

SAP SuccessFactors 

RISE with SAP for Human eXperience Management

Wim Valstar, GTM Director
SAP SuccessFactors

October 26, 2021



Agenda

- What is RISE with SAP – Business Transformation as a Service
- RISE with SAP for HXM
- RISE with SAP S/4HANA; the Benefits of Choice for HR?
- Considerations for HR Transformation
- Personalized Journey
- Wrap Up and Q&A

RISE WITH SAP | **Business Transformation as a Service**

**The *on-your-terms* and *on-your-timeline*
transformation to an intelligent enterprise.**

Your journey to an intelligent enterprise

Unique start



ONE path



ONE goal

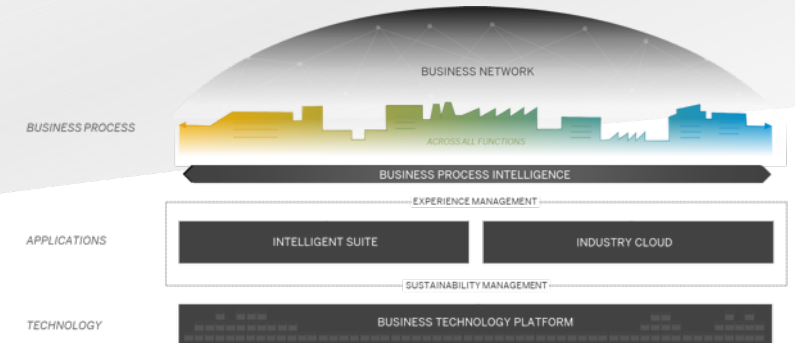
SAP ECC customers

*SAP S/4HANA
On-premise customers*

New customers

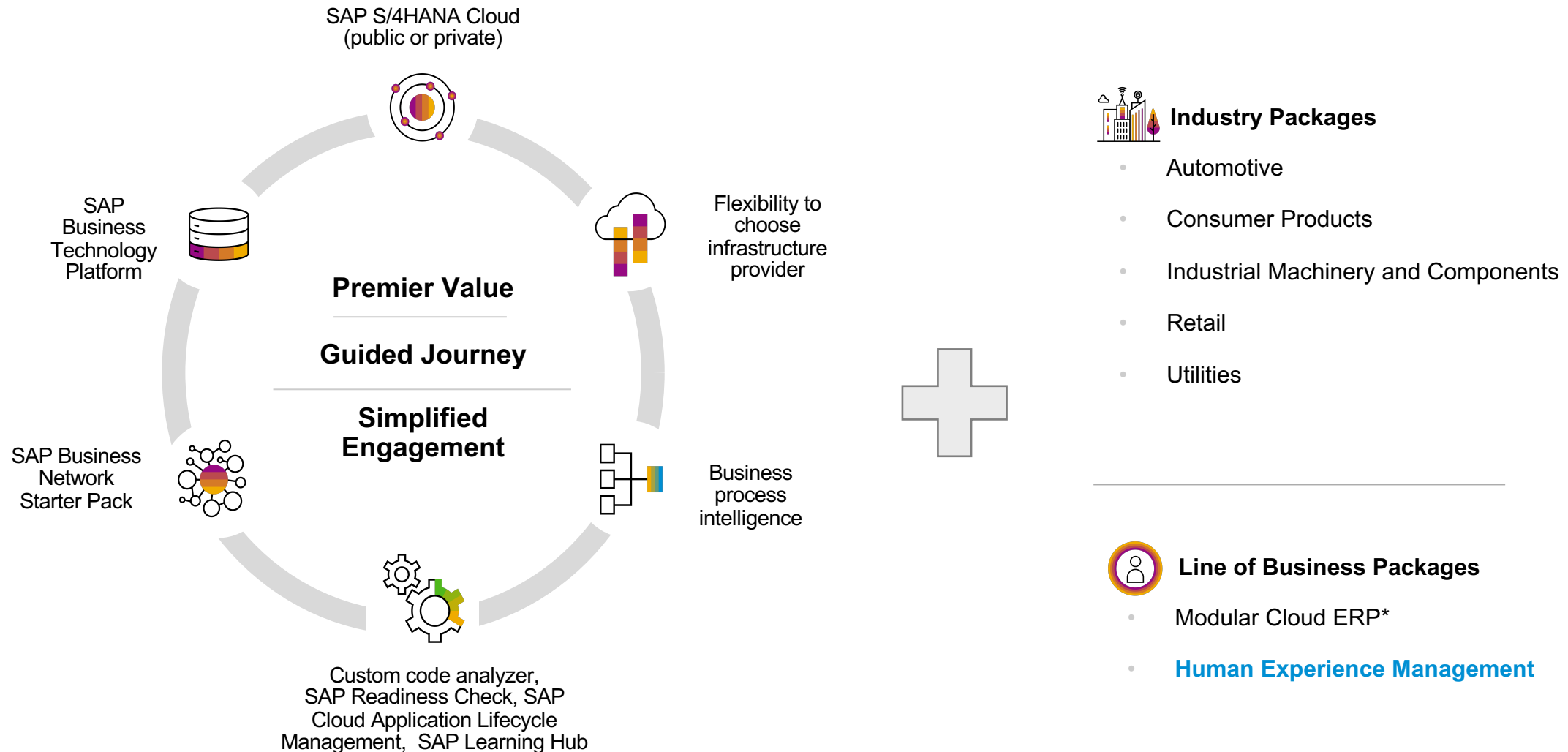
**RISE
WITH
SAP**

Business
Transformation
as a Service



RISE with SAP brings together what you need to transform your business in the way that works best for you – regardless of your point of departure or how fast you want to move.

Building **YOUR** Intelligent Enterprise



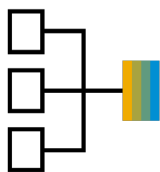
Starting Point

Lean
vs.
Complex

Business Process Redesign

BUSINESS
PROCESS
INTELLIGENCE

HXM



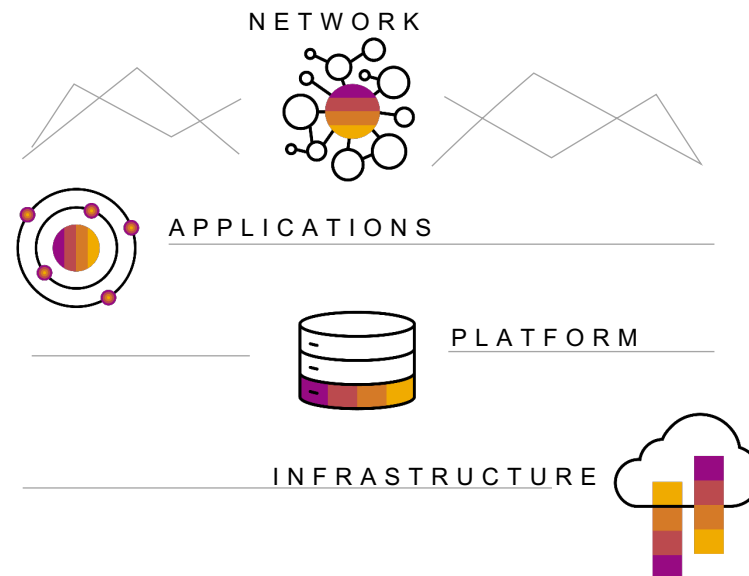
Technical Migration

TOOLS &
SERVICES

HXM



Build Your Intelligent Enterprise



Adopt HXM Next Practices

RISE with HXM



TRANSFORMATION
PACKAGE

Proven Methodology for Value Creation

INDUSTRY & CUSTOMER
ADVISORY SERVICES

Quantified
value case

Pragmatic
delivery roadmap

Facilitated
value realization

RISE with SAP for Human Experience Management (HXM)



RISE with SAP for HXM

Target Groups

SAP (!) customer stakeholders:
CIO, CFO & CHRO

Supporting the customers' Business Transformation – RISE with SAP (S/4HANA)

What's the value for C-level executives?

Chief information officer

- Deliver line-of-business requests with speed and agility
- Reduce risks across the global enterprise
- Decrease training and change management requirements
- Provide mobile capabilities to your entire workforce
- Create a simplified landscape and improve adoption
- Get real-time global enterprise insights
- Deploy faster and with greater extensibility
- Use core design principles of the Intelligent Enterprise

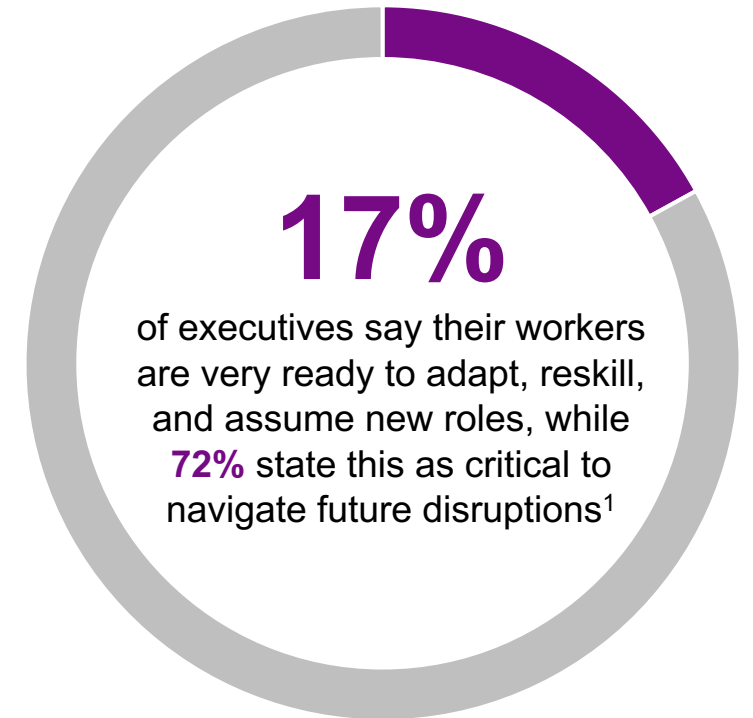
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People are
critical to any
successful
business
transformation

People are critical to any successful business transformation

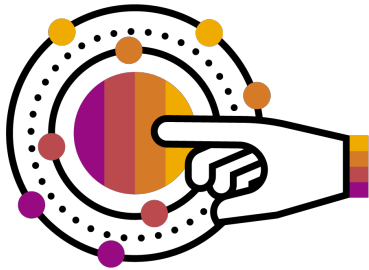
For organizations to successfully transform their business,
their people need to be **aligned, engaged and properly skilled**



¹ Erica Volini, Jeff Schwartz, Kraig Eaton, David Mallon, Yves van Durme, Maren Hauptmann, Rob Scott, Shannon Poynton: [The social enterprise in a world disrupted. Leading the shift from survive to thrive. 2021 DELOITTE GLOBAL HUMAN CAPITAL TRENDS](#), p. 20

² Forrester: [Close the Employee Experience Gap](#), p. 13

RISE with SAP for HXM helps you accelerate your path to tangible transformation outcomes, with flexibility



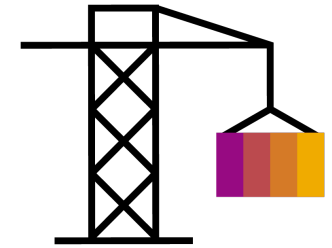
Structure for success...

...by building your people foundation for successful business transformation, and bridging the gap between finance and HR to measure profitability, plan and forecast accurately, and manage compliance



Reskill to innovate...

...with the training required to increase the speed of innovation by developing people's skills, as well as supporting the project and technical teams with training for a successful adoption and transformation

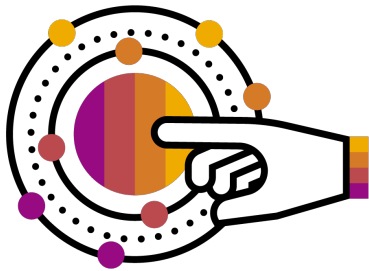


Operationally transform your business...

...with easy access to people and finance data, simple, intuitive experiences for payroll, and time tracking that result in seamless operations and planning

RISE with SAP for HXM

Package Guidance for NON-HXM executive conversations



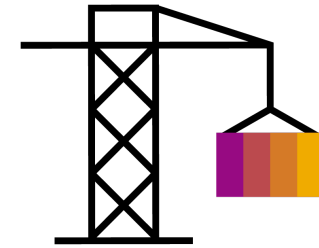
Structure for success...

- SAP SuccessFactors Employee Central
- SAP Work Zone for HR
- Qualtrics XM for IT



Reskill to Innovate...

- SAP SuccessFactors Employee Central
- SAP Work Zone for HR
- Qualtrics XM for IT
- SAP SuccessFactors Learning
- SAP Content Stream by Skillsoft



Operationally transform your business...

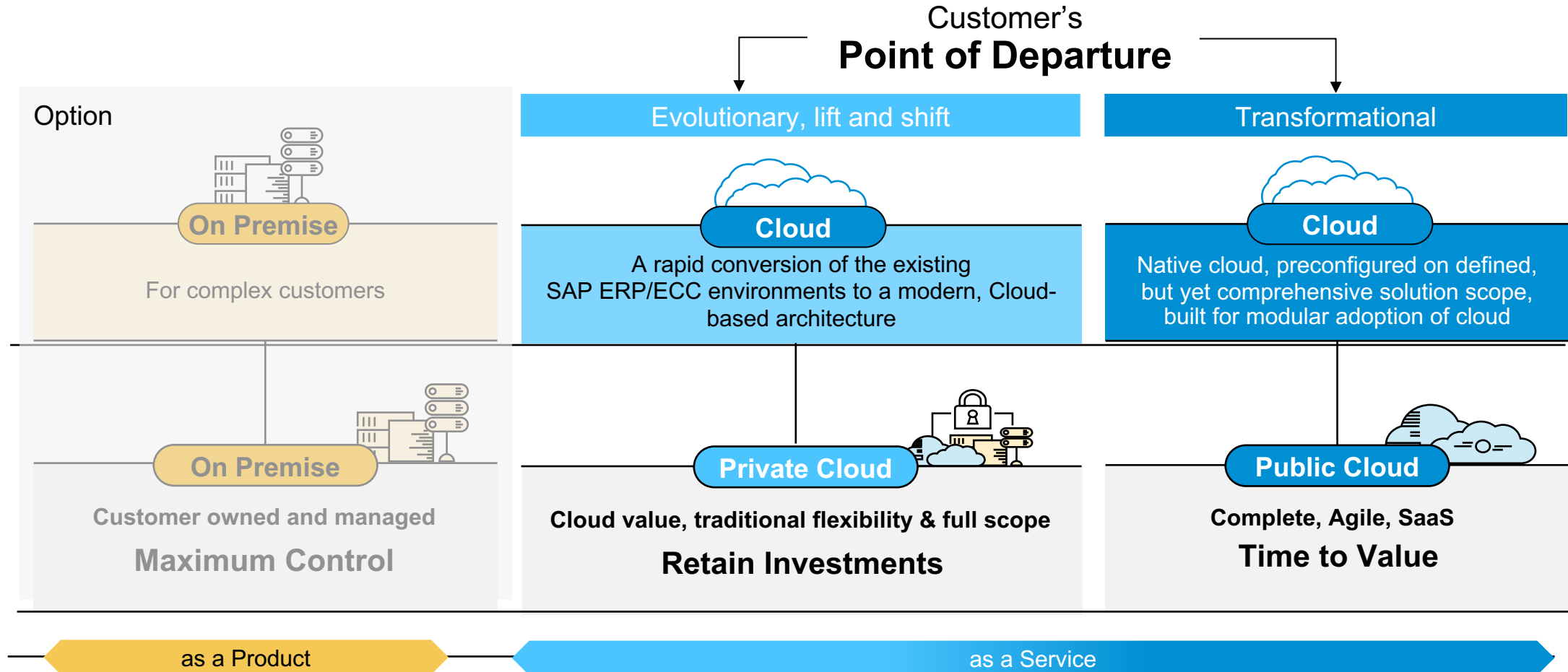
- SAP SuccessFactors Employee Central
- SAP Work Zone for HR
- Qualtrics XM for IT
- SAP SuccessFactors Employee Central Payroll
- SAP SuccessFactors Time Tracking

RISE with SAP S/4HANA; the Benefit of Choice for HR?



The Benefit of Choice: S/4HANA deployment options

Foundation for the Intelligent Enterprise



Our strategic choice for companies ready to embrace the future of ERP and HR

The Benefit of Choice

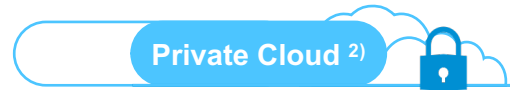
SAP supports your preferences for ERP and/or HR deployment



Customer owns software and fully manages it.



Customer owns software and fully manages it.



Exclusive and privacy-protected environment for one customer.



Shared resources for multiple customers.

License	• Perpetual license
Code changes	• Yes
Upgrades	• Customer owned
Data Residency	• Data center (customer)

- Perpetual license
- Yes
- Customer owned
- Data center (customer)

- Subscription fee
- Yes, **on-premise code line**
- Customer owned or service by SAP
- Data center (hyperscaler, SAP)

- Subscription fee
- No
- Regular upgrades by SAP
- Hyperscaler or SAP region

Strategy

Enables customer to move to the cloud on their own pace per process area within existing conversion, extension and swap policy



SAP S/4HANA & SAP SuccessFactors: A fit for every HR organization

Providing options to meet the needs of all customers journey to the cloud at their pace

As a Product

As a Service



SAP S/4HANA On-Premise

Total control and individualization



SAP ERP Private Cloud

Cloud option for selected complex customers not ready for SAP S/4HANA

Available by exception only...

Optional two-step journey



SAP S/4HANA Private Cloud

Cloud value, traditional flexibility & full scope



SAP S/4HANA Public Cloud

Complete, modern, SaaS ERP

Transition State

SAP ERP HCM /
S/4HANA Compatibility
Pack / H4S4

Transition State

SAP HCM PCE

SAP H4S4 PCE

(optional path, may potentially be skipped)

SAP Payroll, private cloud edition

SAP Core Human Capital Management, private cloud edition

SAP Time Tracking, private cloud edition

Target State

SAP SuccessFactors 

Employee Central

Time Tracking

EC Payroll / Next Gen Payroll

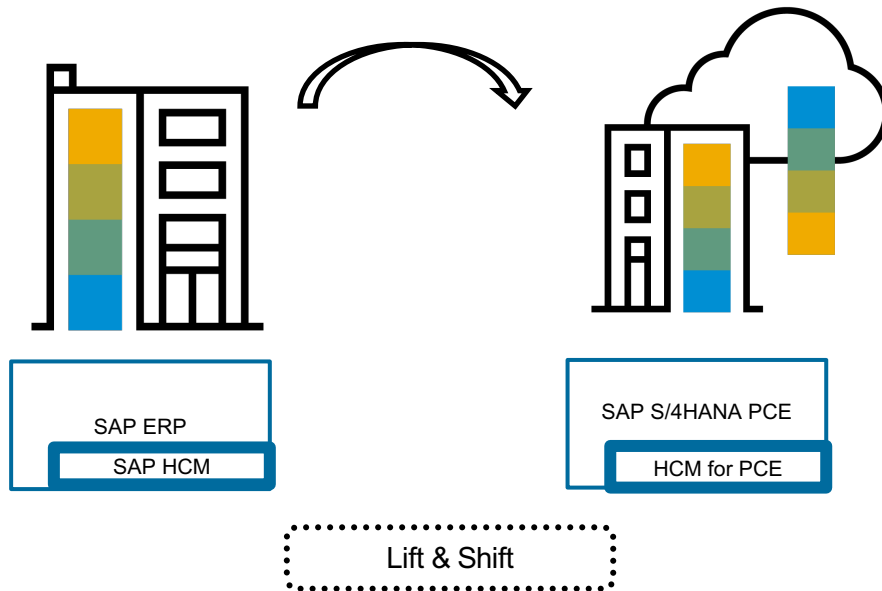
On-Premise

Private Cloud / Hybrid

Public Cloud

SAP HCM for SAP S/4 HANA, Private Cloud Edition (SAP HCM PCE)

A new offering for customers to move HCM as stand-alone or embedded in their ERP stack into the S/4 private cloud edition.



- **Move to cloud** at own pace
- **Safeguard prior investments** by converting existing systems

We see this option as a **hybrid transition solution** for customers with complex time and payroll requirements and who need additional time to move fully to the cloud without losing any functionality.

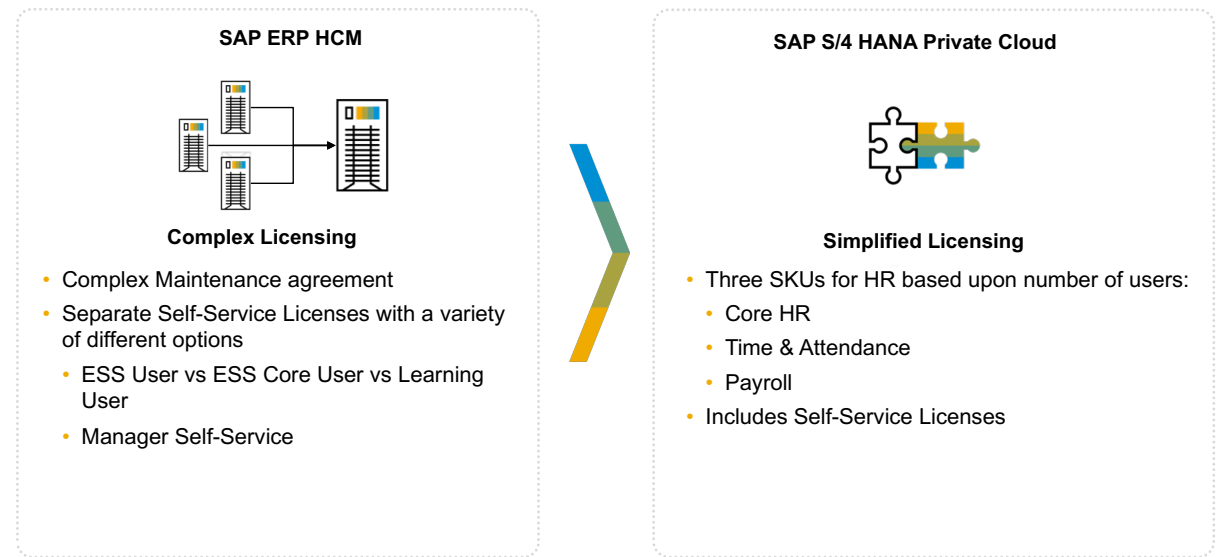
The Opportunity (and our Challenge)

HXM Positioning with RISE with SAP S/4HANA *Private Cloud*

- RISE with SAP S/4HANA PCE is in high demand and **could** incorporate HCM
- Customers move to SAP S/4HANA, but HCM **STANDS STILL**
- **HR needs to be engaged in the conversation**
- Confirm HR stakeholders' buy in to the “Lift and Shift” strategy of their CIO
- Provide **clear path forward by including** RISE with SAP for HXM Bundle

SAP S/4HANA Private Cloud Edition also for HR

Simplified & Attractive Commercial Terms

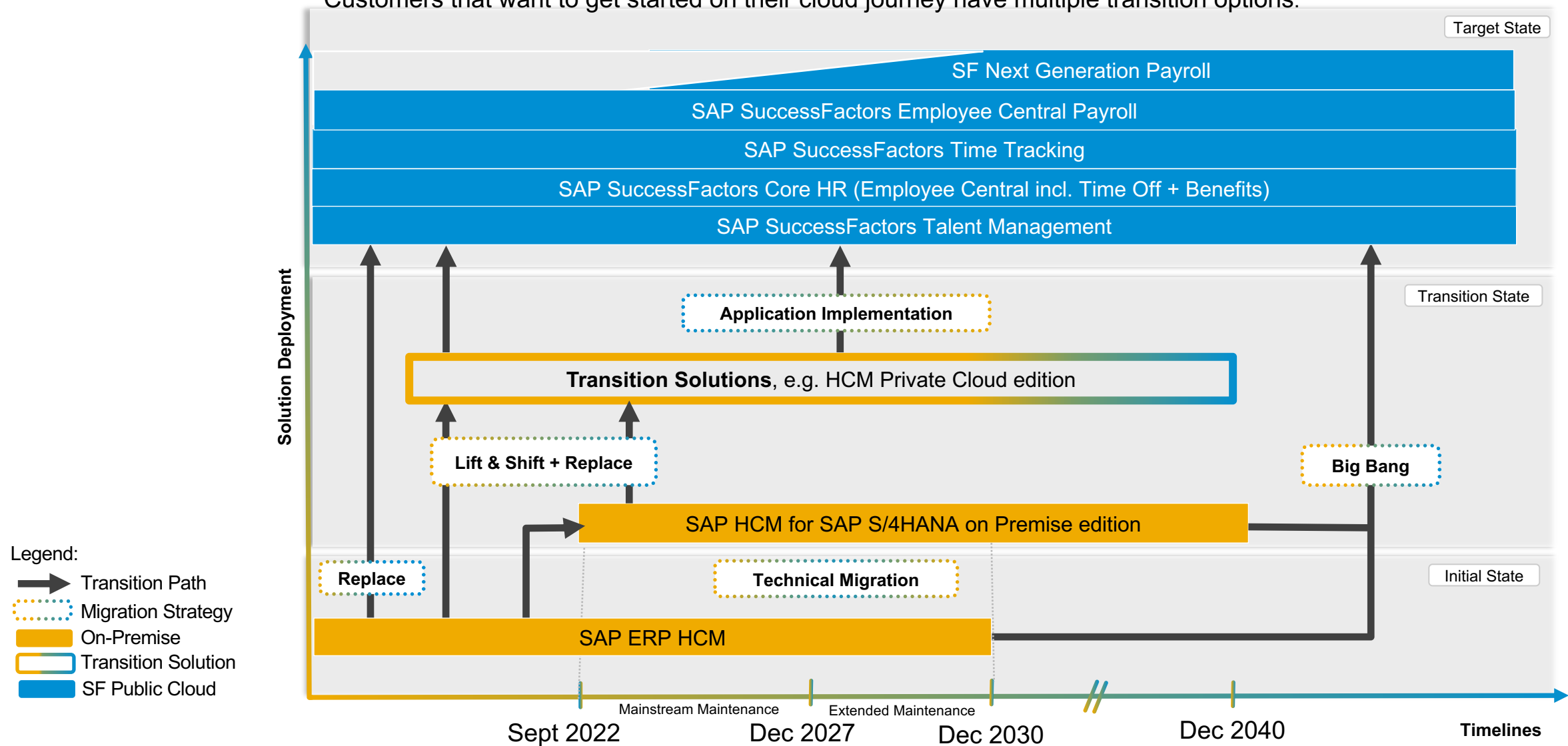


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Overview: Transition Options for Core HR, Payroll and Time

We leave no customer behind while we reimagine Payroll and Time in the cloud.
Customers that want to get started on their cloud journey have multiple transition options.

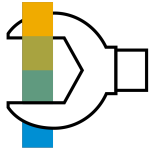


* H4S4: Short for SAP HCM for SAP S/4HANA, on premise; SF: Short for SAP SuccessFactors

Considerations for HR Transformation



Transitioning to the SAP SuccessFactors cloud is about remaining competitive in an ever-changing world



Legacy HCM

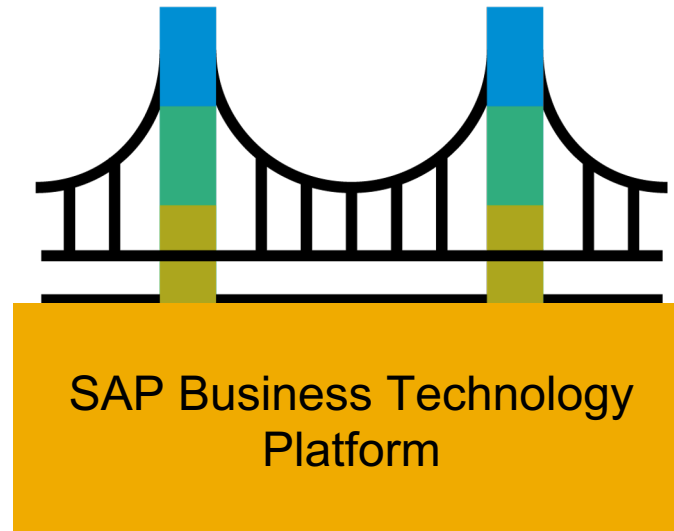
- Intensive infrastructure / disruptive updates
- Manual processes
- Staffing / learning / training intensive
- Complex and fragmented tools
- Timely / costly to innovate / roll out innovations
- Mobile is challenging
- Back-end oriented

SAP SuccessFactors 

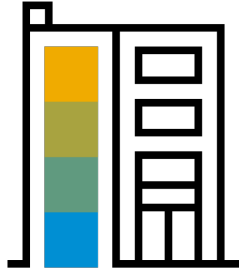


Digital HXM

- Agile cloud architecture and infrastructure
- Easy and intuitive tools
- Automated processes
- Modern, intuitive and mobile
- Self-service, anytime, anywhere
- Consumable & continuous innovation
- Less cost for integration and flexible to update



SAP portfolio strategy



On Premise

SAP ERP HCM

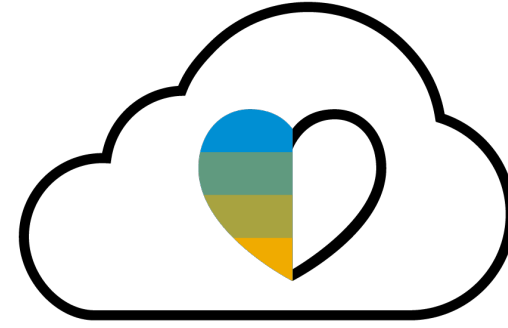
> 10,000 customers

Continuity investments

focused primarily across
Core HR and Payroll

Mainstream maintenance through 2027

SAP HCM for SAP S/4HANA, on-premise edition – **until 2040**



Cloud

SAP SuccessFactors HXM Suite*

> 7,500 customers

Innovation investments

focused on

human experience management (HXM)

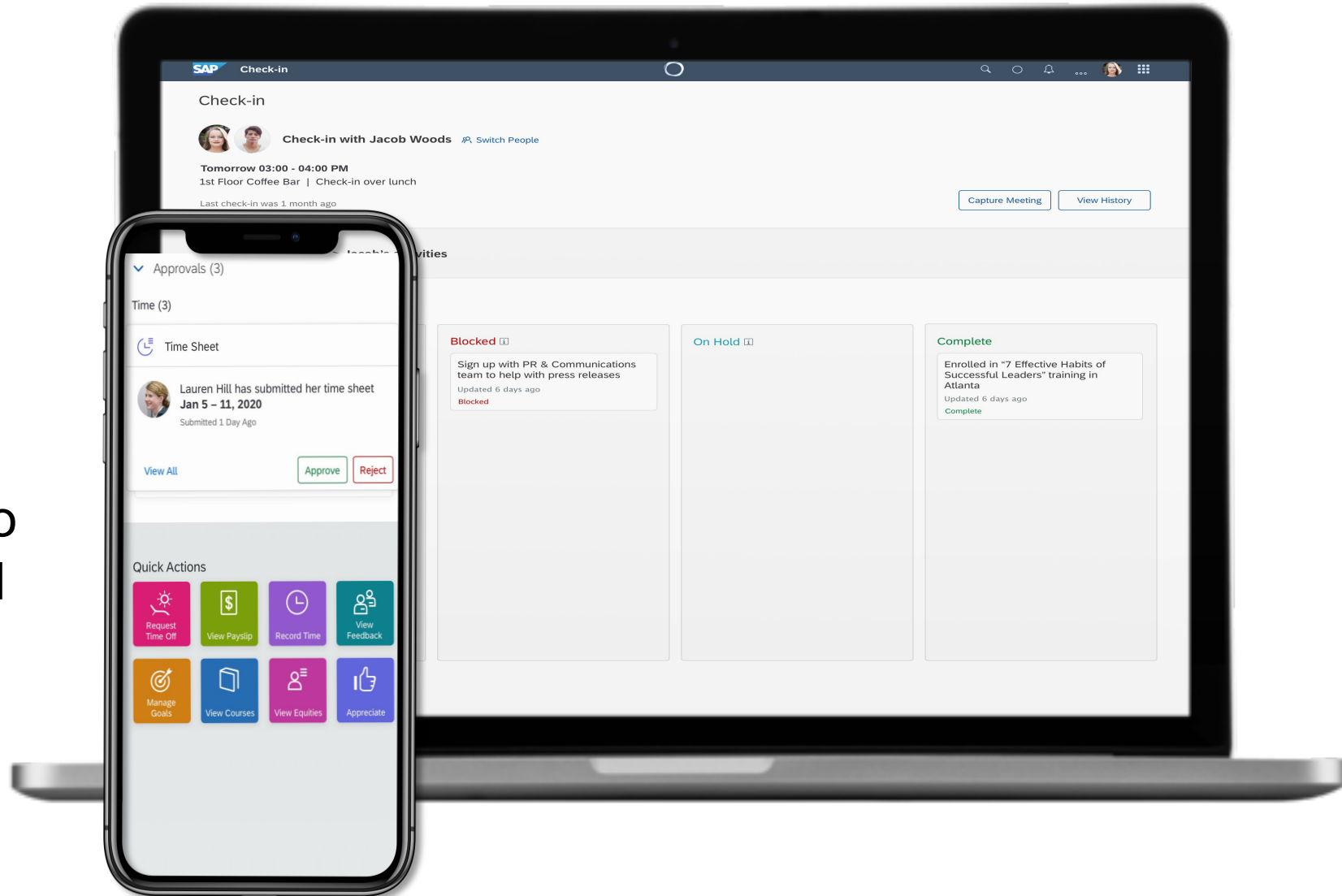
HCM with trusted global scale, embedded intelligence,
flexibility, robust ecosystem, and connectivity beyond HR

**New strategic investment to enhance innovation
and expedite local / industry needs**

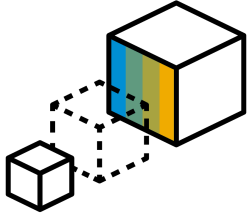
*SAP SuccessFactors Human Experience Management Suite

Simplifying SAP ERP HCM processes and **improving experience**

- **Individualized:**
Personalized for you
- **Simple & Easy:** get in and get what you need regardless of location or device
- **Modern:** Business agility to react to the changing world



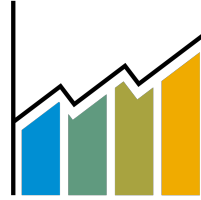
HXM Move: Our program to help SAP ERP HCM customers move to the cloud



Massive Product Investment

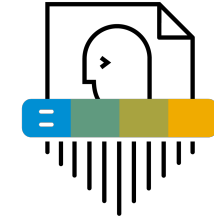
Enhanced Roadmaps across 4 Key Areas

1. Core HR
2. On-Premise and Cloud suite integration
3. Time Management
4. Payroll



Flexible Commercial & Deployment Options

- Move from license and maintenance to software as a service (SaaS)
- Favorable commercial terms with On-Premise to Cloud trade-in credit



Personalized Journey

- HXM Move workshop
- Environmental scan
- Personalized roadmap
- Best practices
- Migration tools

We hear your concerns about moving Core HR to SuccessFactors

1

Core HR

Employee Central is a powerful cloud platform that carries the SAP localization DNA. However, compared to our SAP HCM on-premise solution, we still need more flexibility to better meet local regulatory requirements.

2

On-Premise + Cloud

Data integration between Employee Central and SAP Payroll & Time Management is best of breed. But we still need to better orchestrate the data maintenance process across systems.

3

Time Management

We have a complex and highly adapted Time Management in ERP and we can't move that to EC Time because of missing functional parity.

4

Payroll

SuccessFactors does not yet have a native cloud Payroll

"We see the value of cloud-based Core HR and like the Intelligent Enterprise vision. We would like to start the journey now. But we need SAP to make the move to cloud-based Core HR more seamless."

"We are ready to move our Time and Payroll to the cloud. But is the cloud ready for us?"

SAP SuccessFactors Core HXM: Four investment areas

1

Enhance Core HR

Enhance functionality across cloud Core HR to improve configurability and localization

2

Elevate the Hybrid Experience

Streamline suite integration and UX with SAP ERP HCM

3

Build Time Functional Parity

Aggressively accelerate innovation and capabilities in cloud Time Management*

4

Accelerate Payroll Innovation

Reinvent Payroll to ease compliance, elevate employee experience and reduce TCO

-
- Accelerate development for SAP SuccessFactors core HR with focus on local regulatory requirements
 - Maximize the value of the first migration step: SAP SuccessFactors core HR in a hybrid landscape
 - Accelerate organic innovation in Time & Payroll: future-proof for the decades to come

*Building "getting people paid" use cases

Personalized Journey



RISE with SAP for HXM

Customer's Starting Point

WHAT

RISE with SAP for HXM

Applications
SAP S/4HANA Cloud

Platform
SAP Business Technology Platform
(CPEA Credits)

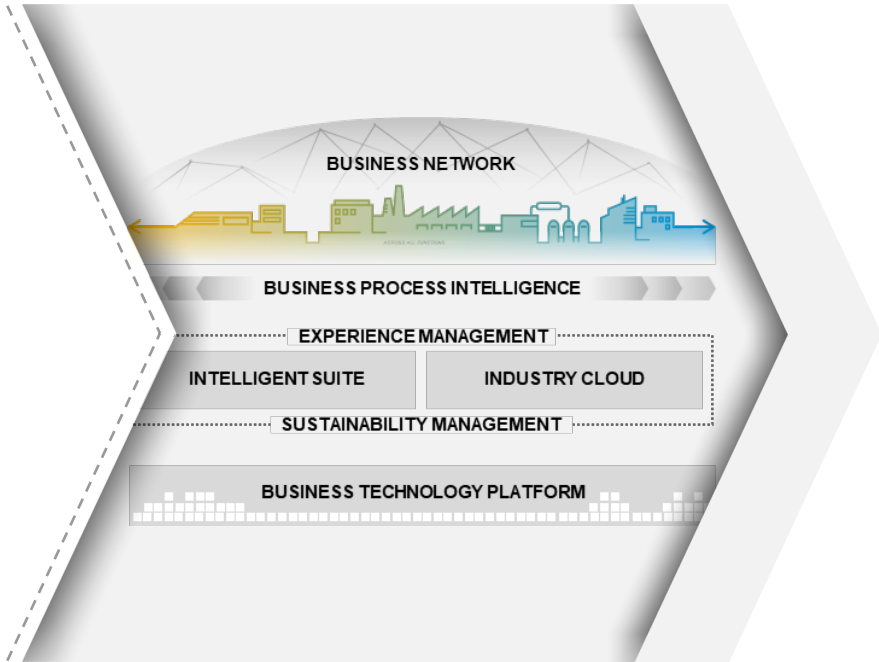
Network
SAP Business Network
(Starter Package)

Infrastructure
Provider of Choice

Line of Business
FLEX bundle

Business Process Intelligence
with Business Process Redesign

Tools
for Cloud Migration



HXM Move

HOW

Embedded Services and Tools:

Enabling our customer's journey to the Intelligent Enterprise

Readiness Check provides **technical guidance** on moving to SAP S/4HANA.

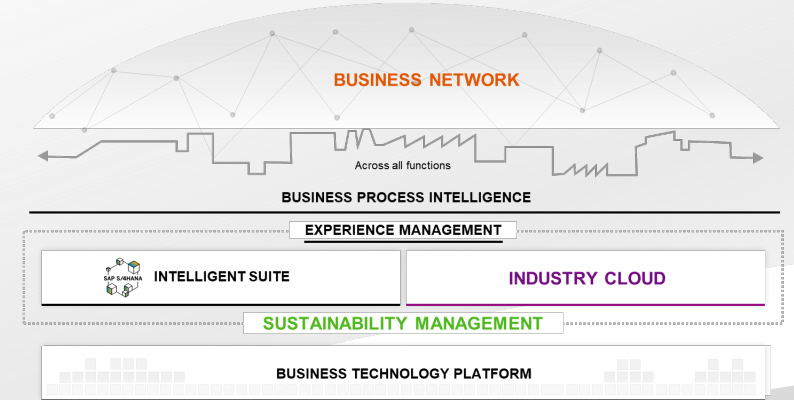
- Sizing, infrastructure & software prerequisites
- Business process & capability impact
- Custom code & data volume management
- SAP Fiori apps & add-on compatibility

Learning Hub offers access to SAP **expertise & skill-building** resources

- Comprehensive library of digital learning assets
- 24x7 unlimited access to live and recorded content
- SAP Project Coach chatbot assists with system conversions & new implementations
- **5 seats included via Auto Attach**

Custom Code Analysis Tool is used to **reduce the custom code** migrated from legacy SAP systems to SAP S/4HANA.

- Usage pattern analysis automatically identifies unused code
- **Custom Infotypes** can be isolated and eliminated during system conversion
- Additional interpretation /advisory services are available



Embedded Services & Tools included with every subscription
100% automated | 100% self-service

Targeted date to have HXM content included: Q1 '22

HXM Move Workshop: Core topics and options

HXM Move Workshops core topic bundle:

- Introduction & HXM Move Program Overview
- Value of Successful HXM Transformation
- Introduction to SAP Model Company for Human Resources
- Introduction to SAP SuccessFactors Employee Central
- Comparison of OnPrem Vs SAP SuccessFactors
- Evaluation & Discussion of Existing Landscape (Based on Questionnaire)
- Integration and Data Migration Considerations

Optional selections from these three topic bundles:

- Cloud Readiness Assessment
- Health Check: SF Landscape
- Health Check: OnPrem Landscape
- Retrofit Analysis
- Deployment Model Advisory
- Strategic Transformation Adoption Request (STAR) workshop
- Pre-Boarding Acceleration Assessment / Micro-engagement
- Virtual Immersion Experience

General Customer Readiness

- Rx Expert Sessions
- Talent Bundle Expert Session
- Learning Expert Sessions
- Compensation Expert Session
- SAC/WFA-P
- HR Model Company Expert Session
- Value Advisory/Business Case Expert Session

SuccessFactors Expert sessions

- Architectural Review & Advisory
- Integration Advisory Expert Session
- Localization Advisory
- Data Migration Advisory
- Testing Advisory
- SuccessFactors Administration
- Technical Advisory

Architectural & Landscape

SAP is better with SAP

Migrating your SAP ERP HCM data to HXM

How to bring your On Premise data and structures to the SAP SuccessFactors cloud?

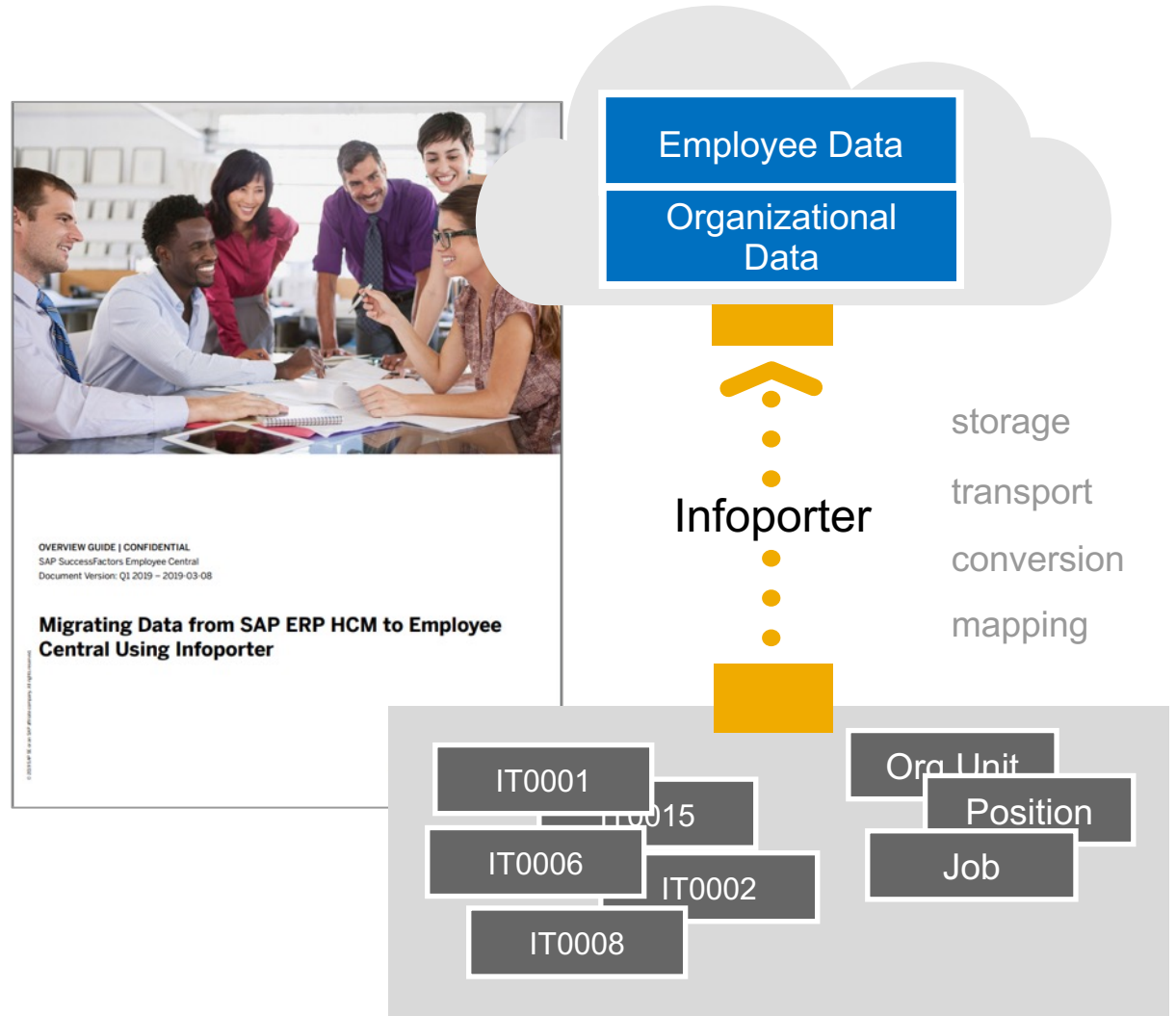
- Different data models
- Custom data fields and custom Infotypes
- Historical data

Solution: SAP's Infoporter tool

- Part of SAP SuccessFactors Employee Central
- Part of the Integration add-on for SAP ERP
- Mappings between On Premise and Cloud structures and data
- Built and maintained by SAP Product Management

Provides the **setup and basis**
for Productized Integrations

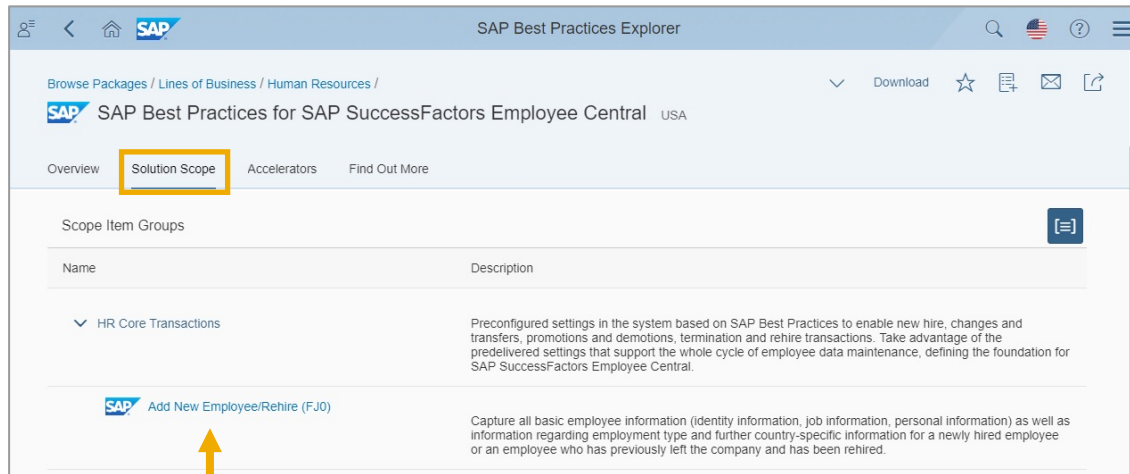
<https://help.sap.com/viewer/233c80fafd2e4105a926a299068cfe92/1902/en-US>



Consumption of SAP Best Practices documentation

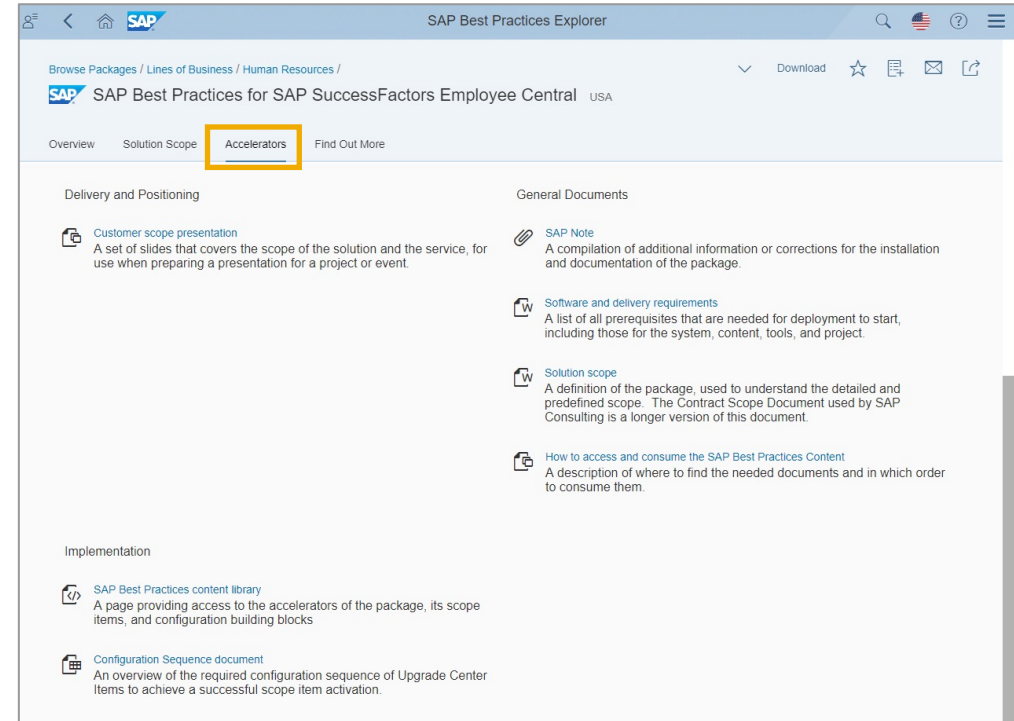


SAP Best Practices Explorer:
<https://rapid.sap.com/bp/#>



On Scope Item Level you will find:

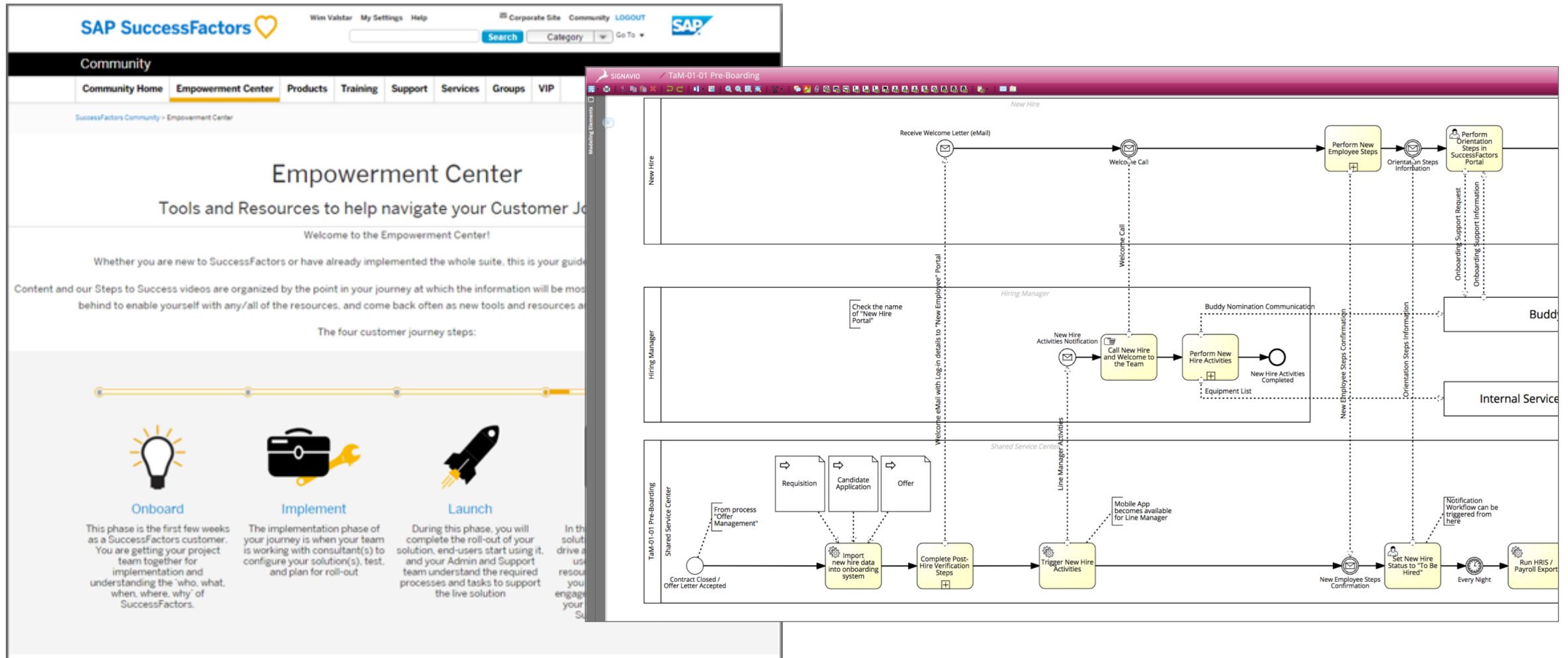
- Test Scripts
- Process Flows
- Interactive Process Simulations



- Workbooks & Configuration Guides Getting started can get accessed through the ReadMe document attached to the SAP Note.
- Check out the Scope Document
- Configuration Sequence Document

How SAP supports every stage of your journey

Implementation toolkits and resources



Wrap Up

- We encourage all our 10,000 ERP HCM customers to move to SAP SuccessFactors to accelerate their digital HR transformations;
- “Bridge solutions” for a 2 step journey to the public cloud are available for those customers that need extra time to make the move;
- Investment program within SAP to add features and functions to Employee Central, Time Tracking and Payroll to facilitate the move;
- Services and tools are available to define your specific starting point and ease the migration.

People are critical to any successful business transformation

Thank you.

Contact information:

Wim Valstar

GTM Director RISE with SAP for HXM

SAP SuccessFactors

wim.valstar@sap.com

+31 6 250 44 581

