



SAP SuccessFactors 

SAP Jam Collaboration

LMS integration scenarios

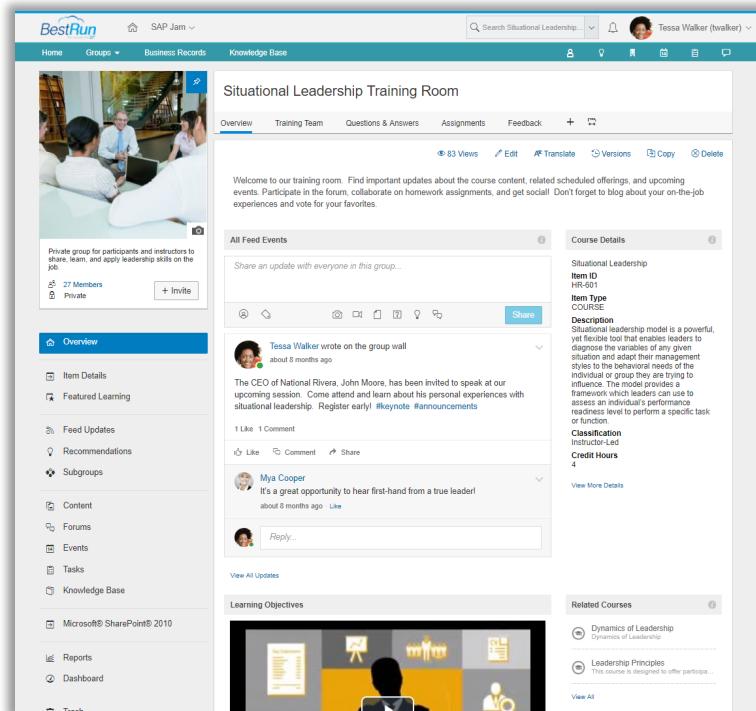
Florian Büch, SAP Customer Success Group
September, 2018

PUBLIC

SAP Jam for learning, training, and employee development

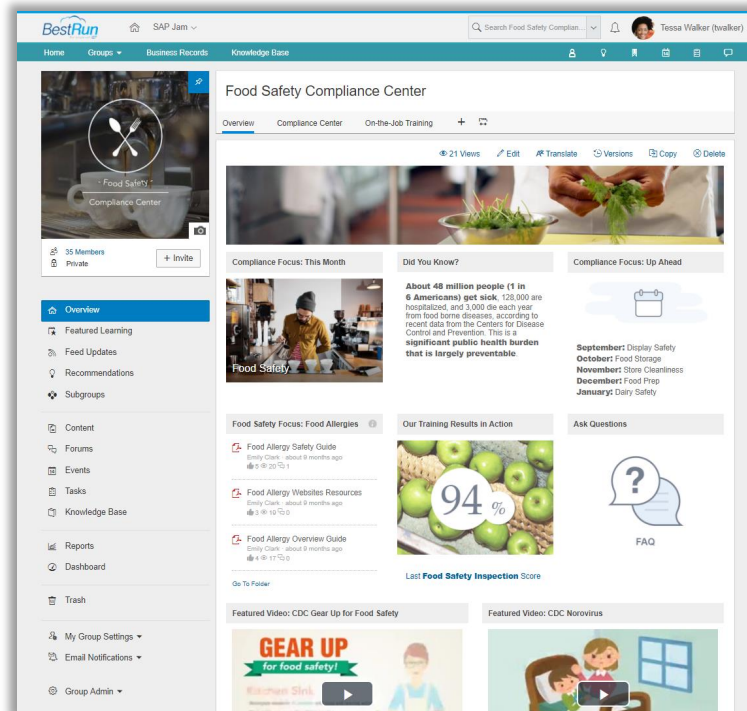
Blended learning and training

- Improve training effectiveness by blending formal training with employee contributed content



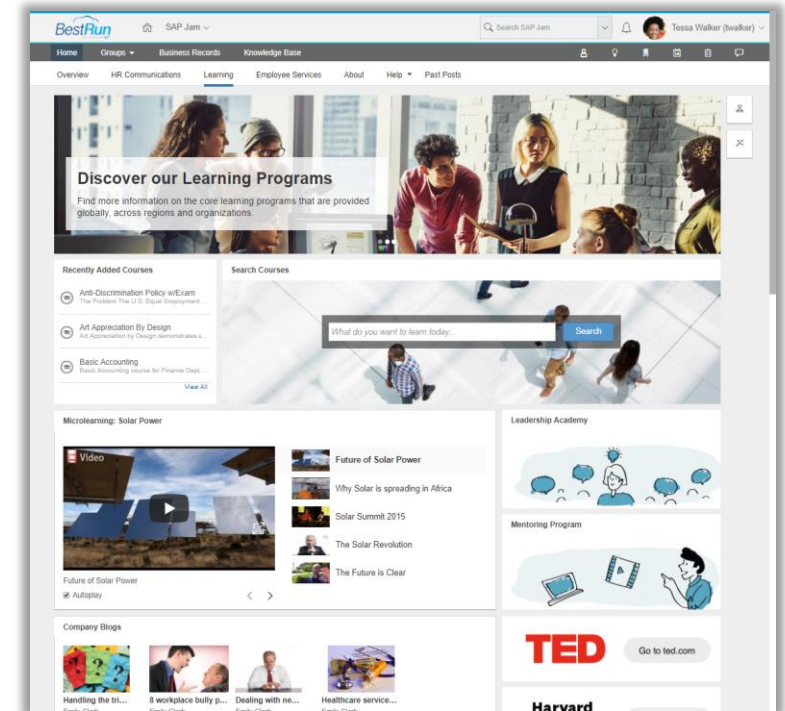
Learning Communities

- Support business transformations and preserve intellectual capital through learning communities



Learning Academies

- Drive learning ROI by extending reach of employee development offerings



Blend peer-to-peer learning with formal training to drive training effectiveness

- **Create learning rooms** where learners and instructors can work together before, during, and after a training event
- Instructors can assign **pre-work** and homework and manage training logistics
- Employees can leverage their program alumni **network when “back on the job”**

Capabilities

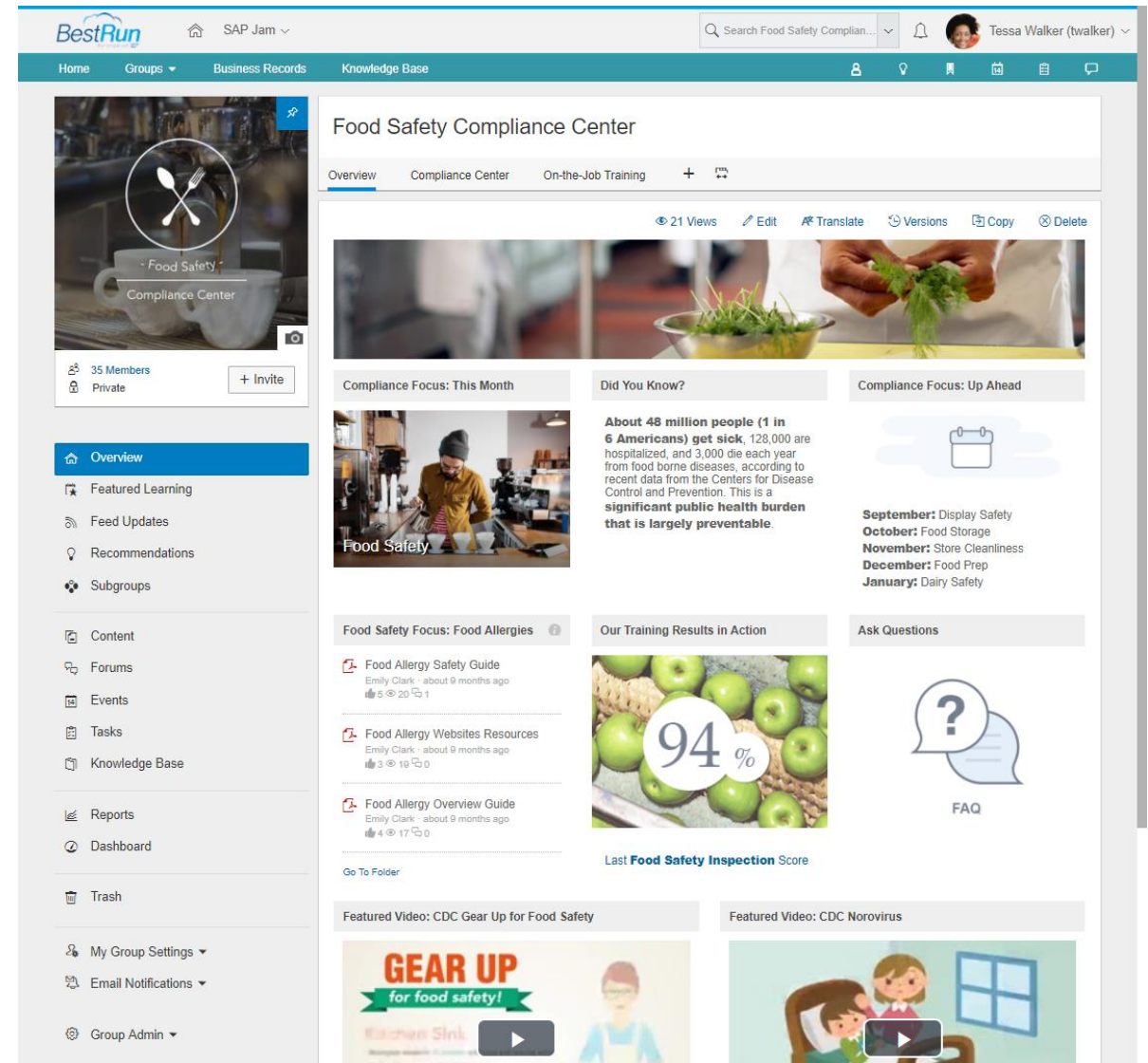
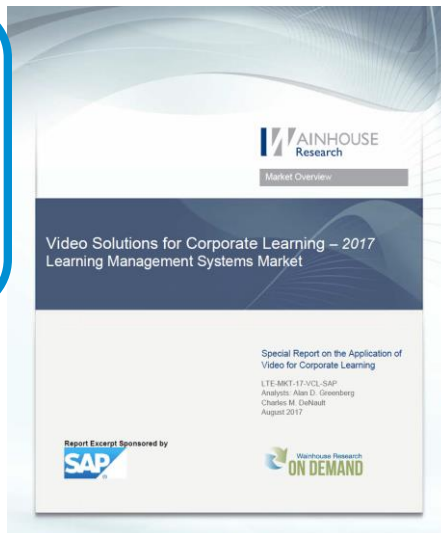
- Group templates for training rooms
- Integrated search & autogroups for easy enrollment and link to courses
- Pull real-time course(s) information & data

The screenshot displays the SAP Jam interface for a 'Situational Leadership Training Room'. The top navigation bar includes 'Home', 'Groups', 'Business Records', and 'Knowledge Base'. The user 'Tessa Walker (twalker)' is logged in. The main content area shows a welcome message and a list of feed events. A sidebar on the left contains navigation options like 'Overview', 'Item Details', 'Featured Learning', 'Feed Updates', 'Recommendations', 'Subgroups', 'Content', 'Forums', 'Events', 'Tasks', 'Knowledge Base', 'Microsoft® SharePoint® 2010', 'Reports', 'Dashboard', and 'Tools'. The right sidebar provides course details for 'Situational Leadership' (Item ID: HR-601, Item Type: COURSE, Description: Situational leadership model is a powerful, yet flexible tool that enables leaders to diagnose the variables of any given situation and adapt their management styles to the behavioral needs of the individual or group they are trying to influence. The model provides a framework which leaders can use to assess an individual's performance readiness level to perform a specific task or function. Classification: Instructor-Led, Credit Hours: 4).

Create learning communities to support business transformations

- Foster a **culture of learning and sharing** across the entire company
- **Harness on-the-job training experiences**
- **Preserve intellectual capital** and knowledge
- Utilize **modern learning practices** (e.g. learn-apply-share) via multimedia, micro-learning, multimedia, mobile

SAP was named a CHAMPION in Wainhouse Research's 2017 Video Solutions for Corporate Learning report.

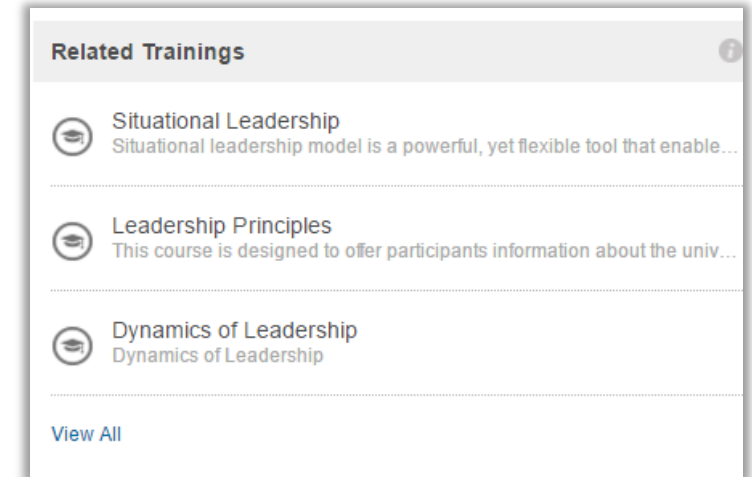
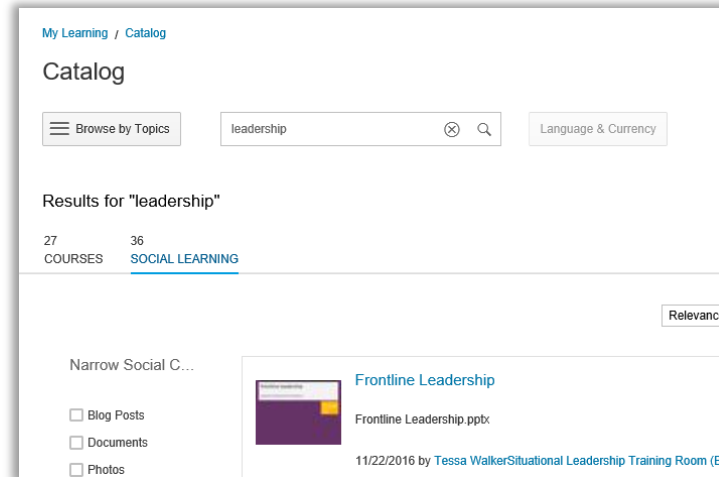
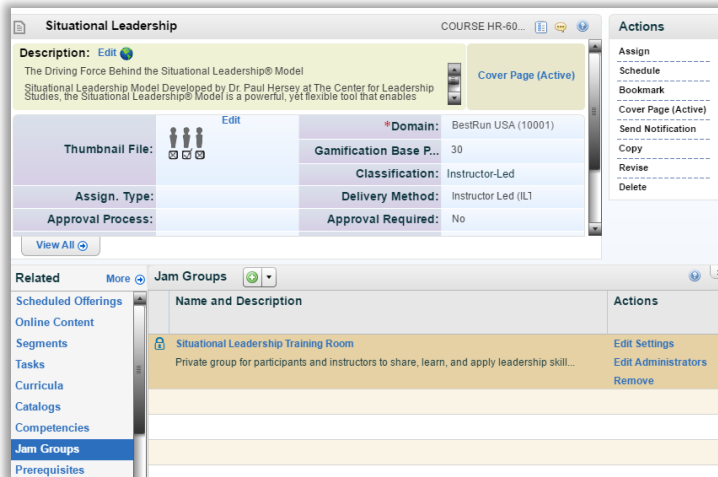


Drive learning ROI with learning academies using SAP Jam Collaboration and SuccessFactors Learning

- Create a **one-stop-shop** for global and local learning and development opportunities
- **Increase exposure** to learning directly where employees work and interact
- **Engage learners** and allow them to share their knowledge

The screenshot displays the SAP Jam Collaboration Learning interface. At the top, the navigation bar includes 'Home', 'Groups', 'Business Records', and 'Knowledge Base'. A search bar is present with the text 'Search SAP Jam'. The user profile 'Tessa Walker (twalker)' is visible in the top right. Below the navigation bar, the 'Learning' tab is selected, showing a list of tabs: 'Overview', 'HR Communications', 'Learning', 'Employee Services', 'About', 'Help', and 'Past Posts'. The main content area features a large banner with the text 'Discover our Learning Programs' and a subtext: 'Find more information on the core learning programs that are provided globally, across regions and organizations.' Below the banner, there is a 'Recently Added Courses' section with three items: 'Anti-Discrimination Policy w/Exam', 'Art Appreciation By Design', and 'Basic Accounting'. A 'Search Courses' section with a search bar and a 'Search' button is also present. The 'Microlearning: Solar Power' section includes a video player for 'Future of Solar Power' and a list of related content: 'Future of Solar Power', 'Why Solar is spreading in...', 'Solar Summit 2015', 'The Solar Revolution', and 'The Future is Clear'. The 'Leadership Academy' and 'Mentoring Program' sections are also visible. At the bottom, there is a 'Company Blogs' section and a 'TED' logo with a 'Go to ted.com' button.

Integration Overview: SAP Jam and SuccessFactors Learning



Automation

- Automate invitations to training rooms to reduce manual processes
- Create template-based learning communities for courses, curricula, and scheduled offerings

SAP Jam content in LMS search

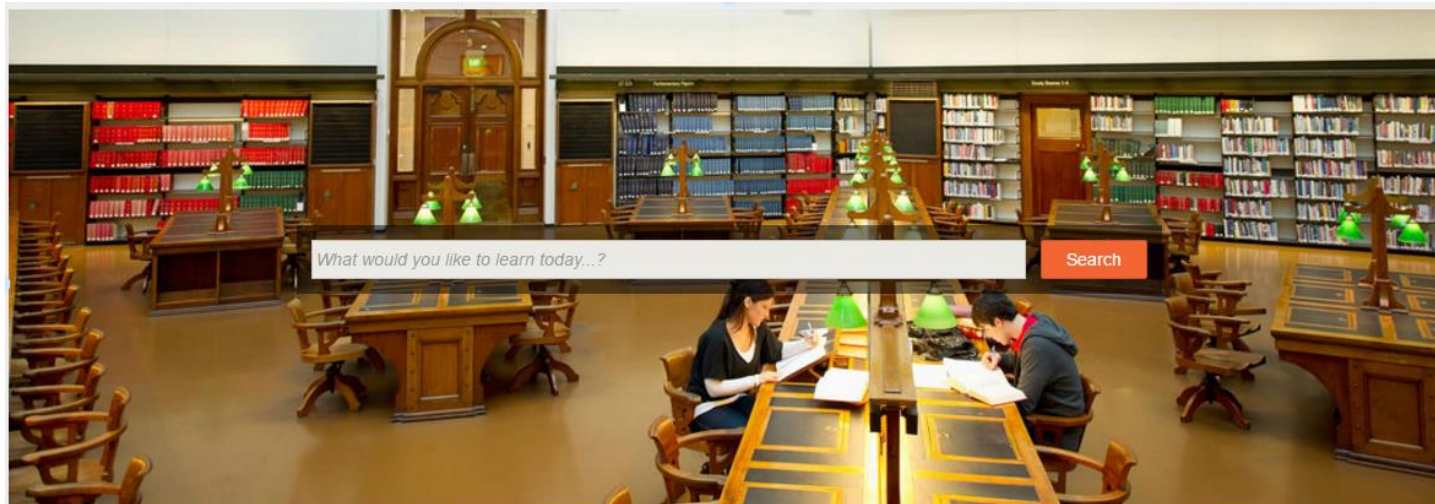
- Easier to find knowledge
 - Search the LMS catalog reveals related SAP Jam content under the Social Learning tab.

Course promotion & discovery

- Show courses, curricula, scheduled offerings in SAP Jam to promote offerings and increase reach
- Link courses & programs to groups
- Users can view SAP Jam groups associated with courses

Catalog Search Widget

- Widget for Jam custom homepage
 - Performs an external search into SAP SuccessFactors Learning curricula, learning items, and scheduled offerings.
 - The search results appear in a new Catalog window.
 - The hint text in the search text box can be customized.
- Example:



LMS Catalog Search

- Performs a search against LMS catalog and Jam at the same time to find relevant learning results both formal and informal easier & faster

This screenshot shows the LMS Catalog search results for the term "negotiation". The interface includes a search bar with the term "negotiation" and a "Language & Currency" dropdown. Below the search bar, the results are categorized into "6 COURSES" (highlighted with a red box) and "11 SOCIAL LEARNING". The "COURSES" section is further refined by a "Refine By" sidebar on the left, which includes a "Category" dropdown and a "Topics" input field. The main content area displays a list of formal courses, each with a thumbnail, title, description, and duration. The courses listed are:

- Featured Course: Negotiation Skills** (COURSE SM_0002) - 8h 0m • 333.00 USD (estimated) - Already Assigned - [Assign to Others](#)
- Negotiations Mastery** (Open-ended Program) - 24h 0m - Already Assigned - [Assign to Others](#)
- Negotiations: Analysis** (COURSE Sales1) - 8h 0m • Free - Already Assigned - [Assign to Others](#)
- Negotiations: Bargaining and Agreement** (COURSE Sales2) - Already Assigned - [Assign to Others](#)

This screenshot shows the LMS Catalog search results for the term "negotiation", focusing on social learning content. The interface is similar to the first screenshot, but the "11 SOCIAL LEARNING" section (highlighted with a red box) is expanded. The "COURSES" section is collapsed. The "Social Learning" section displays a list of informal learning items, each with a thumbnail, title, date, author, and engagement metrics (Views and Likes). The items listed are:

- Negotiating Supplier Contracts** - 19/Feb/2018 by Geoff Hill - Mentoring Program: Negotiating Effectively - 97 Views, 61 Likes
- Negotiating Terms and Conditions** - 19/Feb/2018 by Tessa Walker - Mentoring Program: Negotiating Effectively - 72 Views, 41 Likes
- Negotiating process harmonizations** - 19/Feb/2018 by Tessa Walker - Mentoring Program: Negotiating Effectively

Programs

- Assign existing Jam group to the program OR
- Create new Jam group from LMS Admin for this program (user needs permission to create groups in Jam)
- Automatic group invitations when...
 - this entity is assigned
 - users complete this entity

Invitation Settings

These settings are specific to this entity/group combination.

Send Invitations: ☐ When this entity is assigned
☐ When users complete this entity

The screenshot displays the LMS Admin interface for a program. The 'Description' section contains a welcome message. The 'Agenda' section shows a 120-day timeline with four phases: Start (0-30 days), Discover (30-60 days), Accelerate (60-90 days), and Collaborate (90-120 days). The 'Assignment' section shows 'Assignment profiles'. The 'Publishing' section shows 'Catalogs' and 'Subject areas'. The 'Competencies' section shows 'No competencies associated'. The 'Settings' section includes 'Type' (Duration-based, 120 day(s)), 'Status' (Active), 'Domain' (Default Public Access Domain(PUBLIC)), 'Completion Status' (PGM-CMPL(Program Complete) - For Credit), 'Progress Restriction By completion: Off', 'Enable User Ratings' (No), and a 'Thumbnail File' (a photo of three people). The 'Jam Groups' section is highlighted with a red box, showing a group named 'New Hire Onboarding Program Group' with a 'test' status.

Items

- Assign existing Jam group to the item OR
- Create new Jam group from LMS Admin for this item (user needs permission to create groups in Jam)
- Automatic group invitations when...
 - this entity is assigned
 - users enroll in scheduled offerings of this entity
 - users complete this entity

Invitation Settings

These settings are specific to this entity/group combination.

- Send Invitations:**
- ☐ When this entity is assigned
 - ☐ When users enroll in scheduled offerings of this entity
 - ☐ When users complete this entity

Overview

Item Details



COURSE HR-601
(rev.1 10/30/2014)

☆☆☆☆☆ Not yet rated

Instructor-led Course

Target audience: Senior Managers, Executives

The Driving Force Behind the Situational Leadership® Model

Situational Leadership Model Developed by Dr. Paul Hersey at The Center for Leadership Studies, the Situational Leadership® Model is a powerful, yet flexible tool that enables leaders to diagnose the variables of any given situation and adapt their management styles to the behavioral needs of the individual or group they are trying to influence.

[more](#)

Course goals

Leadership Development

8 ^{HOUR(S)} LENGTH	4 ^{HOUR(S)} CREDIT	8 ^{HOUR(S)} CONTACT	2 CPEs
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[VIEW 2 SUBJECT AREAS, MORE](#) ▾

You may also:
[Request Schedule](#) > [Assign to Others](#) >
[Recommend](#) >

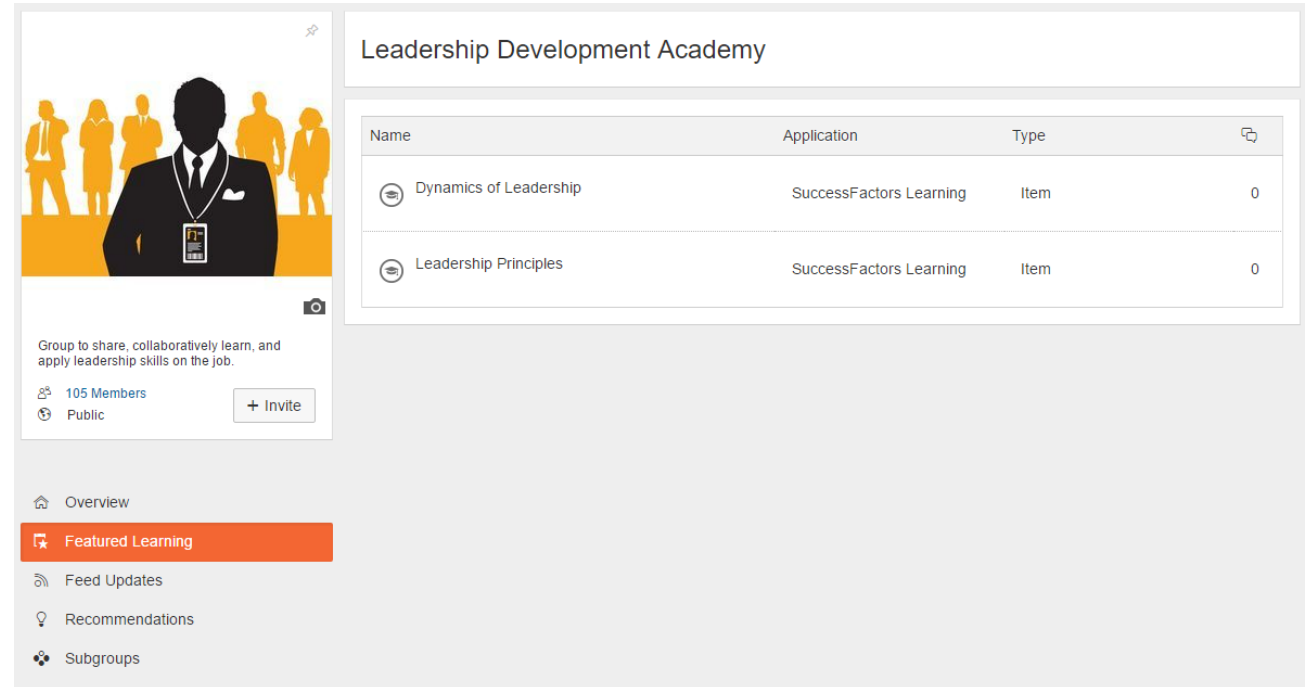
On your learning plan
[Due 9/14/2017](#) >

Jam Groups

Leadership Development Program Group - Last activity 9/12/2016

Item, Curriculum, Scheduled Offering & Curriculum Assignment

- Highlight specific learning offers (e.g. item) in the left menu pane of the Jam group
 - It will read as „Featured Learning“
- These featured learning records (= business records) provide a direct link back to LMS to e.g. assign the training
- Available for:
 - Item, Curriculum, Scheduled Offering & Curriculum Assignment



Leadership Development Academy

Name	Application	Type	
Dynamics of Leadership	SuccessFactors Learning	Item	0
Leadership Principles	SuccessFactors Learning	Item	0

Group to share, collaboratively learn, and apply leadership skills on the job.

105 Members
Public

+ Invite

Overview
Featured Learning
Feed Updates
Recommendations
Subgroups

Item, Curriculum, Scheduled Offering & Curriculum Assignment

- Create a Jam group based on the following types (learning records):
 - Item, Curriculum, Scheduled Offering & Curriculum Assignment
- Select a group template specifically designed for the selected type
- Group menu pane on the left
 - Shows learning records details (e.g. Curriculum Details)
 - Shows Related Learning (records) where available

Leadership Development Program Training Room

Leadership Development Program
View in SF Demo LMS

Curriculum ID: LD-01
Description: Leadership Development
Status: Incomplete

Featured in 4 Group(s)

Assignments

Title	Type	Item ID	Item Type	Required By	Completion
Leadership Development Program	LEAD	LD-100	COURSE	2017-09-15	
Situational Leadership	REQ	HR-601	COURSE		
Dynamics of Leadership	REQ	LEAD0126	COURSE		

Comments Tasks (0)

Type a comment

Create a Group

Basic Accounting

Training Room Template

Training Room Basic Accounting

Training Room Basic Accounting

Set Group Permissions

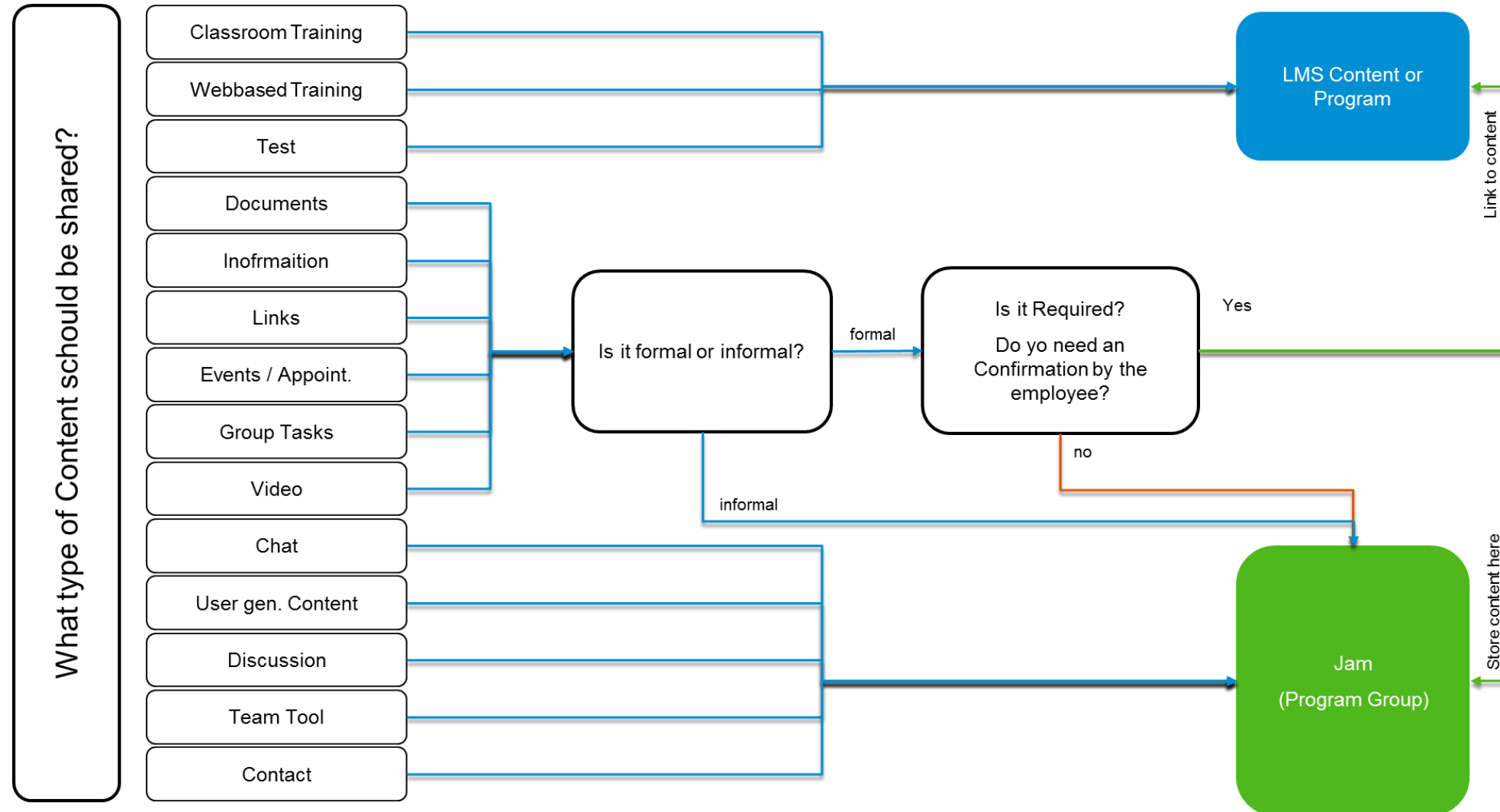
Public
All Ace employees can join and view the group.

Private
Ace employees need to be invited to participate in the group. [Options](#)

External
Private group that allows non-Ace employees to be invited as guests.

☒ Activate this group now [Create](#) [Cancel](#)

LMS or SAP Jam?



Thank you.

Contact information:

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