational design.

Current niche offerings deliver disconnected Talent Management functionality in *separate databases*, data models and with '*shadow*' org structures that rely on duplicated org and person data that is always **out of synch**.

Talent Management initiatives often fail to demonstrate a business impact or even positive ROI as a result

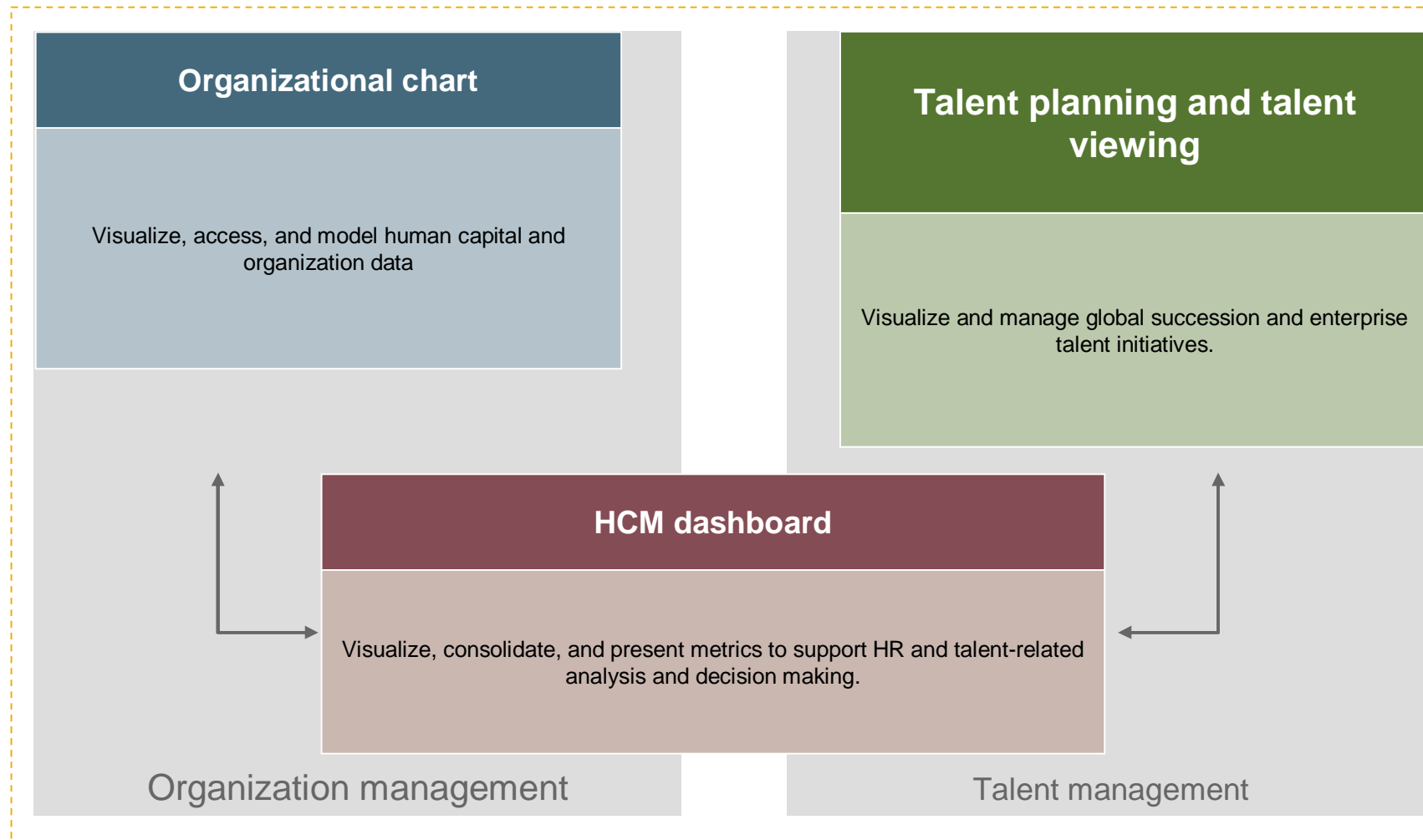


# Why SAP Talent Visualization by Nakisa?



- Leverage your investment in SAP software: one system of record for all talent-related information.
- Simplicity: user-friendly interface removes complexity for deeper insight into talent and organizational data – publish talent data and capabilities to employee, management, and professional users
- Empower decision making: transform talent data into strategic business knowledge to identify high-impact key roles and top talent
- Provide transparency on the reporting hierarchy and an up-to-date view of the organizational structure
- Define the best structure for your organization's needs and adjust it quickly to changes

# SAP Talent Visualization by Nakisa at a Glance



# SAP Talent Visualization by Nakisa

## Product Capabilities – Succession Planning



### Succession planning capabilities

- Navigate organizational hierarchies and evaluate bench strength per position and organization
- View details on position, person, successor, and competency
- Search for successors
- Compare persons, positions, and organizational units side-by-side
- Designate successors and build bench strength

### Benefits

- Make better, faster decisions about the talent pipeline and successor rankings
- Involve all players in the succession process with a simple user experience

The screenshot displays the SAP Succession Planning interface. On the left, an organizational chart shows a hierarchy starting with St Pierre, P (President & Chief Executive Officer, Bench Strength: 1). Below him are MacLeod, Jim (Senior VP - Public Affairs & Advertising, Bench Strength: 4) and Pakotin, Claudette (Senior VP and Chief Financial Officer, Bench Strength: 1). Under MacLeod, Jim, there are four successors: Addona, George; Tanabe, Ken; Almasic, Francois; and Schotman, Jean. Other successors shown include Smith, Lise (Chief of Staff, Bench Strength: 0), Surman, Jean-Pierre (Senior VP - Ch Legal Officer & Corp Secretary, Bench Strength: 0), Wagner, Robert (Senior VP - Corporate Services, Bench Strength: 0), and White, Peter (VP - Executive Strategic Planning, Bench Strength: 0).

On the right, the 'Details' panel for 'Senior VP - Public Affairs & Advertising' is shown. It includes a 'Successors' section with a 'Nine Boxes' matrix. The matrix is as follows:

	3	2	1
Ready Now			Addona, George Tanabe, Ken
Ready 1-2 Years		Almasic, Francois	
Ready 2+ Years	Schotman, Jean		
	Rank		

# SAP Talent Visualization

## Product capabilities: OrgChart/OrgModeler

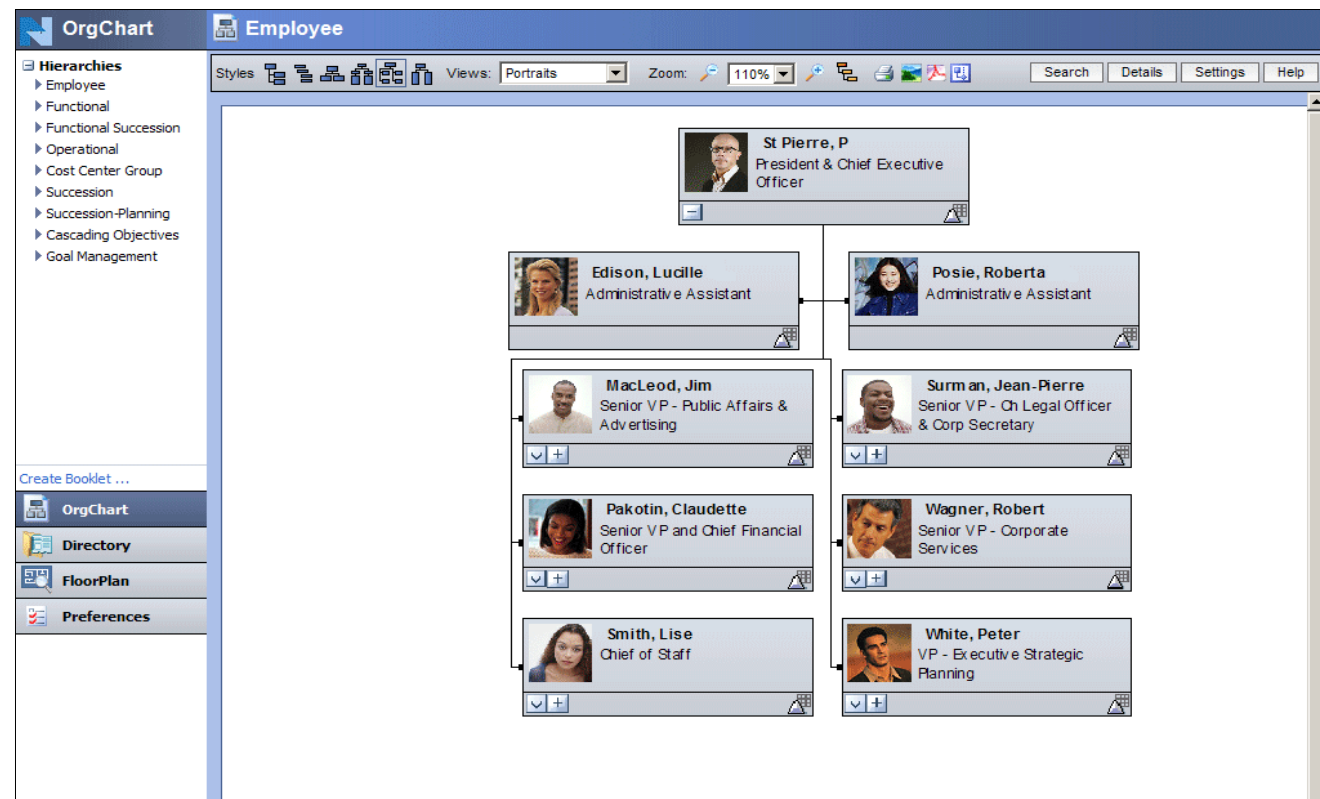


### OrgChart/ OrgModeler capabilities

- Employee users have access to org charting capabilities that allow them to see details on themselves, their team and reporting hierarchy.
- Set up and publish new org structure variants for reorganizations/ M&A scenarios
- Data from the OrgChart view can be printed or saved as PDFs or PPTs

### Benefits

- Quickly orient new employees to their organizations and reporting structures
- Reduce cost of communicating changes with real-time link to current org data in SAP



# SAP Talent Visualization

## Product capabilities: HCM dashboard

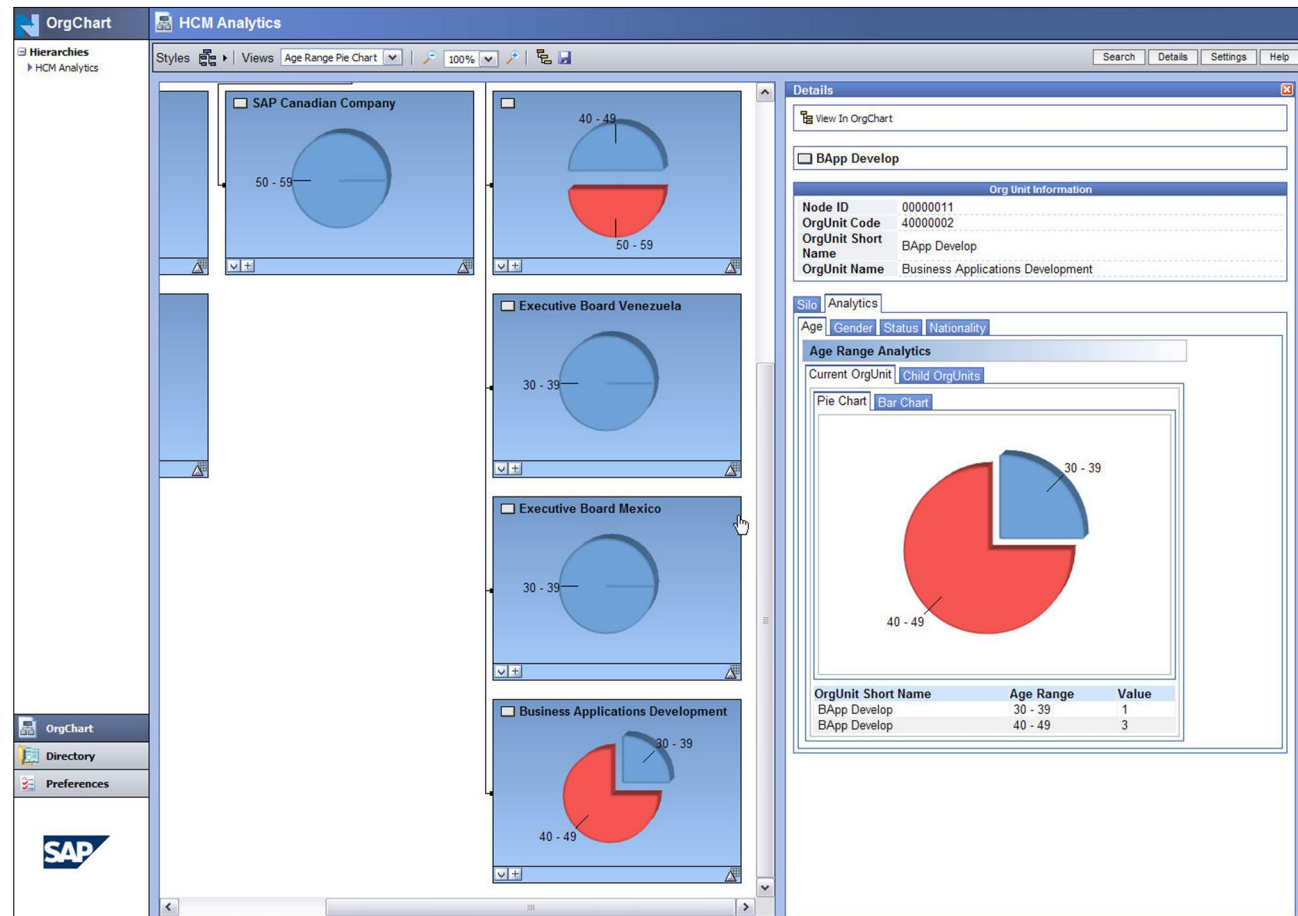


### HCM dashboard capabilities

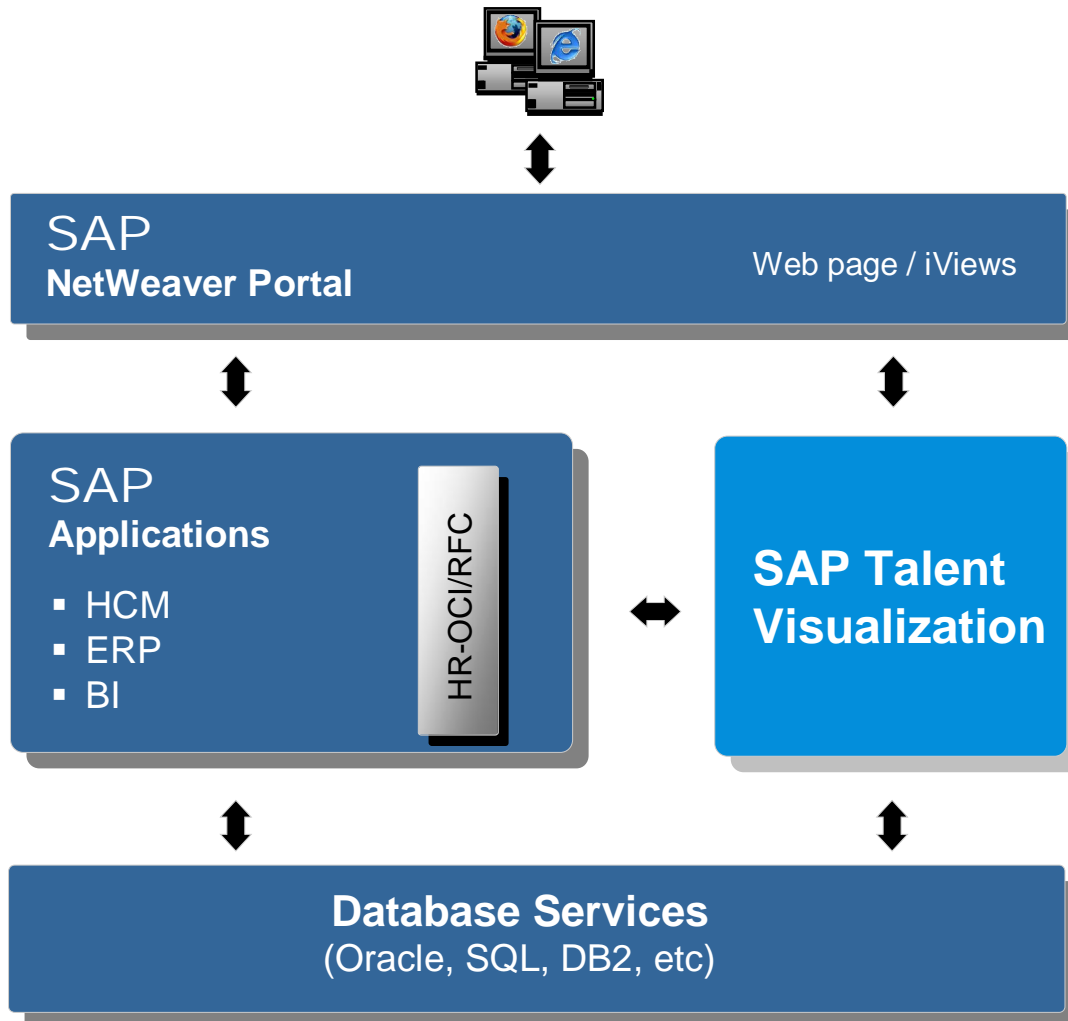
- Select organizational views based on available statistical analyses
- Navigate organizational hierarchies and evaluate business intelligence

### Benefits

- Easily access key HCM statistics via org hierarchy navigation
- Deliver statistics from SAP NetWeaver Business Intelligence to key end users throughout the organization
- Reuse of portal roles and authorizations for access to analyses



# SAP Talent Visualization by Nakisa: Integration within the SAP landscape



- ✓ **SAP Talent Visualization offers a 100% thin-client solution. No need for plug-ins / applets**
- ✓ **SAP NetWeaver Portal integration with single sign-on and certified iViews**
- ✓ **Simultaneous connectivity to multiple/mixed data sources**

## Availability and Compatibility

- SAP Talent Visualization by Nakisa is available in December 2007
- SAP Talent Visualization runs on a .Net application server
- Only the Org modeling component requires a Database: MS SQL, ORCL are supported
- All other Talent Visualization processes update the SAP HCM system directly (ECC 6.0, 5.0, 4.7)

# SAP Talent Visualization

## Summary



**SAP Talent Visualization is a complementary application on top of SAP ERP HCM with real-time access to organizational, person, competency data**

### Advanced data visualization features

- Dynamic, interactive, user-friendly front-end

### Seamless integration with SAP NetWeaver and SAP ERP

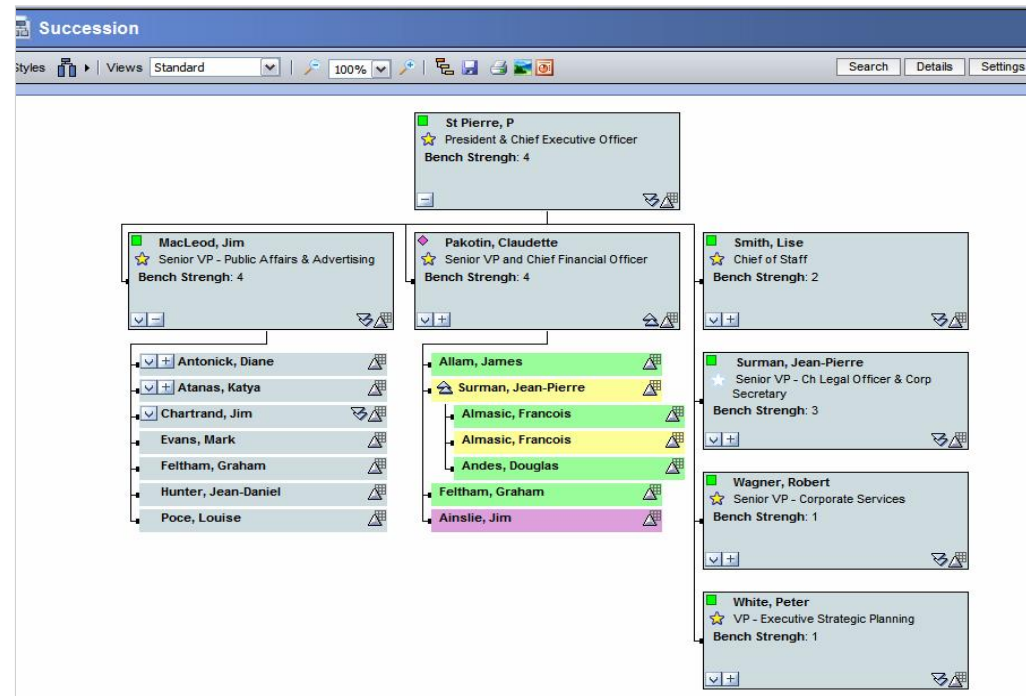
- No duplication of data; fully utilizing SAP backend as system of records

### Multi-lingual application

- English, French, German
- Supports unicode

### Reliable, secure, scalable solution for enterprise/ HRO implementations

- Fully leverages ERP role-based security
- Can be deployed in co-tenancy / multi-tenancy environments



## Productive ERP 6.0 applications at SAP Worldwide:

- Learning Solution
- E-Recruiting
- Enterprise Compensation Management
- Performance Management
- SAP Talent Visualization by Nakisa



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# The road forward for SAP ERP HCM Talent management



## Enhancement packages



Planning  
in progress

### EhP1

#### SAP E-Recruiting

- New candidate user interface (UI)
- Extended search UI
- New dashboards
- External requisition management

#### Succession management

### EhP2

#### SAP Learning Solution

- Virtual classroom



Adobe Connect

- Instructor portal
- SCORM 2004
- AICC

### EhP3

#### SAP E-Recruiting

- Tell a friend
- Job agents
- Hot jobs
- Requisition request



SAP Interactive Forms  
software by Adobe

- Delegation
- Activity monitor
- Mass activities
- Additional dashboards
- Extended search
- Partner integration

#### Succession Mgt

- SAP Talent Visualization

### EhP4

#### SAP E-Recruiting

- New recruiter UI
- Partner integration

#### Performance mgmt.

- New UI
- Cascading goals

#### Succession mgmt.

- Development plans
- Succession pools

#### SAP Talent Visualization 2.0

#### Talent review

#### SAP Learning Solution

- New UI training administration
- Manager services
- Web services for course creation, wbt

#### Compensation Mgt



### Step 1: Tier 1 Partnership (Q4-2007)

- Utilize current capabilities of Nakisa application to enhance SAP's talent management applications.
- Available for release R/3 4.7 and higher.

### Step 2: Enhancements in 2008

- Develop additional capabilities for SAP talent management applications.
- Integrate Nakisa app seamlessly with SAP Succession Management EhP4 application.
- Deliver pre-configuration accelerators for Nakisa integration

### Step 3: Enhancements in 2009

- Extend the reach of Nakisa application to all talent management processes and integrate seamlessly with all respective SAP applications.
- Deliver Nakisa application based on SAP NetWeaver platform.

Thank you!

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