SAP Cloud Strategy

Tim Ringo – Vice President, EMEA - Successfactors

Intercontinental Hotel – Doha, Qatar

Unprecedented Pace of Change

Out Innovated. Couldn't Simplify.

52% of the Fortune 500 firms since 2000 are gone

1B
people in social network will rewire business and personal boundaries

Millennials
will transform customer demands and the workplace

New + Disruptive
business models will accelerate change and innovation

15B
web-enabled devices by 2013 will create intelligent universe

The CIO´s Balance Act

SAP cloud portfolio
Delivered in a simple and unified approach

	HR	Omni-Channel Commerce & Customer Engagement			Sourcing & Procurement		Finance
	Human Resources	**Marketing**	**Sales**	**Service**	**Procurement**	**Supply Chain Management**	**Finance**
Public Cloud	successfactors An SAP Company	Adobe Cloud for Marketing Social Media Analytics	Cloud for Sales	Cloud for Service	FIELDGLASS ARIBA Cloud for Travel	S&OP Cloud on HANA	ByD B1 Cloud
	Collaboration SAP Jam, Business Network						
	FIORI User Experience & SAP HANA Real-time Platform						
	Analytics BI (BusinessObjects), EPM, BW on HANA						
Managed Cloud/ On-premise	Core HR	hybris software AN SAP COMPANY Omni-channel Commerce	CRM on HANA	CRM on HANA	SAP SRM	**SCM, PLM & Manufacturing** Suite on HANA (SD, MM, PP & PLM)	Business One, Business All in One Suite on HANA Simple Finance

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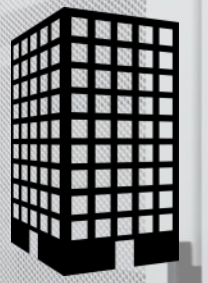
The right mix

Cloud

Managed



On prem

+

Interoperability

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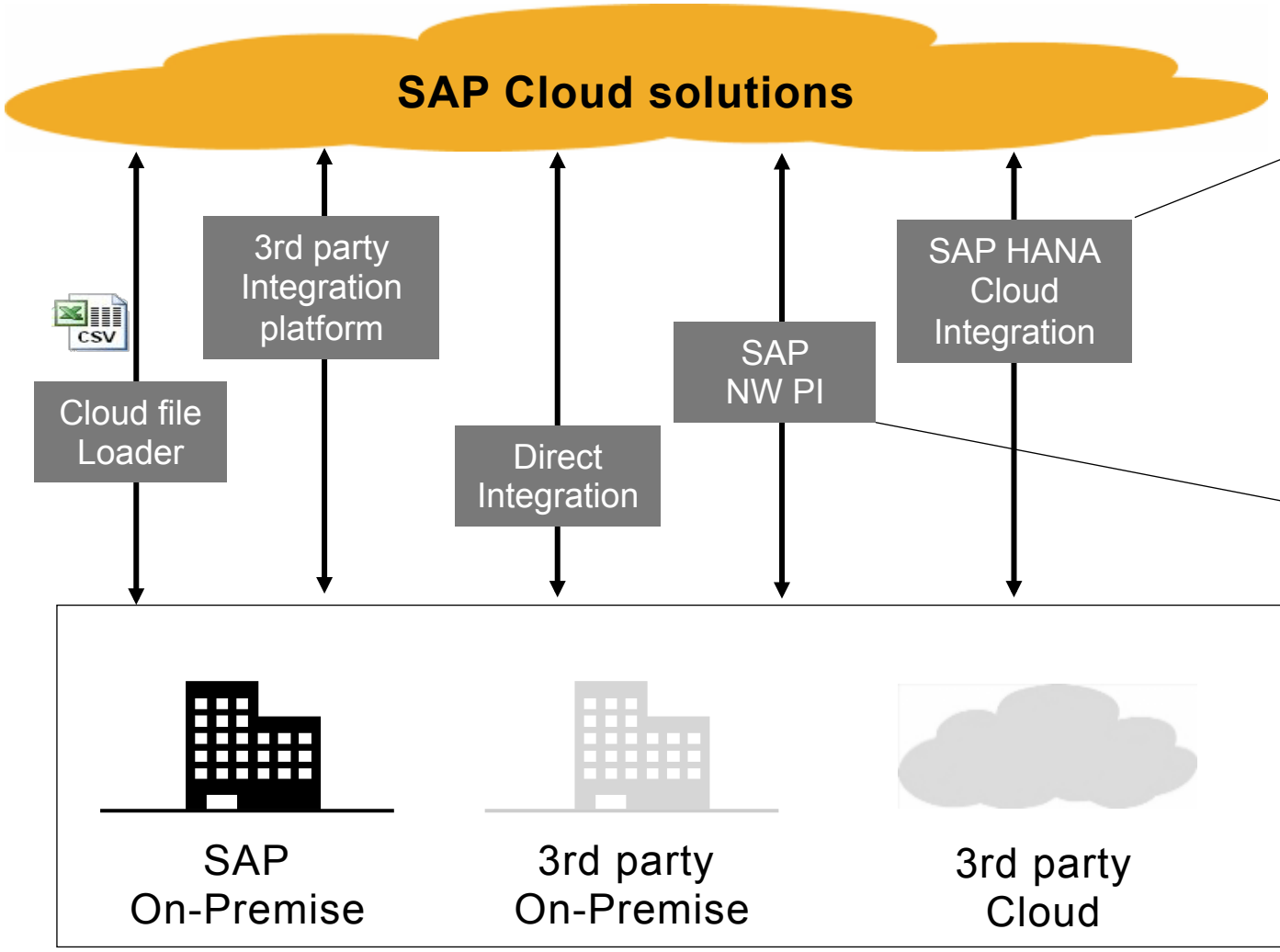
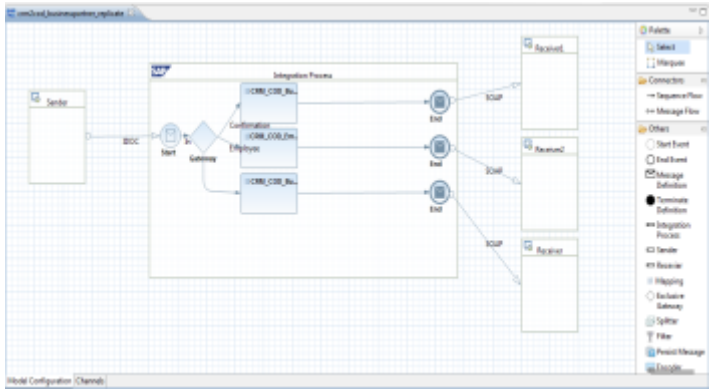
SAP Cloud Integration Service



SAP HANA Cloud Integration Services

Real-Time Process Integration	Data Integration
iFlows (Prepackaged Integrations) for SAP2SAP	Community und Marketplace



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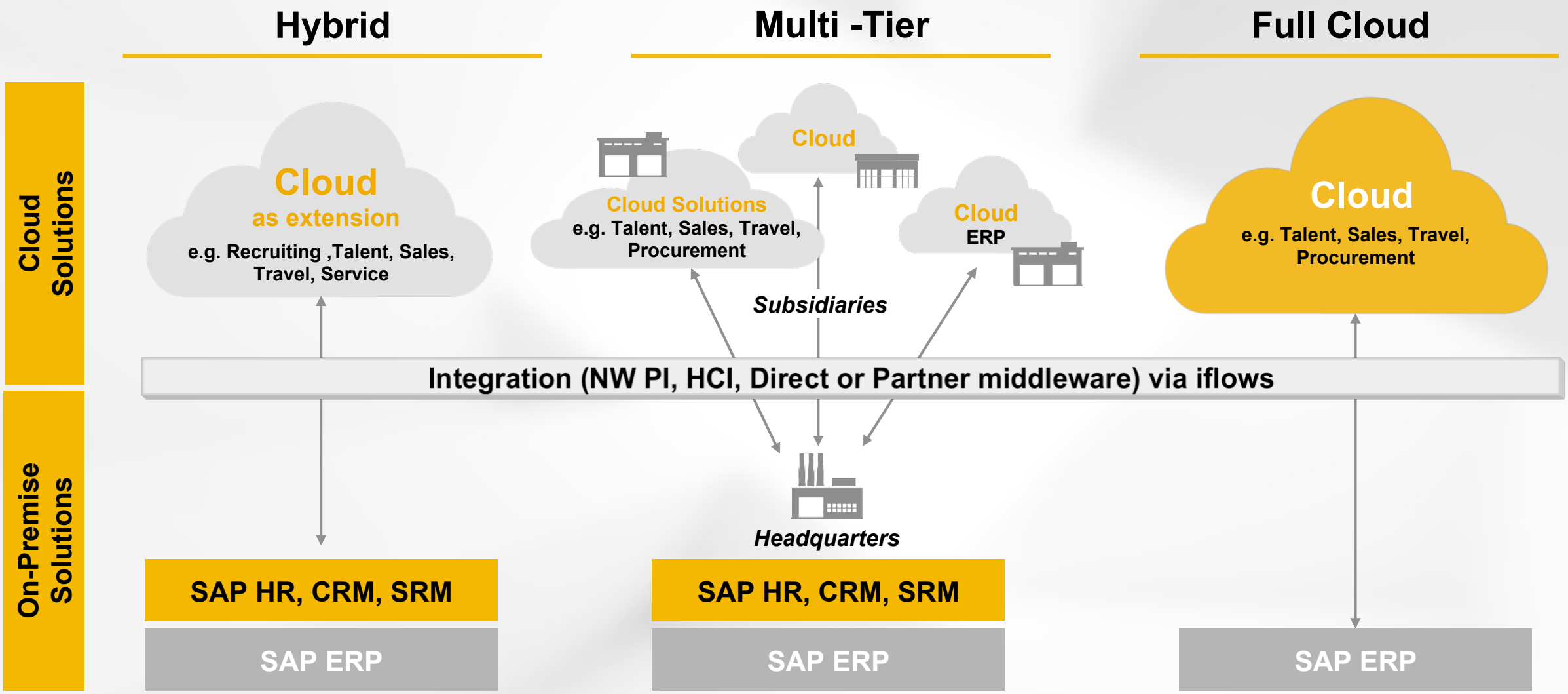
Interoperability - Integration Options



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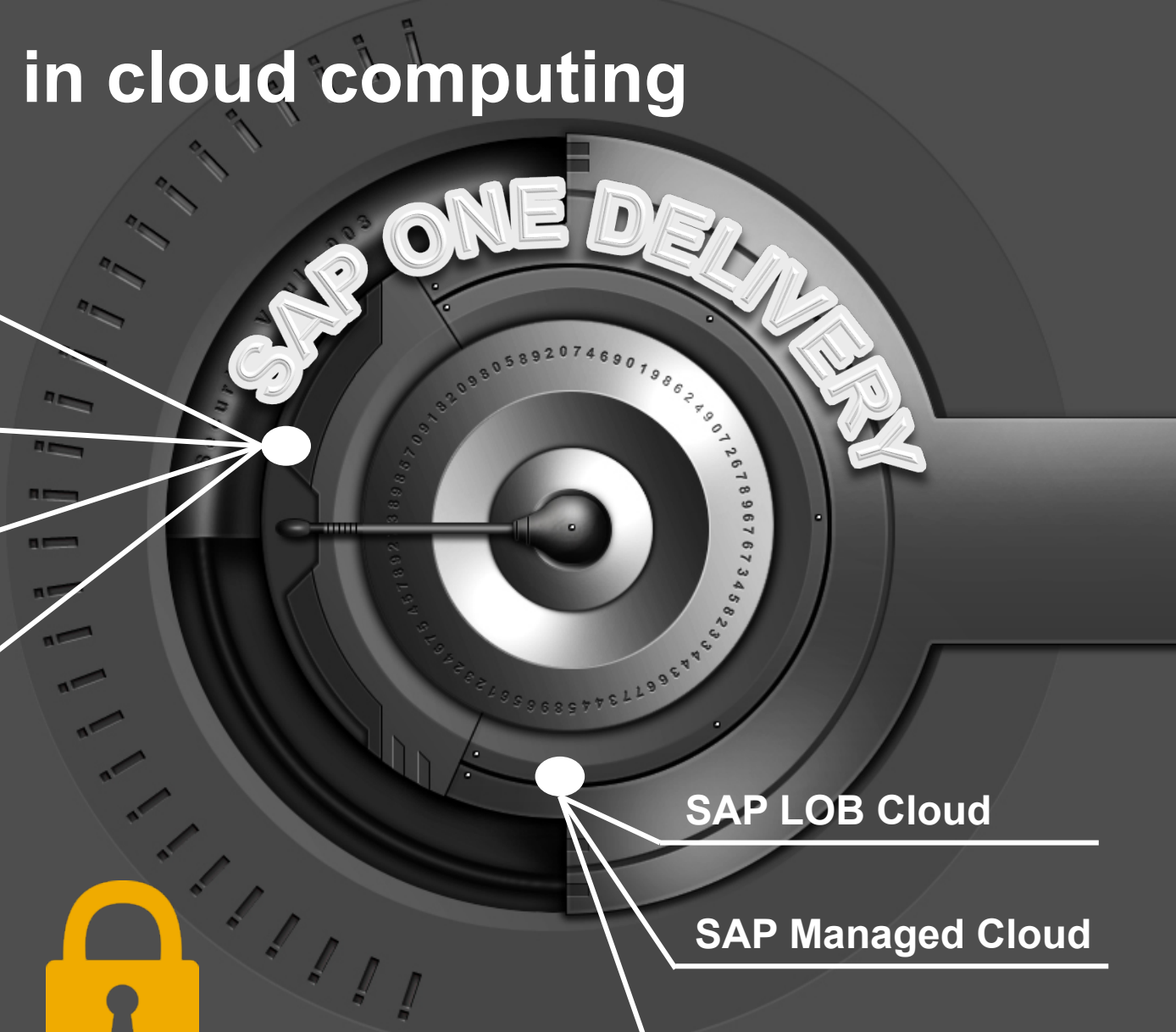
Security remains THE topic in cloud computing

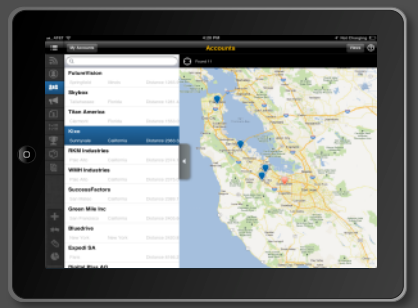
- Data security
- Data privacy
- Interoperability
- Business continuity



SAP LOB Cloud

SAP Managed Cloud

SAP runs SAP



Customer seeks Outcome not Products

SAP-SuccessFactors

May 21st

Intercontinental Hotel – Doha, Qatar

SAP

successfactors™
An SAP Company

Structure

Overview

Comprehensive HCM

- Core HR Solutions
- Talent Solutions
- Human Capital Analytics

Simple to Use

- User Experience

Simple to Run

- Options from Full Cloud to Hybrid

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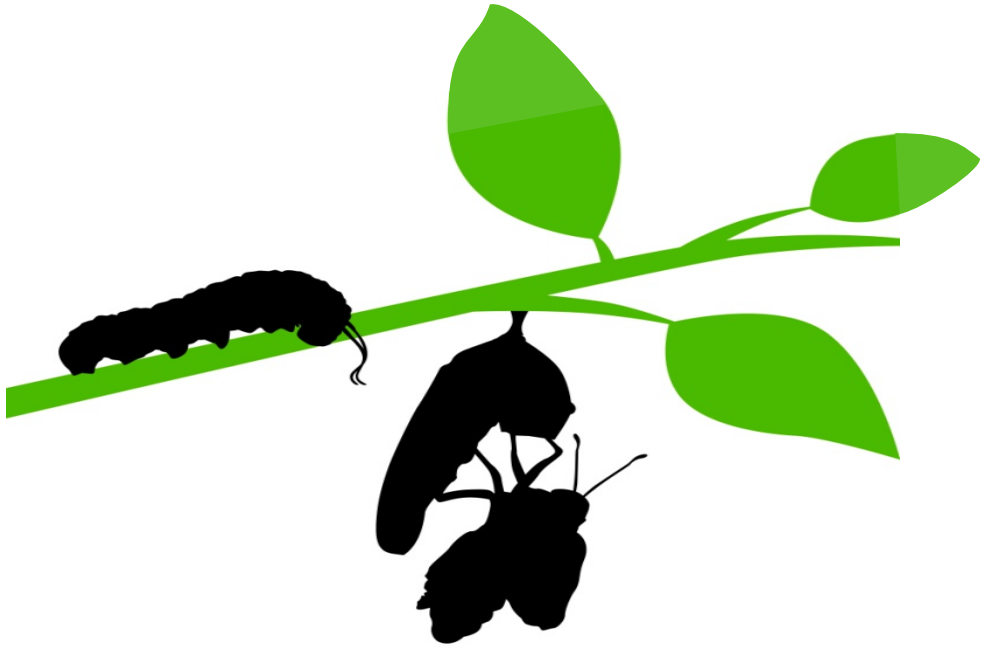
Change is in the air for HR



Six generations by 2020
and impact of millennials create new workforce dynamic

Simplify and standardize
to increase HR flexibility

Just-in-time workforce
increasing use of contingent labor

Talent management
still a top 3 CEO priority

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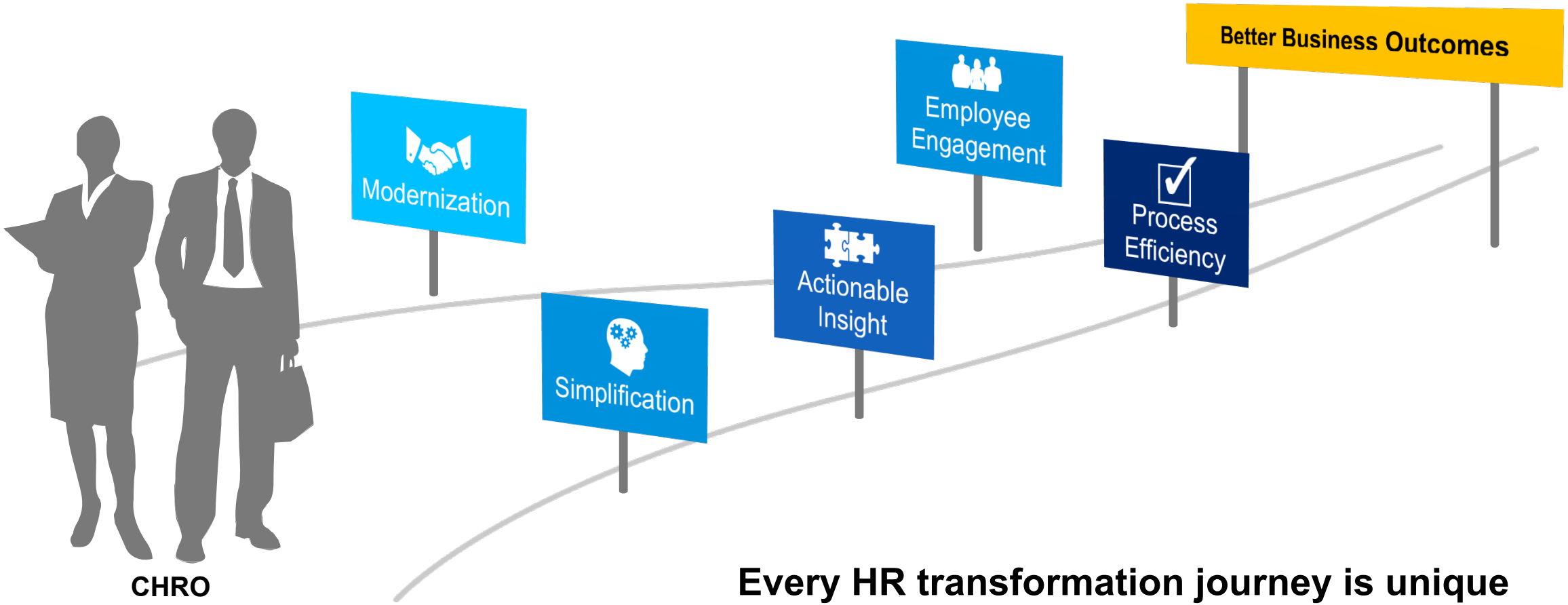
How is HR responding?

The transformation journey is broad and can start anywhere



Every HR transformation journey is unique

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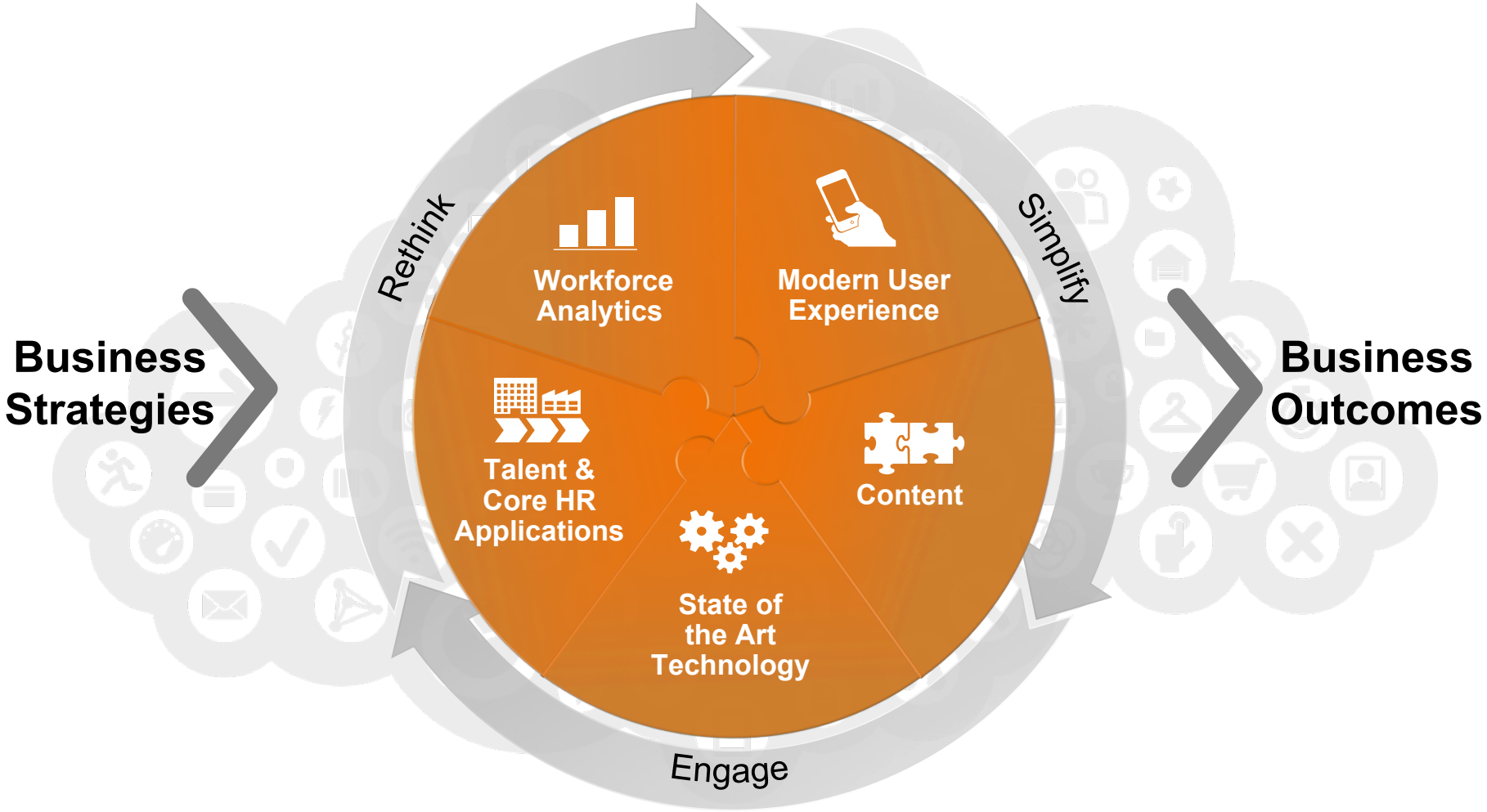
SAP-SuccessFactors

Unique combination of 5 key “success factors” to support your journey



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Comprehensive talent and core HR applications

Mile wide, mile deep capabilities

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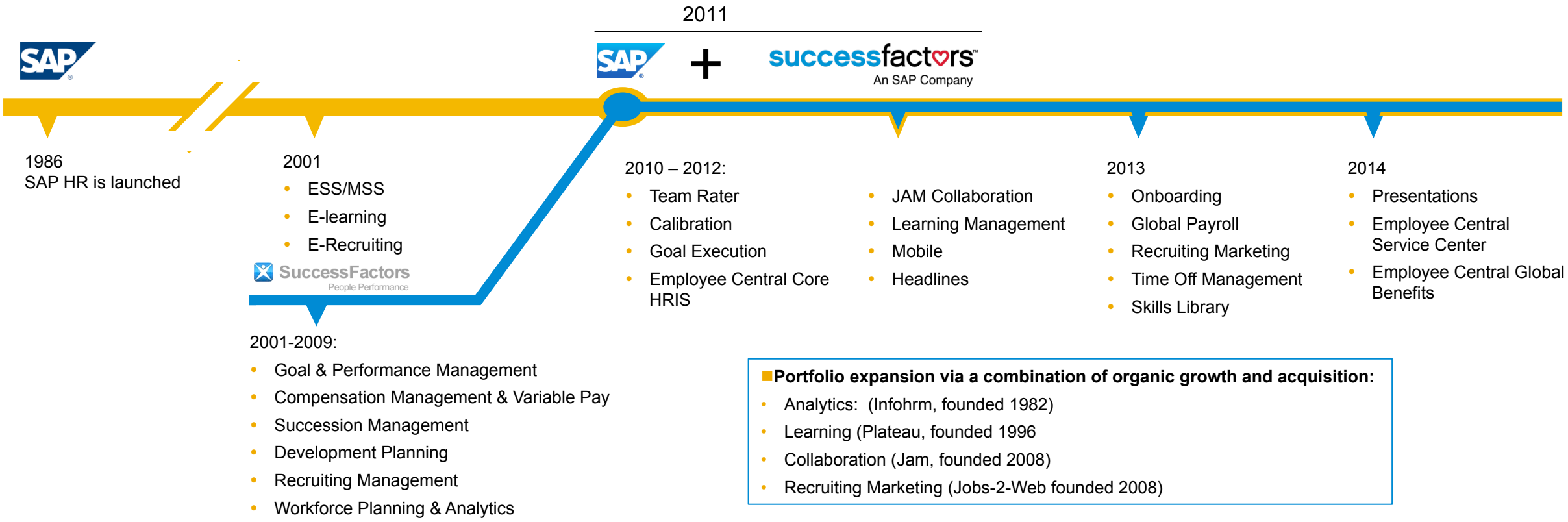
Commitment to innovation

29 years of HCM experience



Portfolio expansion via a combination of organic growth and acquisition:

- Analytics: (Infohrm, founded 1982)
- Learning (Plateau, founded 1996
- Collaboration (Jam, founded 2008)
- Recruiting Marketing (Jobs-2-Web founded 2008)

- **SAP has enabled HR solutions all over the world for 29 years – SuccessFactors for over 14 years**
- **We deliver innovations 4x per year to ensure customers have fast access to innovations**
- **Over 1,200 dedicated development resources plus the entire development organization of SAP**

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Key themes and investment areas

Comprehensive HCM

Global and deep across the entire HCM spectrum

Simple to Use

Consumer-grade user experience, integrated content, embedded predictive

Simple to Run

Lowest TCO to operate, manage, and optimize

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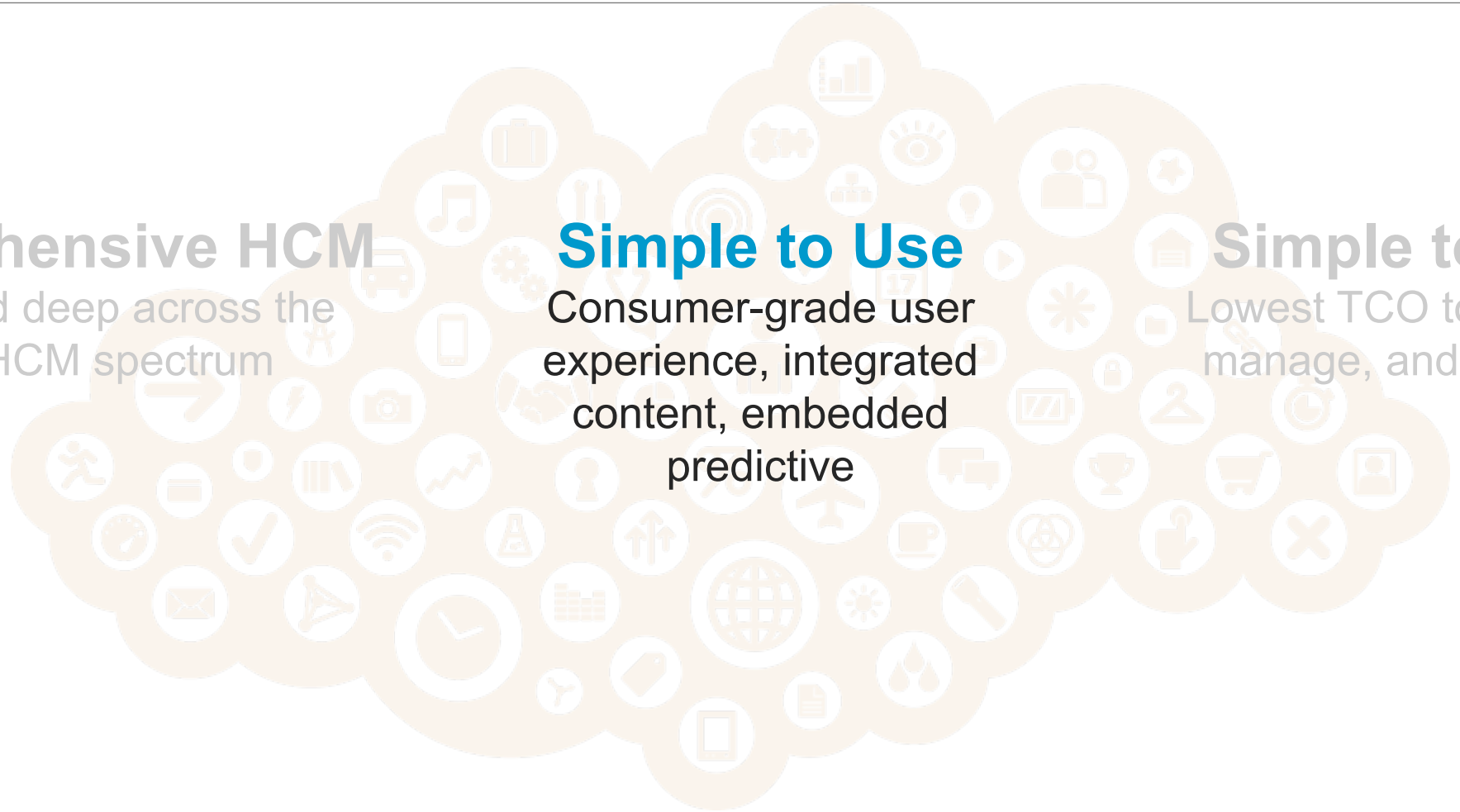
Key Themes and Investment Areas



Comprehensive HCM

Global and deep across the entire HCM spectrum

Simple to Use

Consumer-grade user experience, integrated content, embedded predictive

Simple to Run

Lowest TCO to operate, manage, and optimize

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Lab Preview

User Experience

Keep Simple Things Simple

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Lab Preview

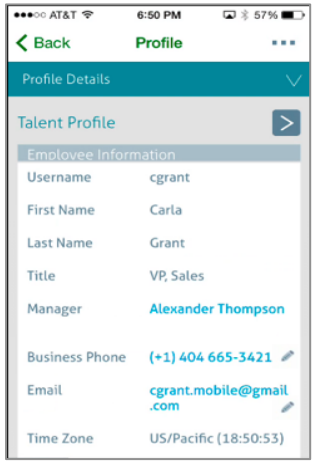
Mobility (Cloud)

Continued emphasis on mobile enablement across the HCM Suite

Key Themes

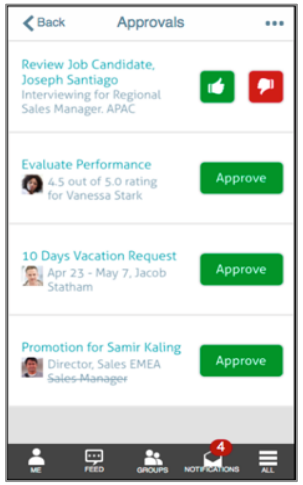
Manager Self-Service

Empower managers to become better people managers



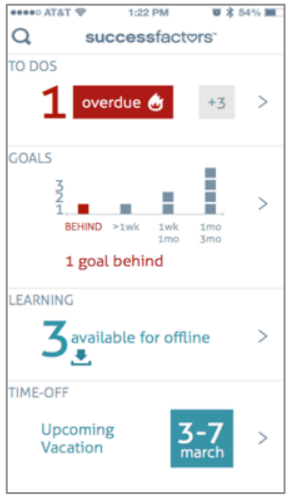
Employee Self-Service

Capture data easily and efficiently



'15 seconds' Tasks

Use any occasion to get things done, quickly and efficiently



Android + iOS

Ramp up Android to be on par with iOS

Available Anytime

Stay productive even when off line

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Lab Preview

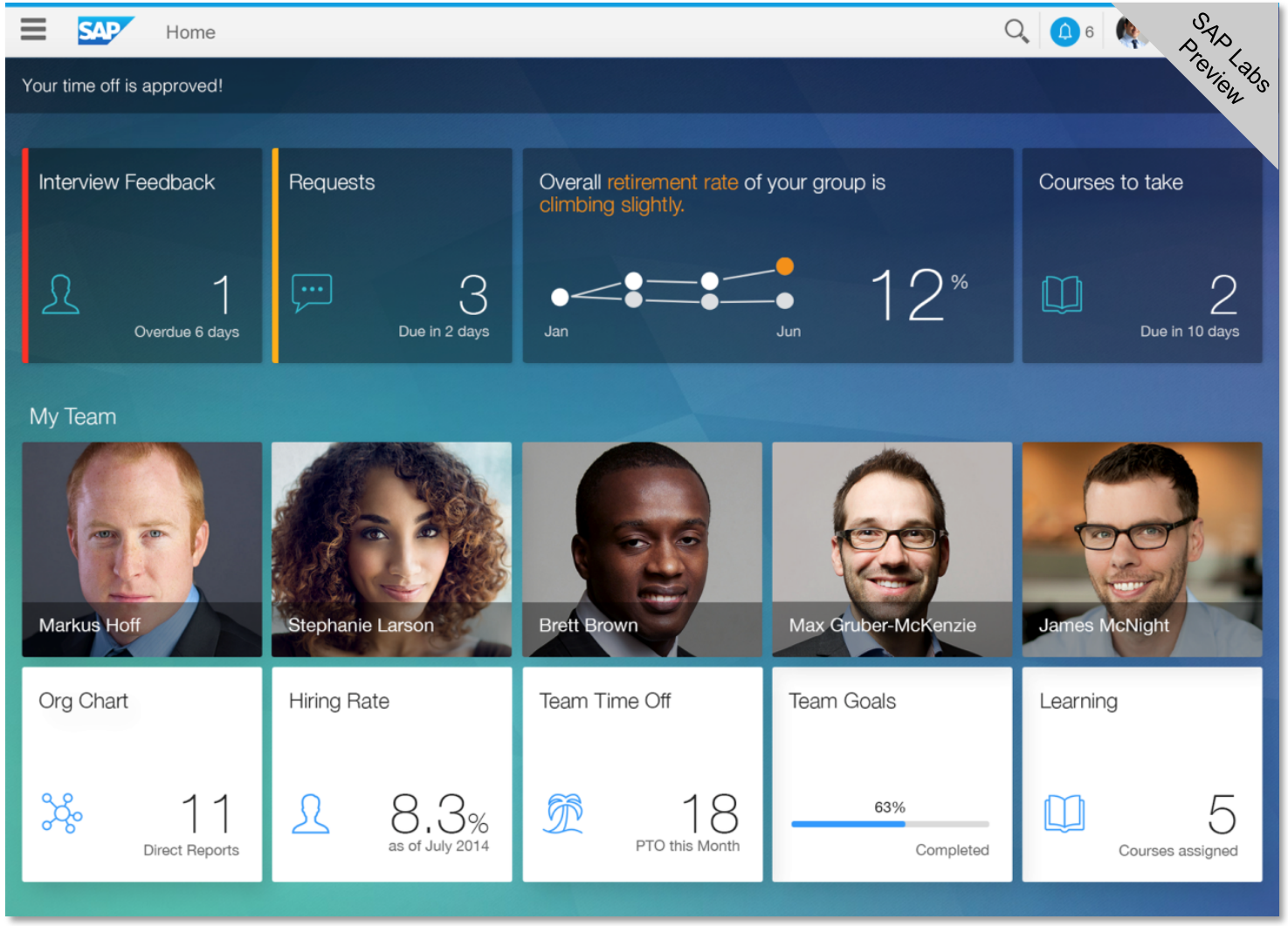
User Experience

Home Page:

- Modern Action-Oriented
- Insights-Driven

Planned For:

- 2H 2015 release



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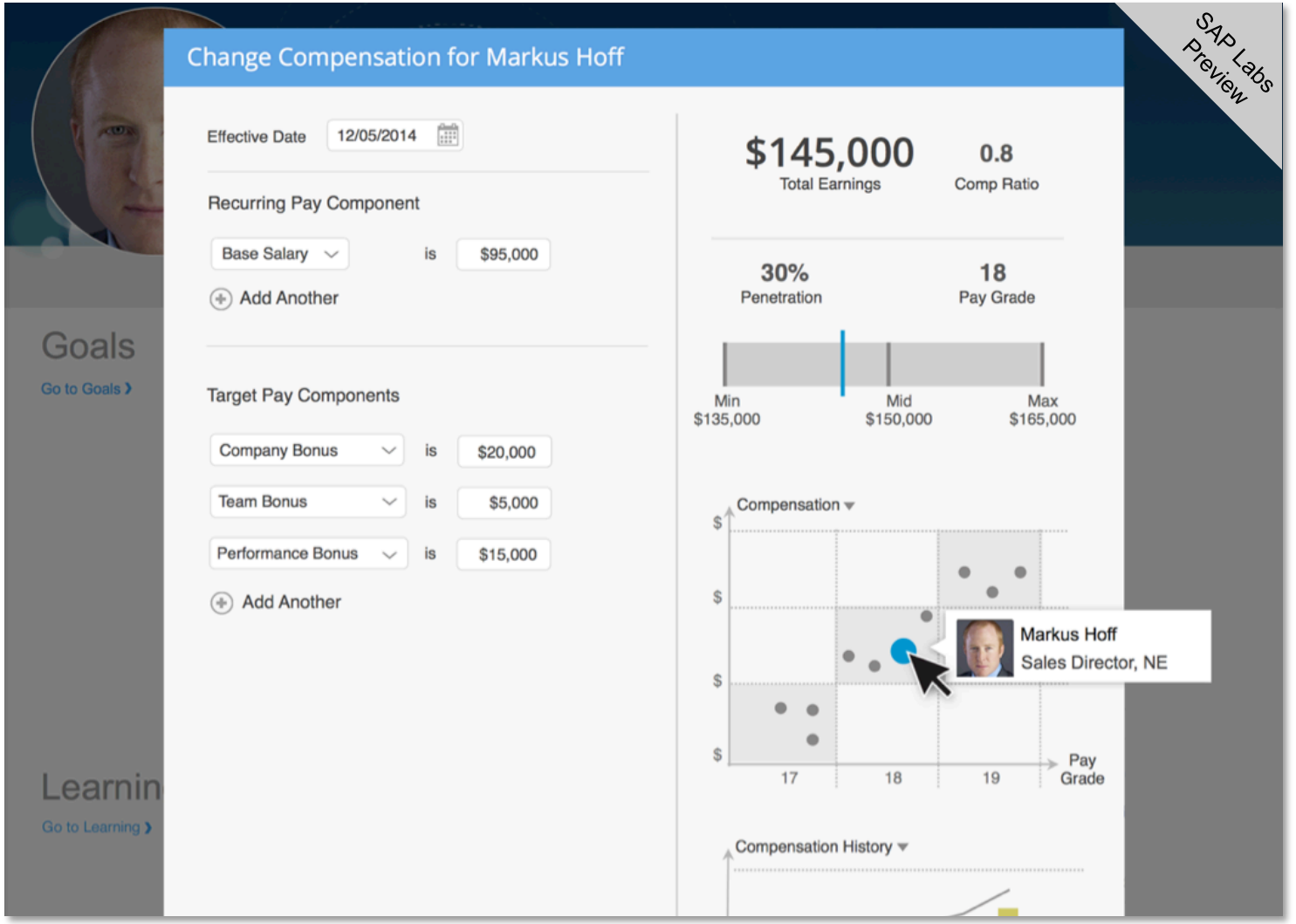
User Experience

Inline Analytics:

- Timely insights when you are ready to take action

Planned for:

- 1H 2015 release



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Key themes and investment areas

Comprehensive HCM

Global and deep across the entire HCM spectrum:

Simple to Use

Consumer-grade user experience, integrated content, embedded predictive

Simple to Run

Lowest TCO to operate, manage, and optimize

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Key themes and investment areas

Comprehensive HCM

Global and deep across the entire HCM spectrum:

- Core HR

- Talent

Simple to Use

Consumer-grade user experience, integrated content, embedded predictive

Simple to Run

Lowest TCO to operate, manage, and optimize

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SuccessFactors Employee Central – Overview

A complete core HR system of record in the cloud

Position Management
Build, track, and maintain reporting relationships and organizational structures.

Master data and HR processes
Run employee centric HR processes with built-in compliance and reporting.

Concurrent employment
Record multiple assignments associated with employee records.

Global Benefits
Configure and maintain benefits to increase employee satisfaction.

Time and Attendance Management
Manage employee absences, track time worked.

Payroll Processing
Process-driven, accurate, on-time payrolls across the enterprise.

EC Service Center
Deliver HR service to employees and managers through multiple channels.

“One of the beautiful things we’ve achieved with the implementation of SuccessFactors, and specifically Employee Central, is that it gives people and our managers and leaders visibility of information that they own and for which they are responsible.”
Justin Watras, *Director of Talent Management and Organizational Effectiveness, Brooks Brothers*

Brooks Brothers

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Lab Preview

Employee Central

Vision and direction

The best and most global Core HR capabilities, bringing simplicity to your HR strategies and supporting migration to the cloud when you're ready

Global

- Deep localization based on SAP's 28 years of experience and in-country product managers

All workers

- Support for all worker types to deliver a consolidated view of your workforce

End-to-End

- Functional coverage across all key areas of Core HR, including payroll, benefits, organizational management, shared services

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Talent Solutions
Investment strategy

SAP provides both cloud and on-premise solutions for talent management; **SuccessFactors cloud solutions** will receive the majority of innovation investments

The talent solutions in SAP HCM are supported but receive only minimal improvements

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SuccessFactors Talent Solutions – Overview

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SuccessFactors Talent Solutions

Vision and direction

Simplify talent management with dynamic solutions that 'adapt and respond' to changing business conditions

Comprehensive

- Expand solution "breadth" (new capabilities), and increase solution "depth" (interlock of skills, competencies, jobs, and employee lifecycle)

Collaborative

- Embed tools and technologies that connect, recommend, and build relationships across people, processes, knowledge, and data

Continuous

- Surface talent processes and information when and where it's most relevant, so talent management is part of everyday work life

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Key themes and investment areas

Comprehensive HCM

Global and deep across the entire HCM spectrum

Simple to Use

Consumer-grade user experience, integrated content, embedded predictive

Simple to Run

Lowest TCO to operate, manage, and optimize

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Key Themes and Investment Areas

Comprehensive HCM
Global and deep across the entire HCM spectrum

Simple to Use
Consumer-grade user experience, integrated content, embedded predictive

Simple to Run
Lowest TCO to operate, manage, and optimize

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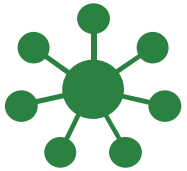
Technology in the cloud DOES matter

Simple to run

SECURE

Adherence to global data privacy rules: “We do it so you don’t’ have to”

OPEN



Integrate and connect to other business systems

EXTENSIBLE

Implement your differentiating processes and build brand new capabilities

Continuous innovation delivered 4 times per year

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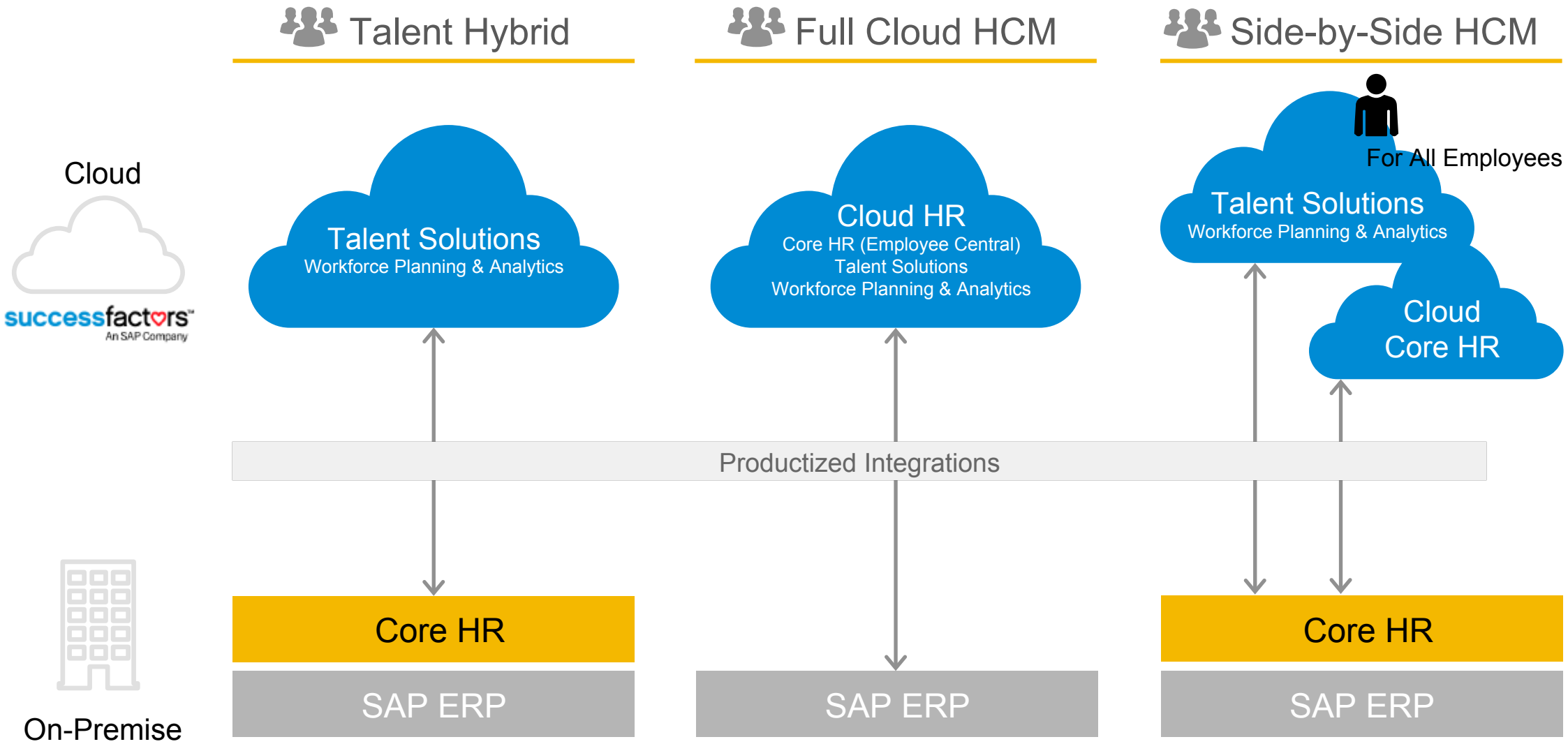
Cloud integration/transition scenarios for SAP customers

Leverage existing investments, connect with delivered integrations



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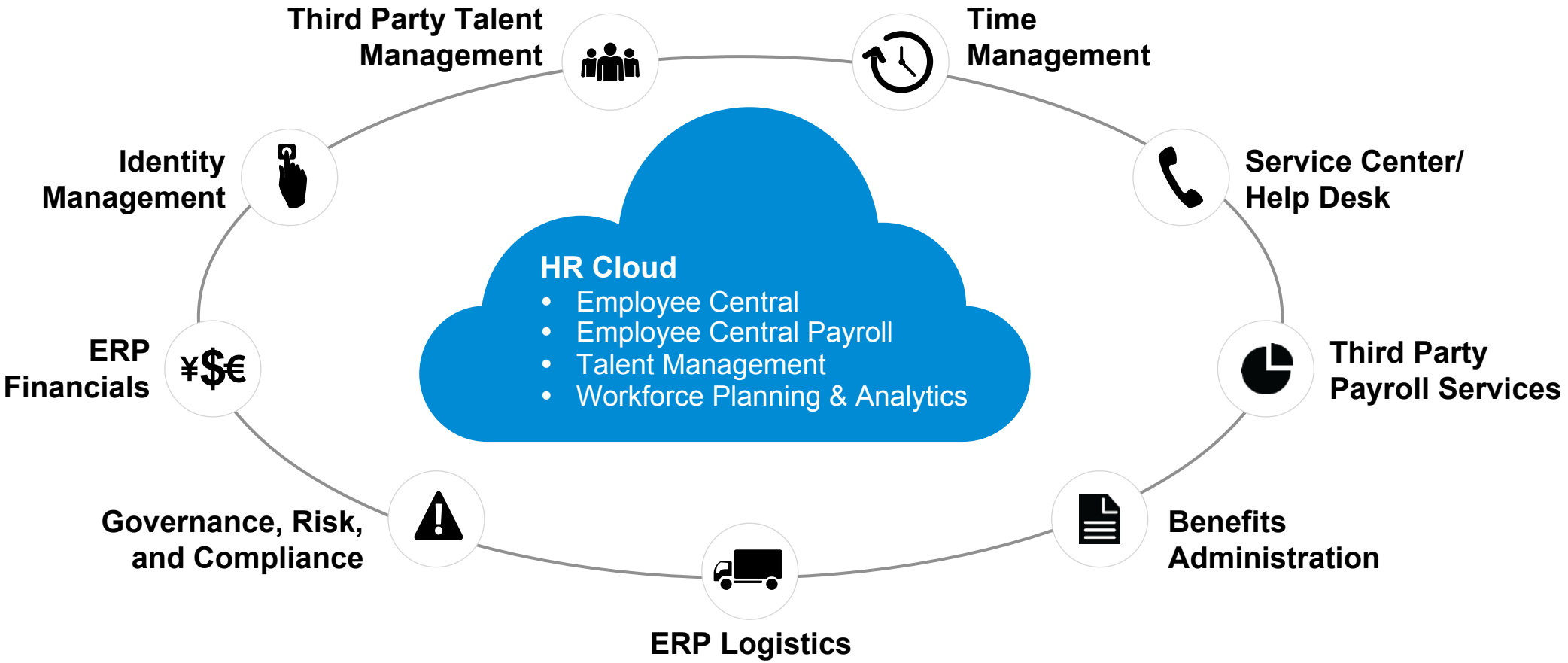
Full Cloud

Integrating cloud core HR with other systems



Critical systems that run your business rely on global, accurate employee and organizational data

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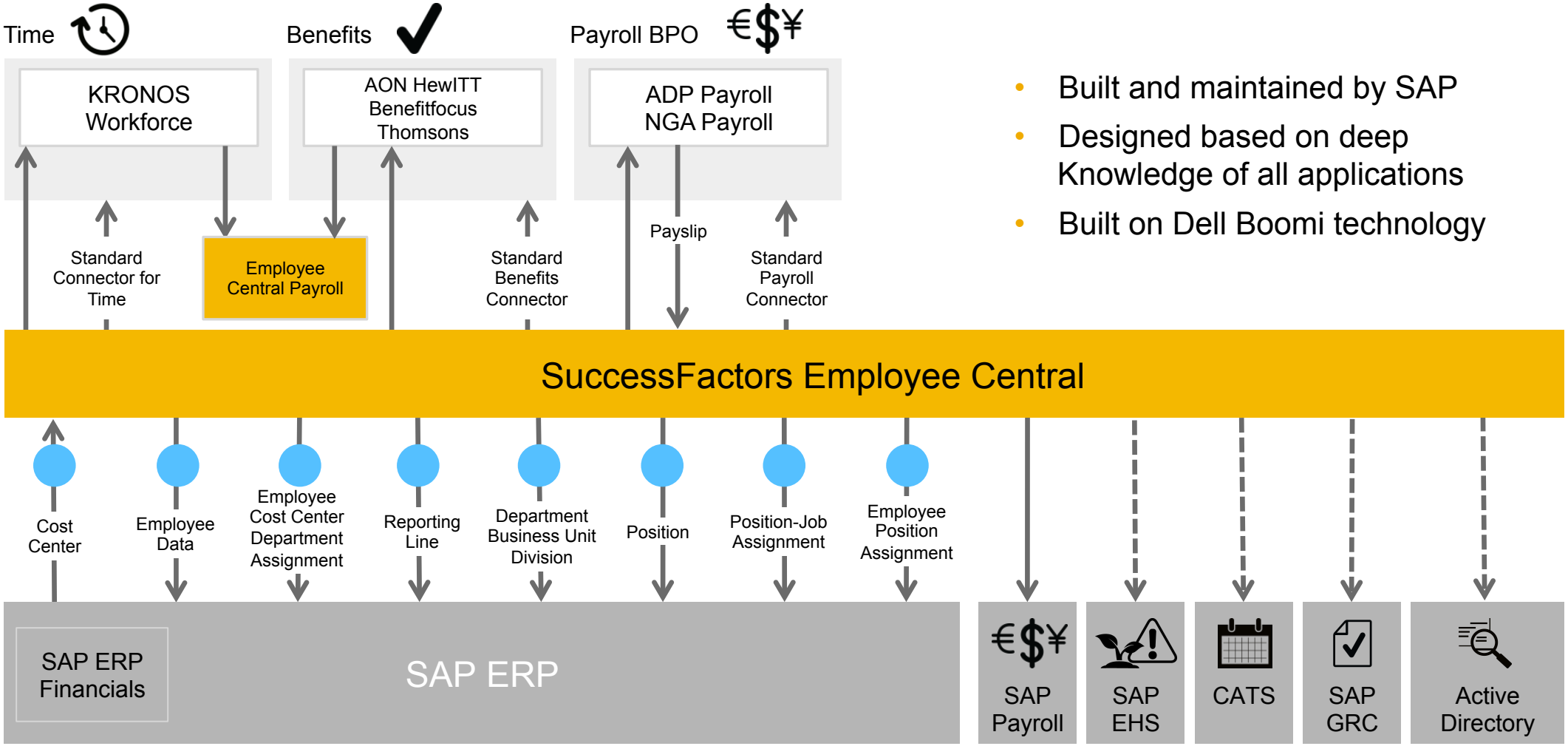
Full Cloud

Productized integration packages

Recent Innovations



- Built and maintained by SAP
- Designed based on deep Knowledge of all applications
- Built on Dell Boomi technology

Rapid Deployment Solutions available

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SAP – SuccessFactors

Supporting your journey, wherever it starts
and wherever it goes

SAP

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An SAP Company

Unmatched global experience

Not just global… but local as well

Expertise

29 years of experience delivering global HCM solutions

Localization

- Time zones, currency support, and best business practices
- 37 languages for processes and documentation
- In-country product managers tracking and regulatory changes
- Delivery and maintenance of localized data fields and compliance reports
- 71 countries localized for Employee Central and 28 for Employee Central Payroll

Data Privacy

Support for local employee data privacy and security regulations

Support

24/7 support across globe

Regional Data Centers

Distributed global organizations and centers of expertise in Asia, North America, and Europe

Partner Ecosystem

Over 1,000 certified implementation consultants across the globe

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Leading customers trust SAP – SuccessFactors

Quantifiable value and the ability to scale for large multinationals

Tangible Business Value

Mandarin Oriental Las Vegas

Saved over $5 million on recruitment fees alone

Sun Communities, Inc.

Reduced monthly payroll troubleshooting by 40 hours

Atos

Supports SuccessFactors solution for 90% of workforce in 46 countries with just three staff members

novo nordisk®

Reduced agency fees by 47% for critical positions and in some areas as much as 90%.

Yoh

15 day reduction in time-to-fill, $200 reduction in cost-per-hire and increased new career site traffic by 200%

TATA

16% of new hires came through internal transfers that were identified by the Recruiting tool

Brookshire's food & pharmacy

$160,000 saved in one year by converting a course to an ■e-course. 90% reduction in labor related to CMI compliance

MEGGITT

Deployed Employee Central, Performance Management and Compensation in 8 months, within budget

Amway

Replaced 50 disparate HR systems around the world with one solution that would integrate core employee data with talent management

Scale (# of users)

370 thousand — SIEMENS

320 thousand — Nestlé

300 thousand — PEPSICO

90 thousand — COMCAST

50 thousand — Coca-Cola

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SuccessFactors Positioned as a Leader

In Gartner's 2014 Magic Quadrant for Talent Management Suites

This updated Magic Quadrant assesses the market for talent management suites, which help enterprises manage the key processes of plan to source, acquire to onboard, perform to reward and assess to develop.

Gartner "Magic Quadrant for Talent Management Suites" by Ron Hanscome, Jeffrey Freyermuth, Yvette Cameron, June 2014. This graphic was published by Gartner, Inc. as part of a larger research document and should be evaluated in the context of the entire document. The Gartner document is available upon request from SuccessFactors. Gartner does not endorse any vendor, product or service depicted in its research publications, and does not advise technology users to select only those vendors with the highest ratings. Gartner research publications consist of the opinions of Gartner's research organization and should not be construed as statements of fact. Gartner disclaims all warranties, expressed or implied, with respect to this research, including any warranties of merchantability or fitness for a particular purpose.

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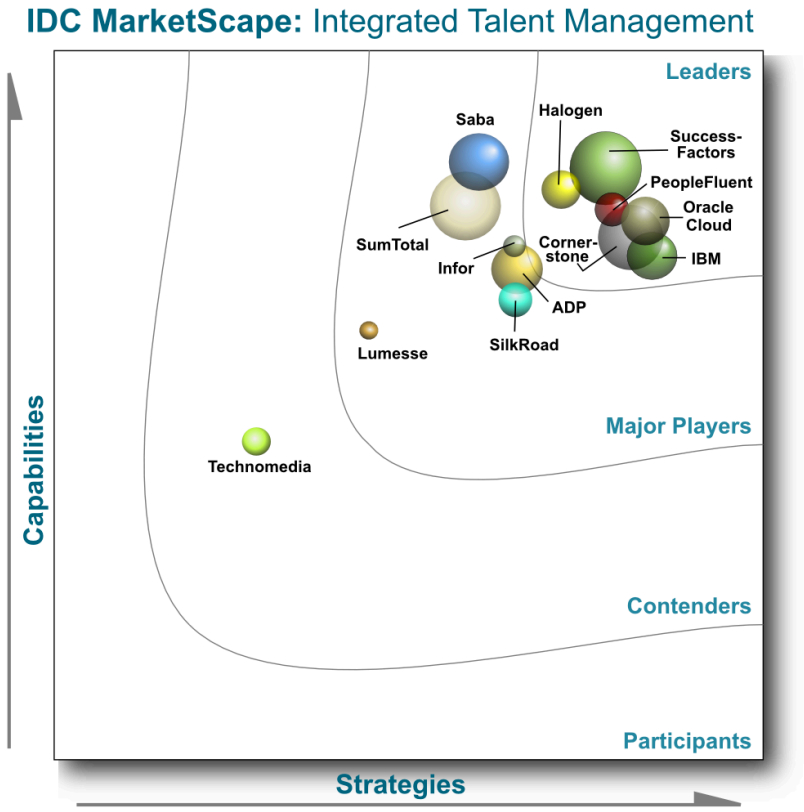
Talent Solutions – Continuing Our Market-Leading Heritage

A Leader in 2014 IDC MarketScape: Worldwide Integrated Talent Management



Source: IDC 2014

IDC MarketScape vendor analysis model is designed to provide an overview of the competitive fitness of ICT suppliers in a given market. The research methodology utilizes a rigorous scoring methodology based on both qualitative and quantitative criteria that results in a single graphical illustration of each vendor's position within a given market. The Capabilities score measures vendor product, go-to-market and business execution in the short-term. The Strategy score measures alignment of vendor strategies with customer requirements in a 3-5-year timeframe. Vendor market share is represented by the size of the circles. Vendor year-over-year growth rate relative to the given market is indicated by a plus, neutral or minus next to the vendor name.

"SuccessFactors is an IDC MarketScape Leader worldwide."

"SuccessFactors' key strengths include market momentum, depth of the portfolio, and global reach. SuccessFactors received praise from clients in the categories of features, technology, and reporting."

Source:
IDC MarketScape: Worldwide Integrated Talent Management 2014 Vendor Analysis, by Lisa Rowan, October 2014, #252213,
http://www.successfactors.com/en_us/lp/integrated-talent-management-2014.html

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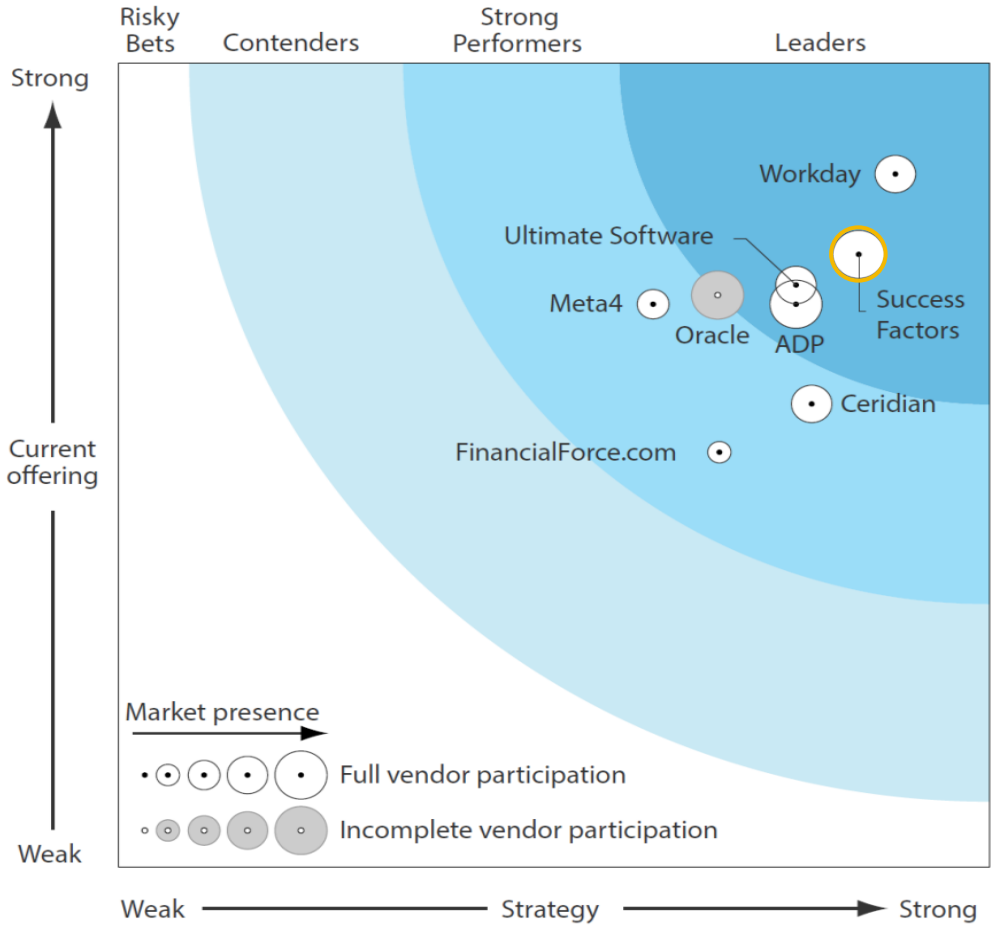
SuccessFactors Recognized as a Leader

In Forrester Wave: SaaS HR Management Systems Q4'14



As workforces become more global and virtual, companies need employee-centric systems that deliver engaging user experiences.

This Forrester Wave graphic along with the report assesses the HR Management systems and helps enterprises evaluate and select the right company to deliver on their human resource management needs.

"SuccessFactors, an SAP company, now offers a solid system of record, Employee Central, to complement its leading talent and learning capabilities."

Source: The Forrester Wave™ *: Saas HR Management Systems, Q4 2014, Paul D. Hamerman with Chris Andrews and Victoria Boutan, October 1, 2014.*

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Appendix 1

Additional Materials

--Use these where appropriate

SAP

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Appendix 2

Detailed “5 Key Success Factors” slides

For a more detailed discussion, replace slides 5&6 with slides 17-22

SAP

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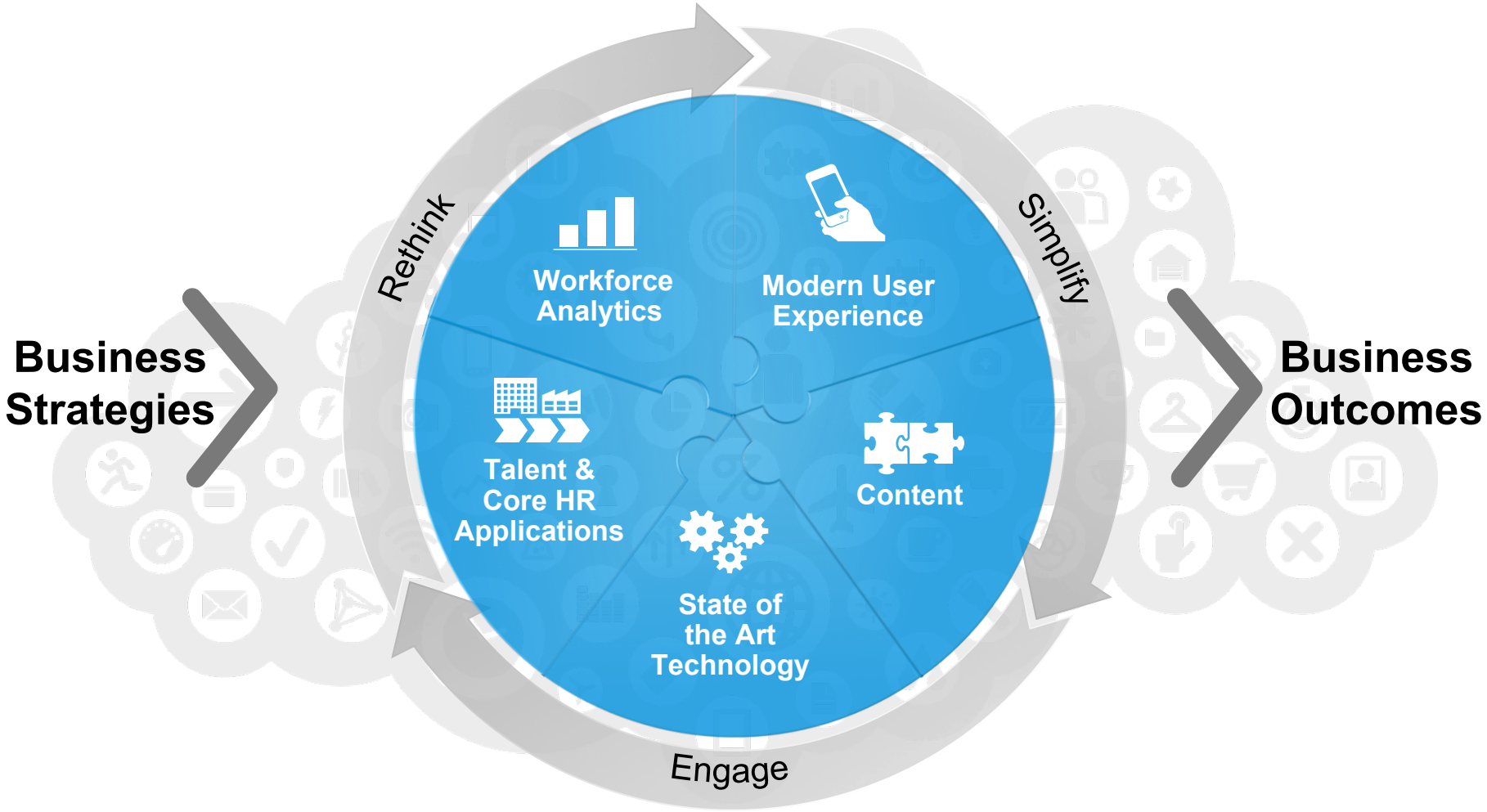
An SAP Company

SAP-SuccessFactors

Unique combination of 5 key success factors for your journey



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Comprehensive talent and core HR applications

Mile wide, mile deep capabilities

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Content

Increase effectiveness of HR programs and strategies

Pre-defined Talent Questions

Industry-specific Job Descriptions

Job Families

Skills Catalog

Competencies Catalog

Learning Reports and Dashboards

Recruiting Best Practices Templates

International and Country-specific Reports

19,500+

Unique HR Content Elements

Compensation Metrics and Reports

Workforce Analytics Metrics

Core HR Workflows

Assessment Coaching Assistant

Assessment Writing Assistant

Goals Catalog

Compensation Benchmarking

Live Compensation Dashboards

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Workforce analytics

Use data to link HR strategies with business strategies

DISCOVER

- Predict and plan needs
- Expose problems

MEASURE

- Build KPI's
- Track results

DELIVER

- Empower managers
- Inform executive

SuccessFactors Workforce Analytics

Consolidated data foundation

2,000+ metrics and best practices

Benchmarks against peers

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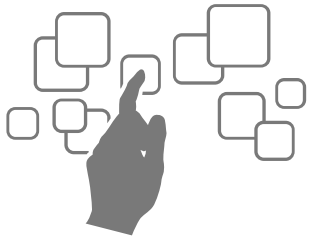
A comprehensive approach to user experience

Simple to use

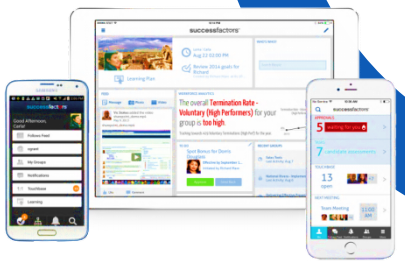
Modern and Contemporary

Integrated collaboration



Maximize engagement and support how people work

Anytime/Anywhere access



Embedded and relevant content

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