



Simplify work life. Achieve more.



# Medarbeideroppfølging under Covid-19

## Agenda



1. Introduction Zalaris
2. Follow-up Employees by using SuccessFactors
3. Powerful Goal Management
4. Continuous Performance Management

5. Accurate Performance Assessments
6. Secure key competencies
7. Summary



## Zalaris - Company Overview



**After 20 years of uninterrupted growth, we have reached around NOK 800 mill in annualised revenue, and are supported by over 800 competent employees across 12 countries in the Nordics, Baltics, Poland, Germany, India, Ireland and the UK.** Our proven local and multi-country delivery models include on-premise implementations, software as a service (SaaS), integrated cloud and business process outsourcing (BPO). Our consultants have more than 20 years of experience across all industries and IT environments. We serve over 1.5 million employees each month, across multiple industries and with many of Europe's most reputable employers with our innovative payroll, HR and professional services. Our customers include: Nordea, DnB, Telenor, Telia, Hydro, Yara, NSB, Ericsson, Equinor, AkerBP, Kongsberg Marine, Finnair, SAS, Germanwings, Statkraft, Elkjøp, CircleK, Die Zeit,

Glaxosmithkline, Carlsberg and a number of German states. Headquartered in Oslo, Norway, Zalaris is publicly traded on the Oslo Stock Exchange (ZAL).



- Zalaris is a leading provider of Payroll and HR Services to the Mid- and Large market.
- Three segments: HR Outsourcing, Cloud Services and Consulting
- Supporting fully digitized processes for Payroll and HR
- One common multi country solution satisfying GDPR requirements combined with competent resources serving customers in local markets and native language
- Zalaris is listed at Oslo Stock Exchange under ticker: ZAL

### Zalaris by the numbers



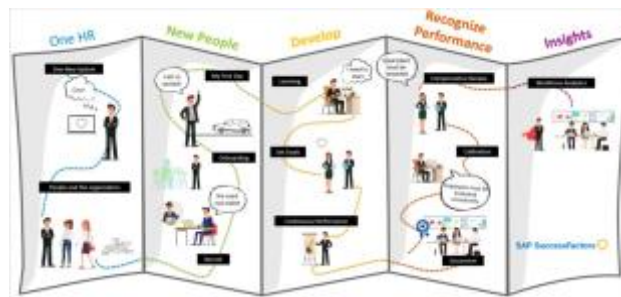
1 - Zalaris Cloud - SuccessFactors

### Our customers





SAP SuccessFactors provided by Zalaris



### Zalaris SuccessFactors Concept

- **Basic/Core Solution:** is our standard solution build on SAP Best Practice process maps together with our experience from other customers.
- **Customized Solution:** We customize our standard solutions to fit your exact need and help you achieve your required business outcome.
- **Enterprise Solution:** Our solution for big corporations with a need to integrate with multiple payroll and IT systems.



### **Zalaris SuccessFactors Solution Packages**

- SuccessFactors Suite
- SuccessFactors Module by Module
- Employment Lifecycle
- Talent Management
- Compensation Management
- Solution Architecture
- RBP Framework
- GDPR Management
- Process Design Workshop
- Application Management Support
- SuccessFactors Release Management
- Employee Central(EC) & Payroll

- Employee Central(EC) & Fieldglass

Zalaris solutions for SuccessFactors leverages our deep HR insight and experience, cutting-edge technology platforms and applications as well as an portfolio of flexible service delivery options.

- Provide end-to-end hire-to-retire life cycle support through an amazing HR platform
- User-friendly approach available on any mobile, desktop or tablet device
- Fully enabled on leading technology across the whole employee lifecycle within days
- From small, midsize clients, to multi-region Enterprises with more than 35.000 employees

**The first step of your HR transformation journey begins with a trusted partner that can help you achieve your unique long-term goals – on your own terms.**



#### Zalaris: SAP SuccessFactors - Performance and Goals Management

Zalaris SuccessFactors **Performance and Goals** is a powerful performance management solution that helps you align employee activities with organizational strategy and monitor performance – providing your team members with continuous, meaningful feedback and coaching.

- Increase alignment between company strategy and individual execution
- Increase productivity and employee engagement
- Identify and reward top performers
- Reduce turnover – and the risk of losing your top performers



## Leadership in the new norm



**COVID-19 sparks a shift to hybrid working** Increase digitalisation Reduction of physical meetings  
**Leadership in the virtual world should focus on:**

- Goalsetting
- Progress checking and follow up
- Information sharing
- Relationship building

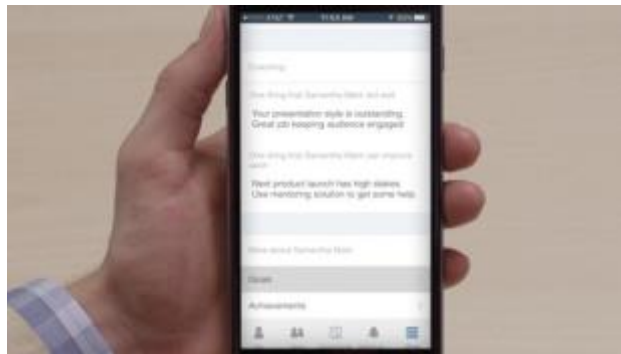
**Leadership in 'face-to-face' work:**

- Spark deeper learning
- Innovation
- Creativity
- Establish the path their teams are going in a way that sustains energy and focus

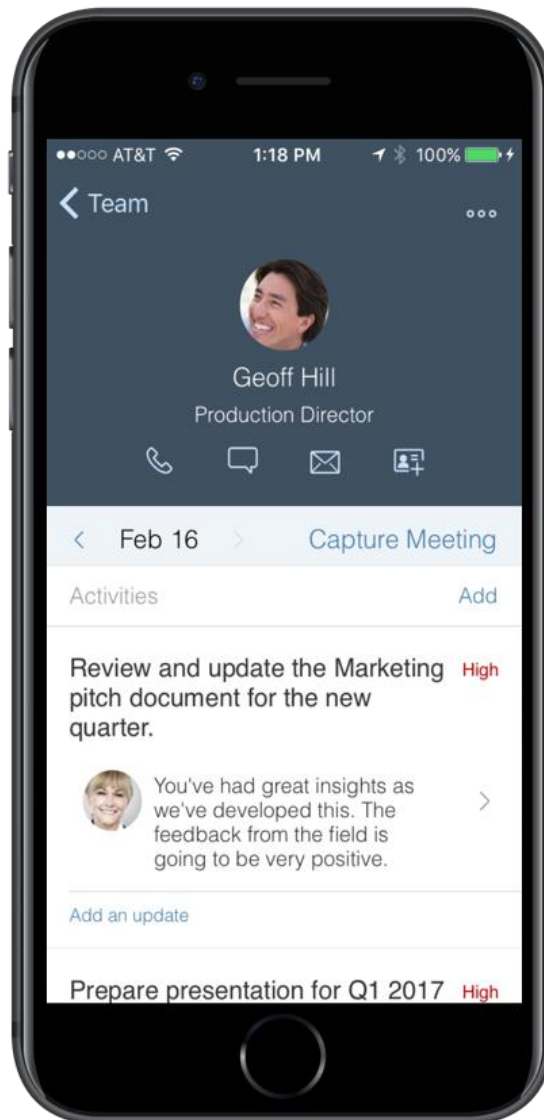


## Powerful Goal Management

- Develop goals instantly with recommendations from the Goal Library of more than 500 SMART goals:
  - **S**pecific
  - **M**easurable
  - **A**ttainable
  - **R**ealistic
  - **T**imely
- Continuously update employee effort, success probability, and comments with features like Mobile Goal Management.
- Give managers more control over goal execution with the ability to set cascading goals and see individual, team, or company-wide progress.



## Continuous Feedback



### Employees

- Keep managers up to date on activities they are working on specific to goals, what their priorities are and the progress they are making
- Request and share real-time feedback from peers on achievements
- Capture live summary of achievements to discuss during one-on-ones and more easily prepare for the more formal performance assessment

With **Continuous Performance Management**, employees can track and update managers on their Activities and Topics for more meaningful one-on-ones

## Managers

- Track team's progress against goals, ensure they are working on what matters, and easily provide actionable feedback
- Access activities, achievements and feedback to hold more effective performance check-ins when meeting face-to-face with employees
- Share simple coaching, placing emphasis on what employees have done well and what they can do to improve their future performance

## HR Leaders

- Track how often one-on-ones happen in your organization, and remind employees and managers to not forget to hold them regularly
- Guide managers on how to provide simple and effective performance coaching

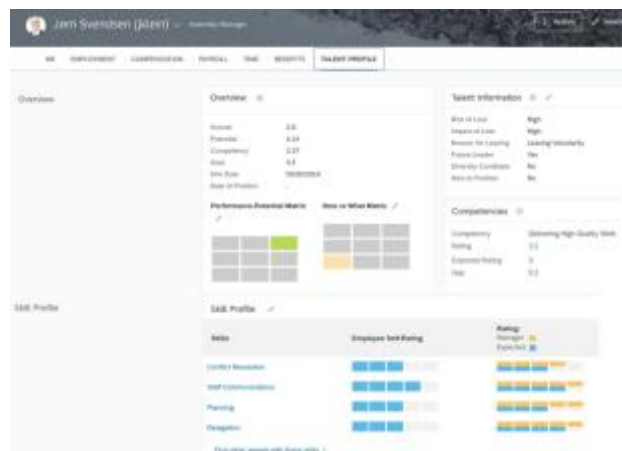
## Accurate Performance Assessments

- Get **better quality reviews**, promote **faster user adoption**, and **increase completion rates** with a simple and **engaging experience** for everyone



- Capture a more balanced and complete view of employee performance with “**Ask for Feedback**” and **360 Review**
- Eliminate writer's block and provide more meaningful feedback with **Writing Assistant** and **Coaching Advisor**
- Identify top and bottom performers based on their individual competencies with **Team Rater** and **Team Overview**
- Reduce risk of using inappropriate language in reviews with **Legal Scan**
- Ensure **objective, fact-based decisions** around performance and compensation with Calibration

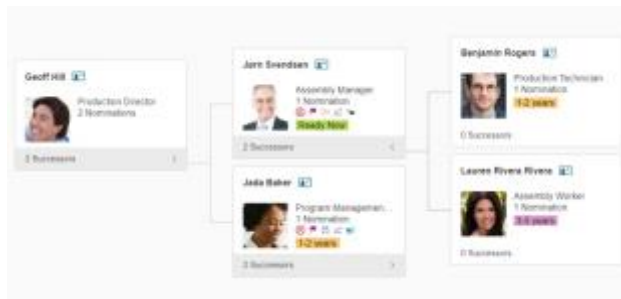
## Competency Management



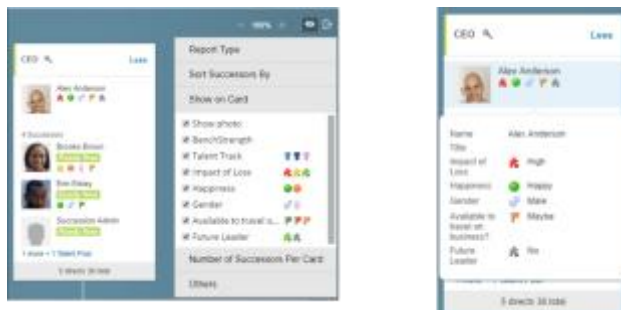
2 - Talent Profile



3 - Performance vs Potential Matrix



4 - Succession Org Chart



5 - SuccessFactors - Job Profile Builder



6 - Zalaris Analytics

- Talent attrition vs leadership
- Competency gaps vs age retirement
- Competency coverage
- Succession coverage
- Workforce Analytics&Planning

Questions?



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We simplify HR and payroll administration, and empower you with useful information so that you can invest more in people.



Hans-Petter Mellerud, CEO & Founder

**Thank you!**

Kirsti Tagge

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