



Aker Solutions Transformation of their HR Operations and Employee Engagement

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SBN 2020 Conference



Agenda

- Global HR Trends
- Background and Objectives of the Program
- Phase 1 – Talent Management Journey so far
- Moving to a PMC Model
- Current Phase
- Future Roadmap

HR Today and challenges that confront the HR Manager

HR as a Trusted Advisor to Business



Increasingly global,
diverse and mobile
workforce



Rise of contingent
workforce - companies
turning to crowds and
freelancers



Agile goals and
feedback replacing
annual appraisals



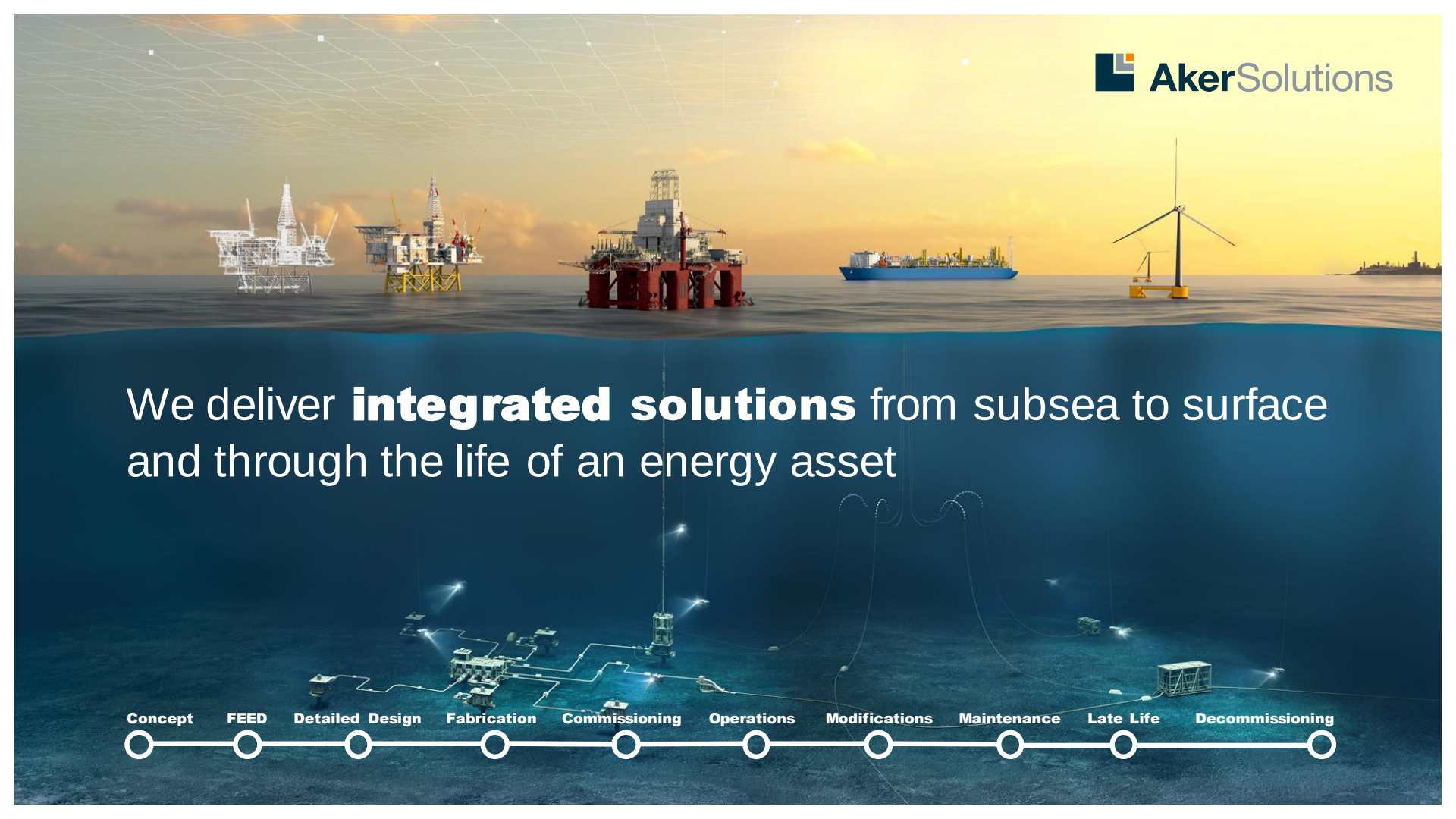
Compliance with
GDPR and data
security requirements



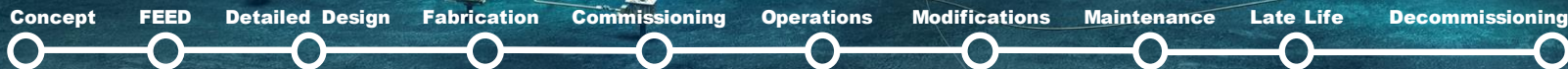
Employee experience
seen as driving
customer experience



Need for a global
solution to harmonize
processes and adhere
to local laws

The background of the slide is a composite image. The top half shows a sunset or sunrise over the ocean with several offshore oil and gas platforms, a supply ship, and a wind turbine. The bottom half is a dark blue underwater scene showing a network of subsea cables and equipment, with a timeline at the very bottom.

We deliver **integrated solutions** from subsea to surface
and through the life of an energy asset



Global Presence



13,000

EMPLOYEES

20+

COUNTRIES

50+

LOCATIONS

Why did Aker Solutions implement SuccessFactors?

SAP SuccessFactors 

Compliance



Efficiency



Standardisation



Integrated systems



Solution Tenets



Align Aker Solutions' skill and competency framework to SuccessFactors and create a robust foundation for Talent Management



Best in class user experience through automated workflows, mobile enablement and state of the art reporting



Rationalize data between on premise SAP HCM and SuccessFactors and derisk move to cloud gradually in phases

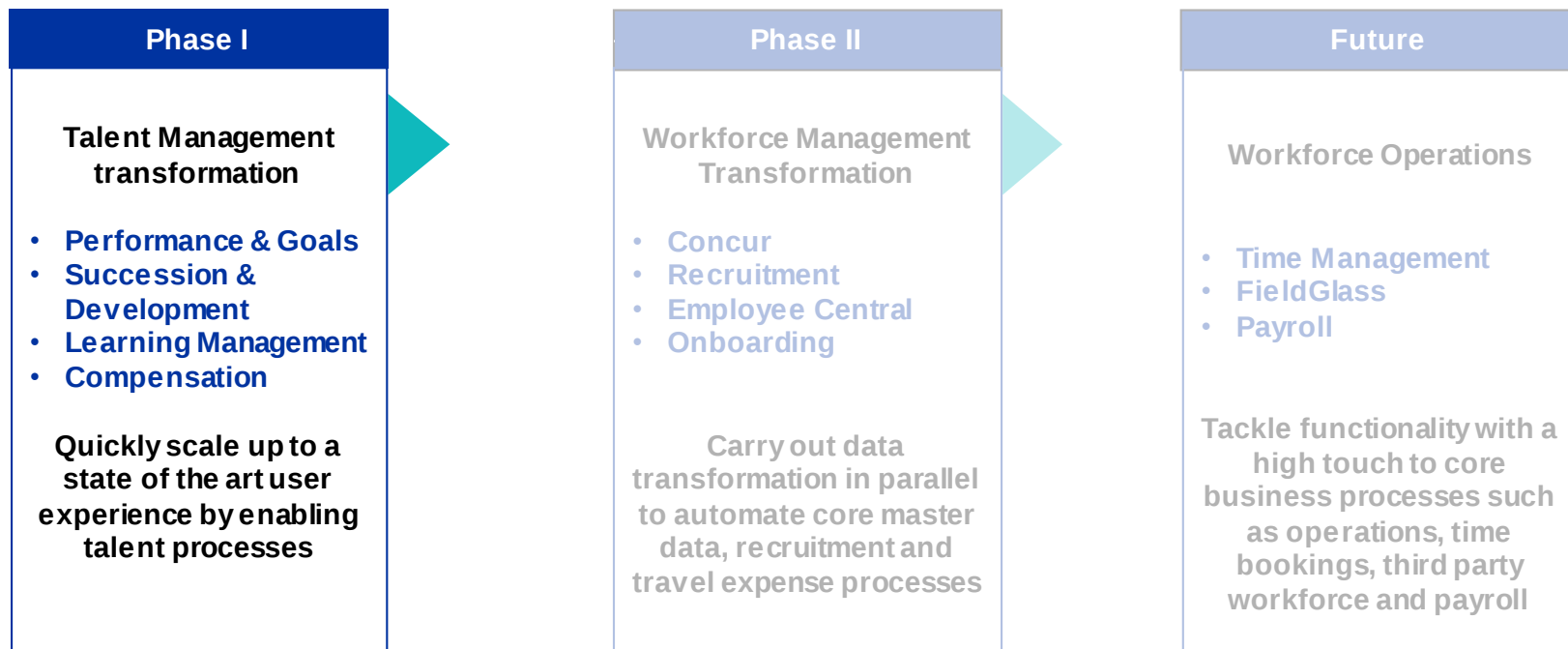


Faster implementation through Talent in a Box Accelerators and preconfigured solution



Cost savings through PMC model and lean nearshore/ offshore delivery

Roadmap for Transformation



First building block Talent Transformation

Business Outcomes



Seamless processes and **improved user interaction, experience and efficiency**



Reduce lead time to staff technically skilled and key roles



Employee retention through better visibility of career paths and options



Improvement on compliance and safety standards

Key Considerations

PMGM

- Effective definition of company goals and cascade to position/role
- Few but 'smart' goals – measurable, relevant, clearly articulated
- **No. of form templates should be finalized at an early**

SPCDP

- **Comprehensive competency and defined career architecture framework is a prerequisite**
- Effective and regular evaluation of people against competencies
- Position based Succession Planning is more effective than role/person

Learning

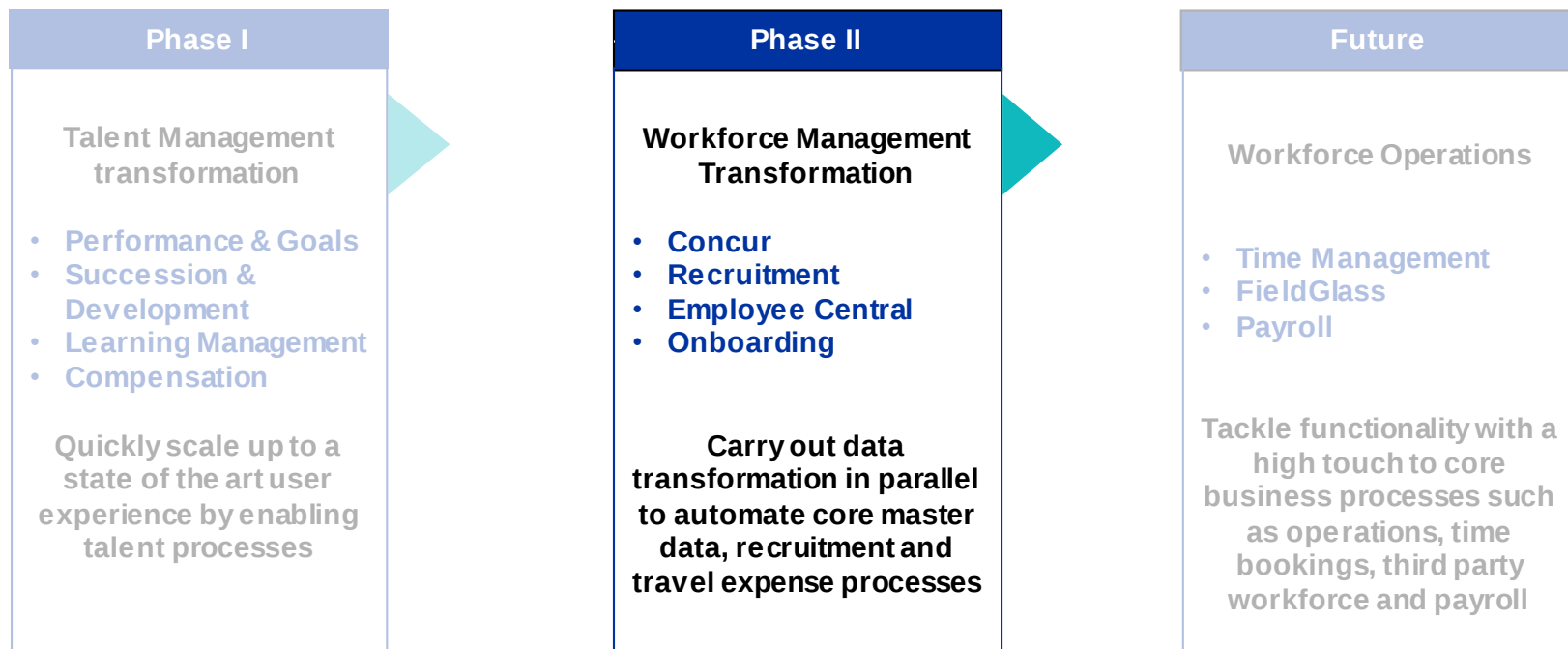
- It is important that content migration approach and strategy including type (AICC or SCORM) is clarified at an early stage
- 3 years learning history upload is considered to be a best practice
- Strong domain structure aligned with HR structure

Compensation

- Tends to localized requirements since this is closely linked to pay
- Variable pay does not offer much customization. Hence adherence to standard is important
- **To keep in mind that all processes are to be build keeping in mind the future EC implementation**

Preparation, Global Processes & GDPR

Roadmap for Transformation



After Talent Management... Pause for thought

Pause for thought

Happy with the SuccessFactors transformation but need more of **state of the art user experience**

Push the boundaries on **cost efficiency** levers in HR & Travel Administration

Times are changing – need for a cost model to **protect cash outflows in 2020 – 21** and give benefits of transformation right from the beginning



Back to the drawing board

- Simulate transformation with User personas
- Explore offshoring opportunities in HR operations
- Look at a different delivery model like Partner Managed Cloud (PMC)



The Outcome

- Validation of chosen HR Technology Solution & Roadmap
- Financial business case for the next 5 years using PMC

EnterCognizant's HR as a Service

SAP provides

- **Hosted Public Cloud infrastructure** with SLAs with Subscription Grant
- PMC Cloud program with Cognizant with 5 years initial term, operations, enablement and support

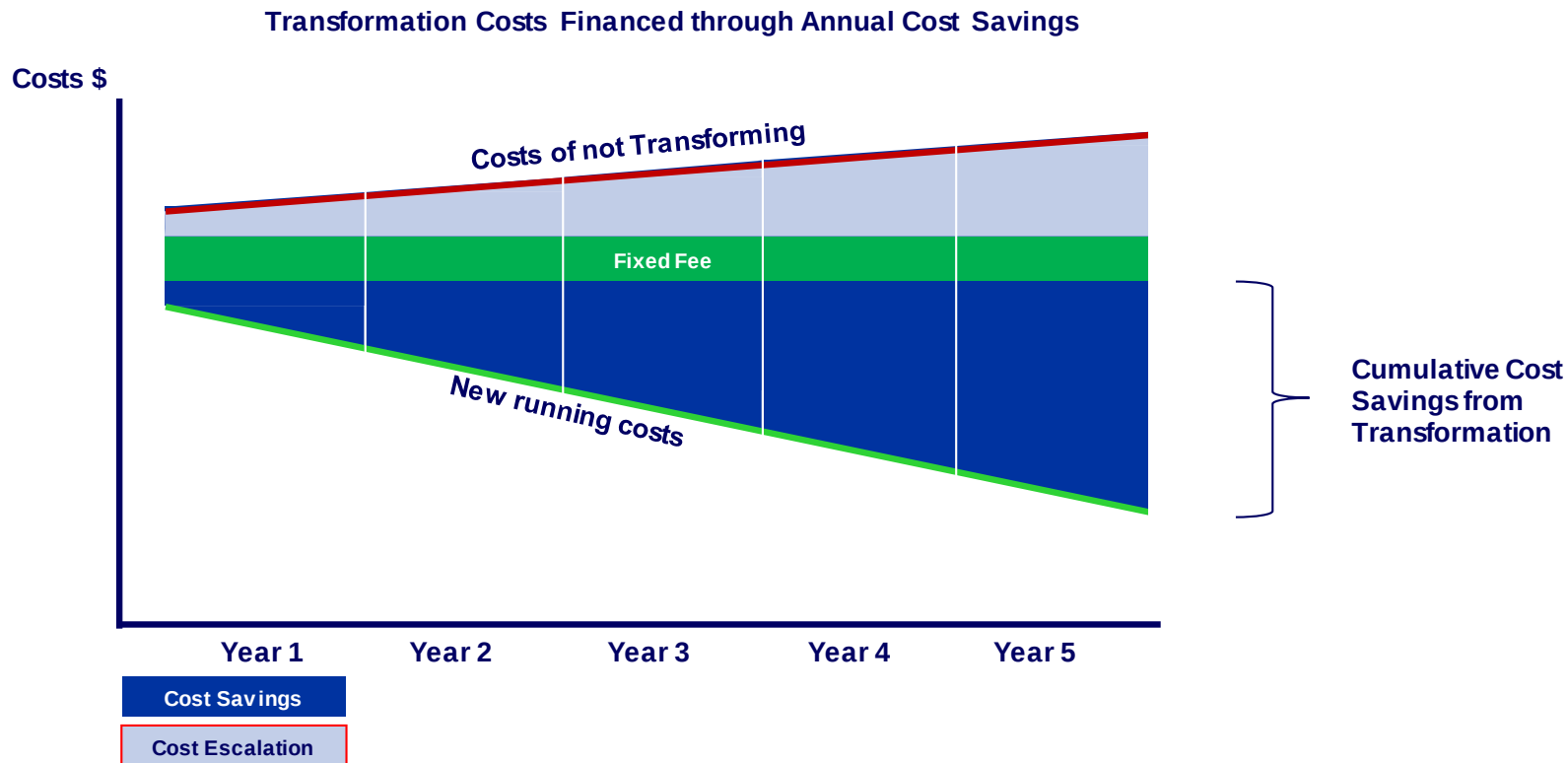
Cognizant Delivers

- **SAP Cloud Subscription Services bundled with HR BPO**
- Application, implementation, management, and support services

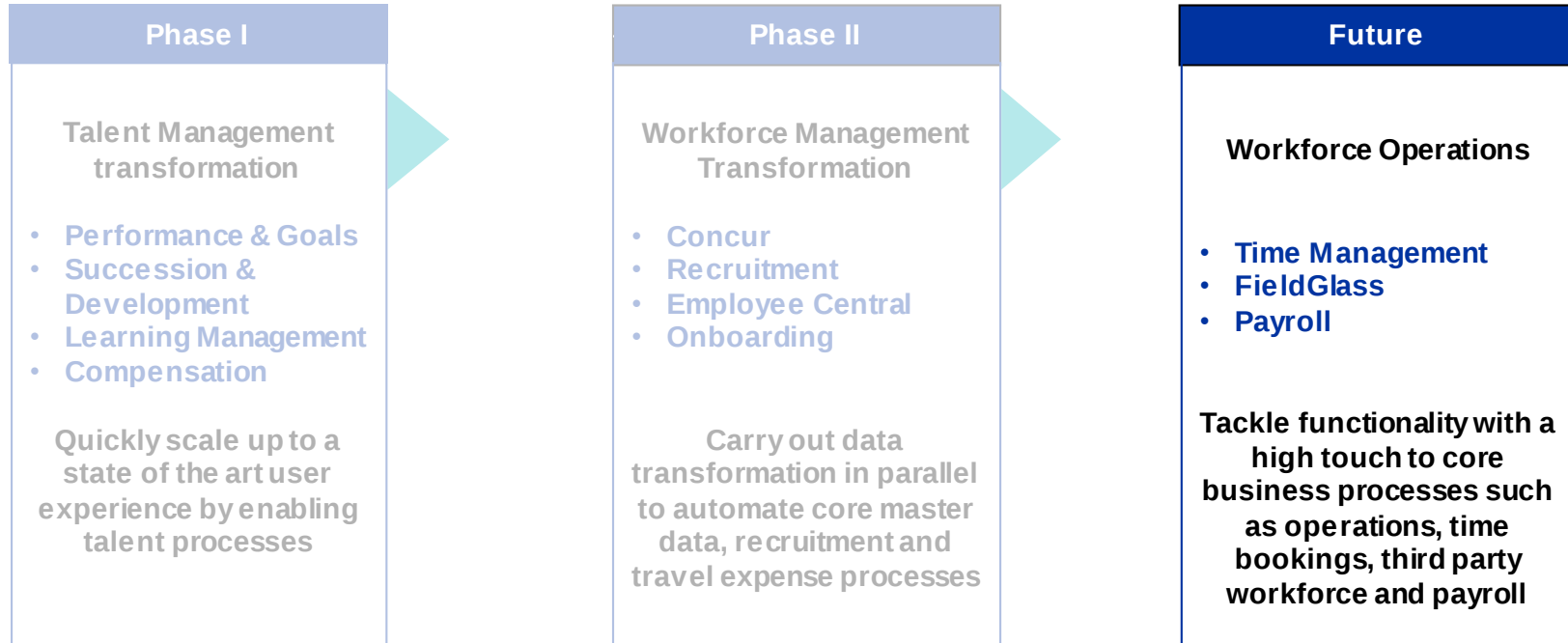
Aker Solutions Gets

- Pay per use model giving **single vendor experience** for subscription license, operations, services and support
- Ready to use template giving **savings on implementation cost**
- Financial business case for 5 years with **positive** cash inflow from the first year itself – **zero outgoings**
- **Full OPEX** model with zero capital investment
- **State of the art EX** with enhanced RPA and AI
- **Savings of 15 min per travel statement....**
More time for value added work

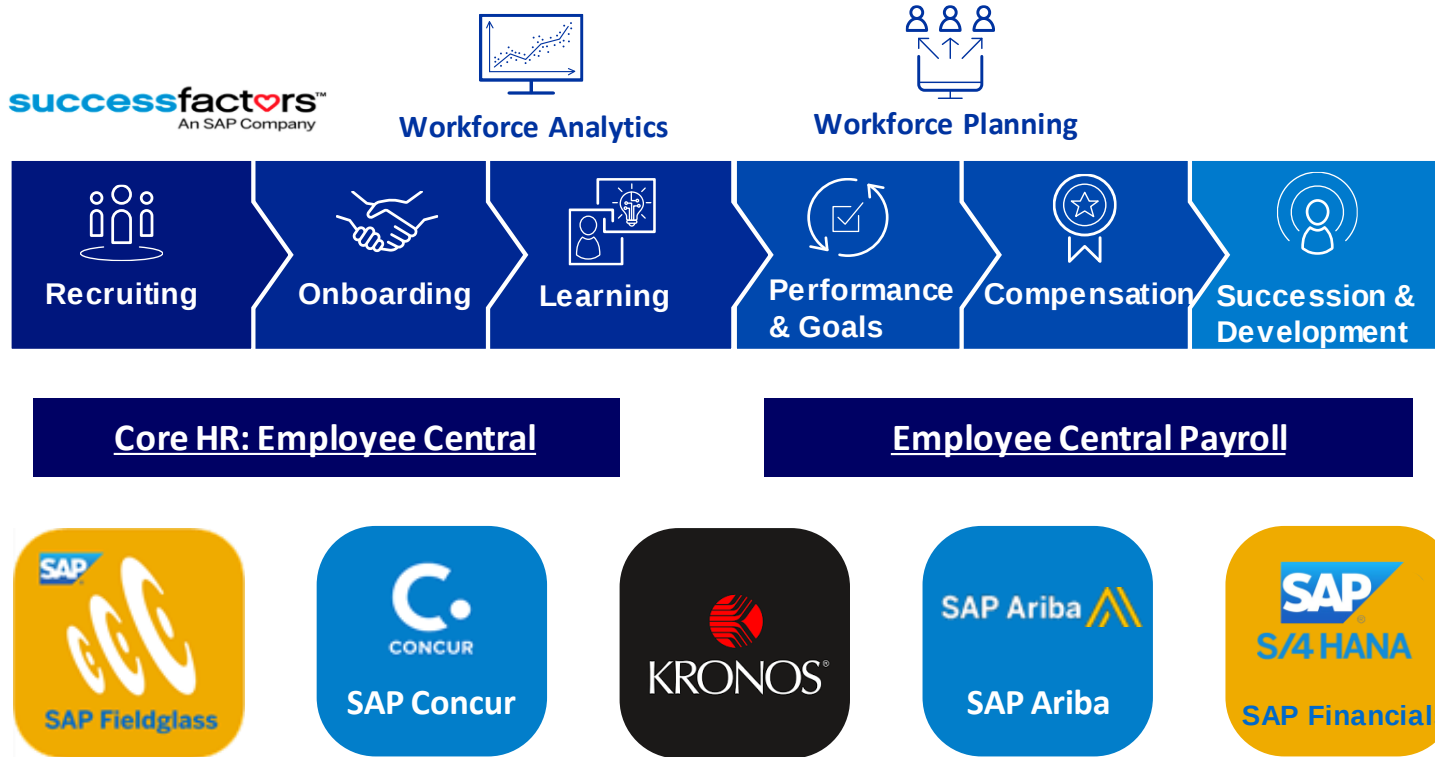
The Financial Model



Way ahead



The End-State of the HR Suite



Thank you!

Q&A