



SBN & OpenText

Consolidated Hire to Retire process

25 March, 2022



Agenda

- 1 Introductions
- 2 Onboarding to offboarding
- 3 Supporting hybrid & virtual workers
- 4 Employee communication
- 5 Q&A



- Introductions

Introductions



Adel Ahmed

- Lead Solutions Consultant – EMEA (Nordics)
- Helping clients to drive Employee Experience through digital transformation.
- Expert in Extended ECM for SuccessFactors
- Adel is based in Stockholm.



Verna Tomkinson

- Senior Strategic Ecosystems Manager– (HXM)
- Responsible for the Go-To-Market of OpenText's offerings related to SAP SuccessFactors HXM and other HCM portfolios, both off cloud and cloud, for employee document related processes. Subject matter expert in the HCM market.
- Verna is based in the United Kingdom.

A large, abstract blue graphic consisting of two rounded, diagonal shapes that overlap, creating a sense of movement and flow. It is positioned on the right side of the slide, partially obscuring the text.

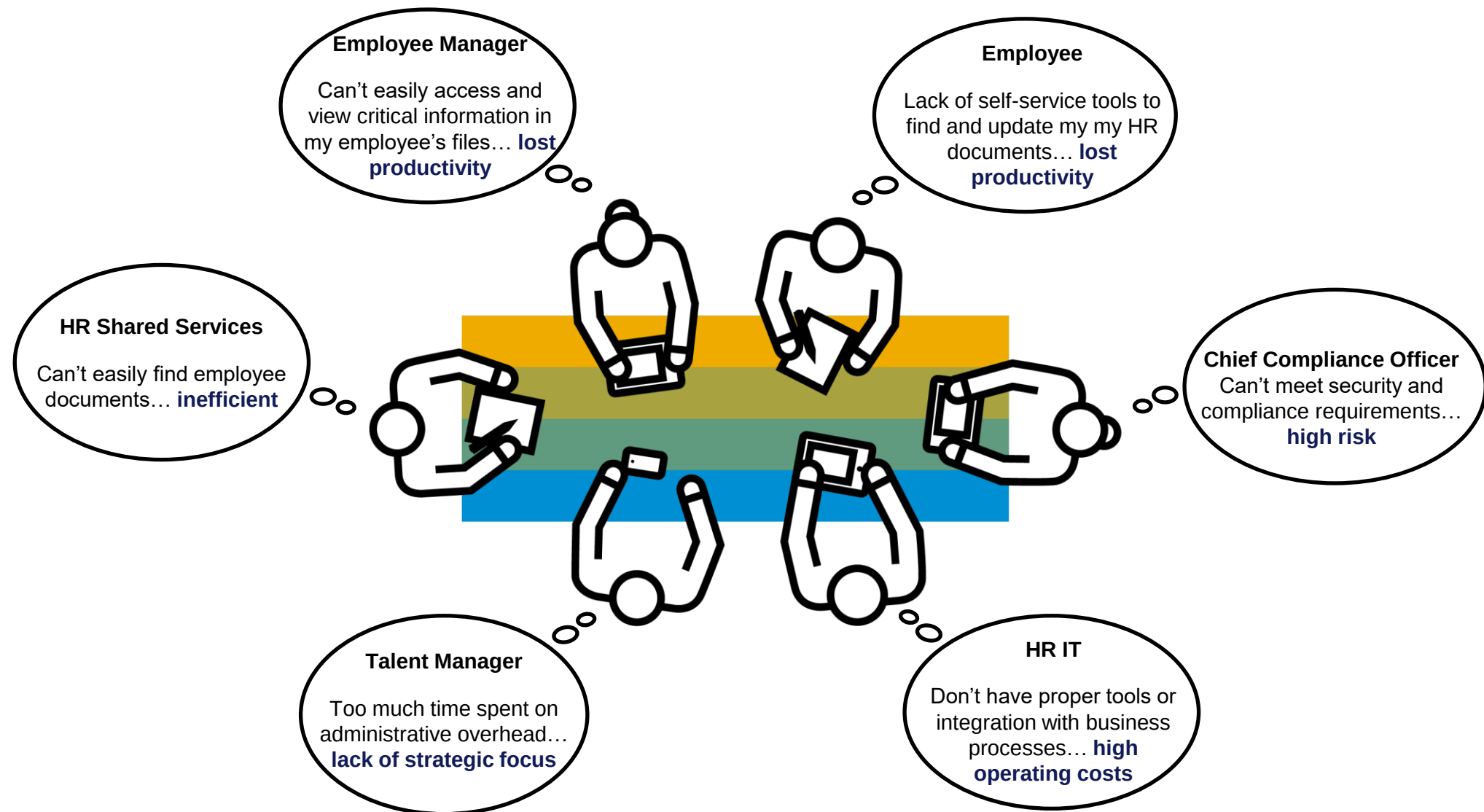
- Consider today's Onboarding to Offboarding



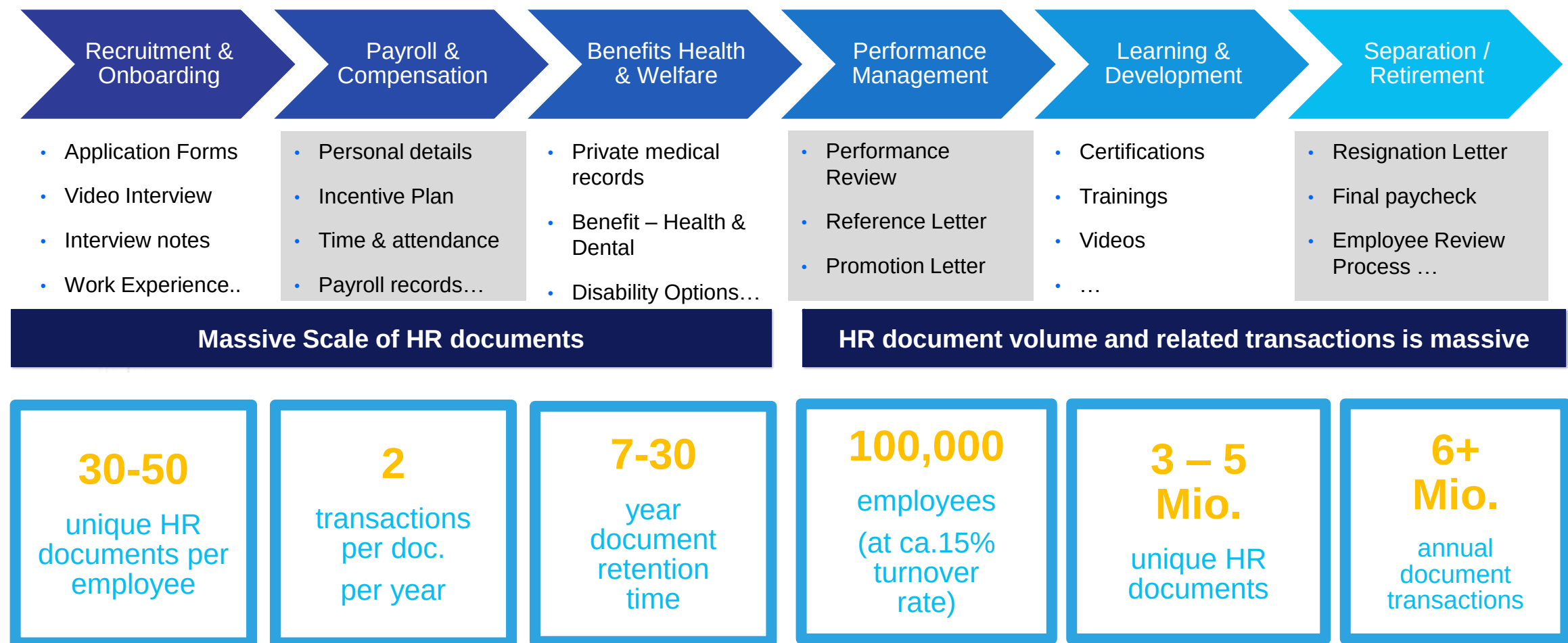
Today's Recruitment & OnBoarding Challenges

- Tight labor market
- Hiring process needs to be fast
- Poor onboarding can be costly
- Employee retention

How it impacts stakeholders across your organisation



What are the document challenges?



What makes HR less effective?

82%

of HR managers say that **navigating through different systems / locations** to find the most current document versions has a negative impact on their productivity

73%

HR Professional spend this much of their time **tending to tedious administration tasks**

65%

of HR managers experience **challenges in reviewing and approving** documents

31%

of HR & Recruiting managers must approve documents with a **physical signature** (requiring print, sign, scan)

Source: The 2019 Intelligent Information Management Benchmark Report.



Where we provide integrations with SAP SuccessFactors

UI integration

Employee Single Sign on, Integrated homepage tiles

Role-based permission sync

Leverage permissions from SAP SuccessFactors in real-time.
Manage permissions in one location.

Document integration

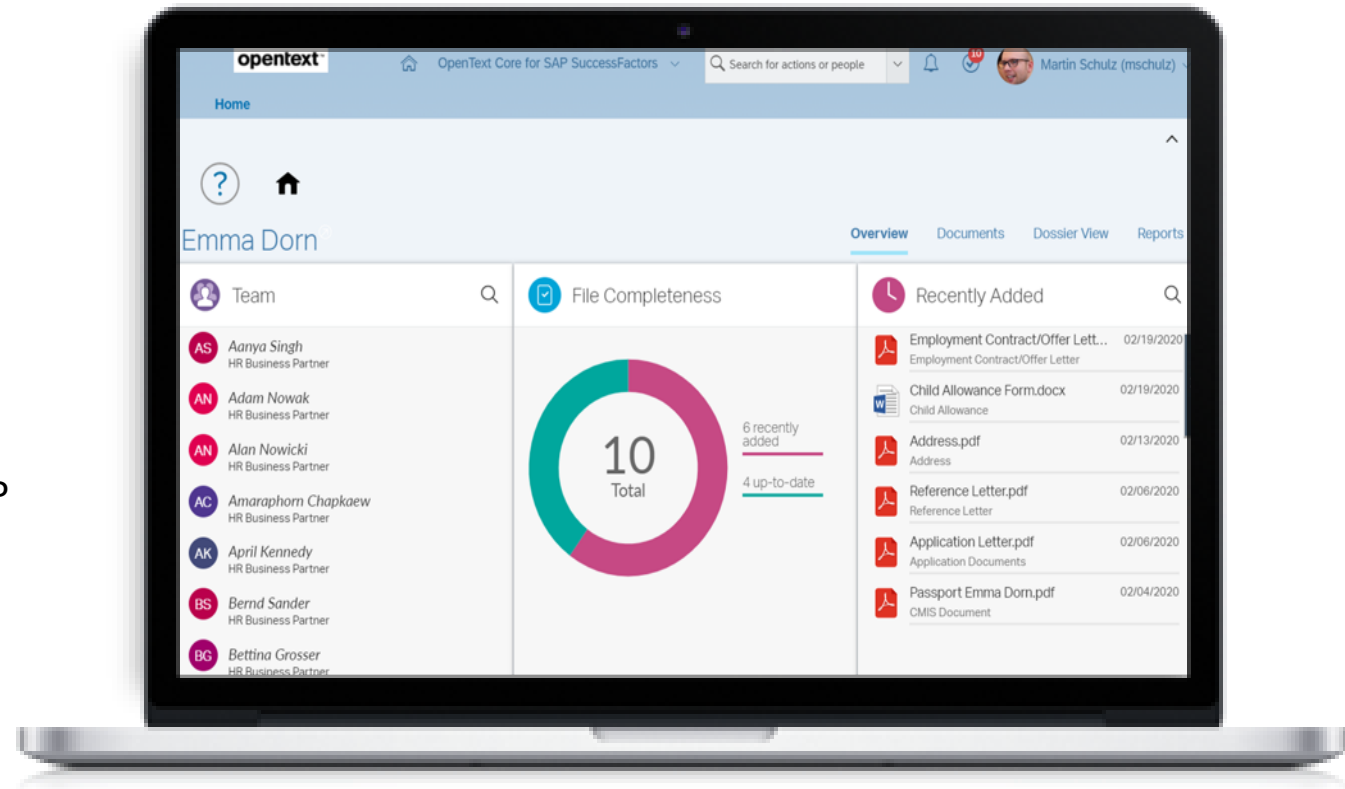
Store documents automatically in a centralized repository.
Sap SuccessFactors documents, historic records, newly created documents, media & audio files all accessible via SAP SuccessFactors.

Workflow integration

Connect with intelligent services APIs. Automates document processes from offer letters, contract approvals and signing.

Metadata integration

Generate personalized documents using SAP SuccessFactors metadata to reduce mistakes and limit manual processing.



How we support an integrated workforce practices



Engaging Communications (Document Generation)

- Event-based document generation
- Review and approval workflows
- Predefined templates with conditional formatting and editable fields
- Bulk document generation
- Employee self-service
- Integrated eSignature



Increased Productivity (Document Management)

- Centralized document storage with metadata
- Folder structure and taxonomy
- HR processes and workflows
- Full-text search
- Role-based permissions for security and access control



Enable Compliance (Records Management)

- Support regulatory requirements such as GDPR
- File completeness check
- Legal holds
- Audit trail
- Auto-disposition
- Predefined retention dates aligned with company policies of documents

Integrated workforce processes will save time

**Time saving
20,000 hrs.**

By eliminating searching
for and recreating lost or
misplaced documents*

**Increased
efficiency
84%**

*By generating, reviewing, e-signing, and filing
documents digitally*

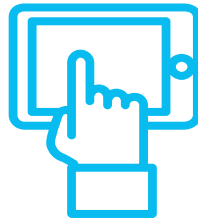
Two large, thick, blue diagonal brushstrokes with rounded ends, one in the upper right and one in the lower right, set against a light gray background.

- Supporting hybrid & virtual workers

Deliver an integrated service to the Workforce

Candidate documents uploaded via portal and automatically stored in a centralised location.

Candidate experience



Self Service

View & access records while on the move

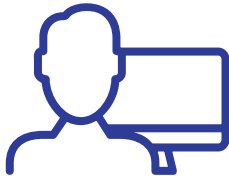
Upload documents and documents are stored in a Digital Personnel file

Employee Experience



Manager Experience

Web/Portal Access



New Hire Experience

View, access, download, print their own offer letter, welcome documents, contract, benefits information from anywhere.

Mobile Access



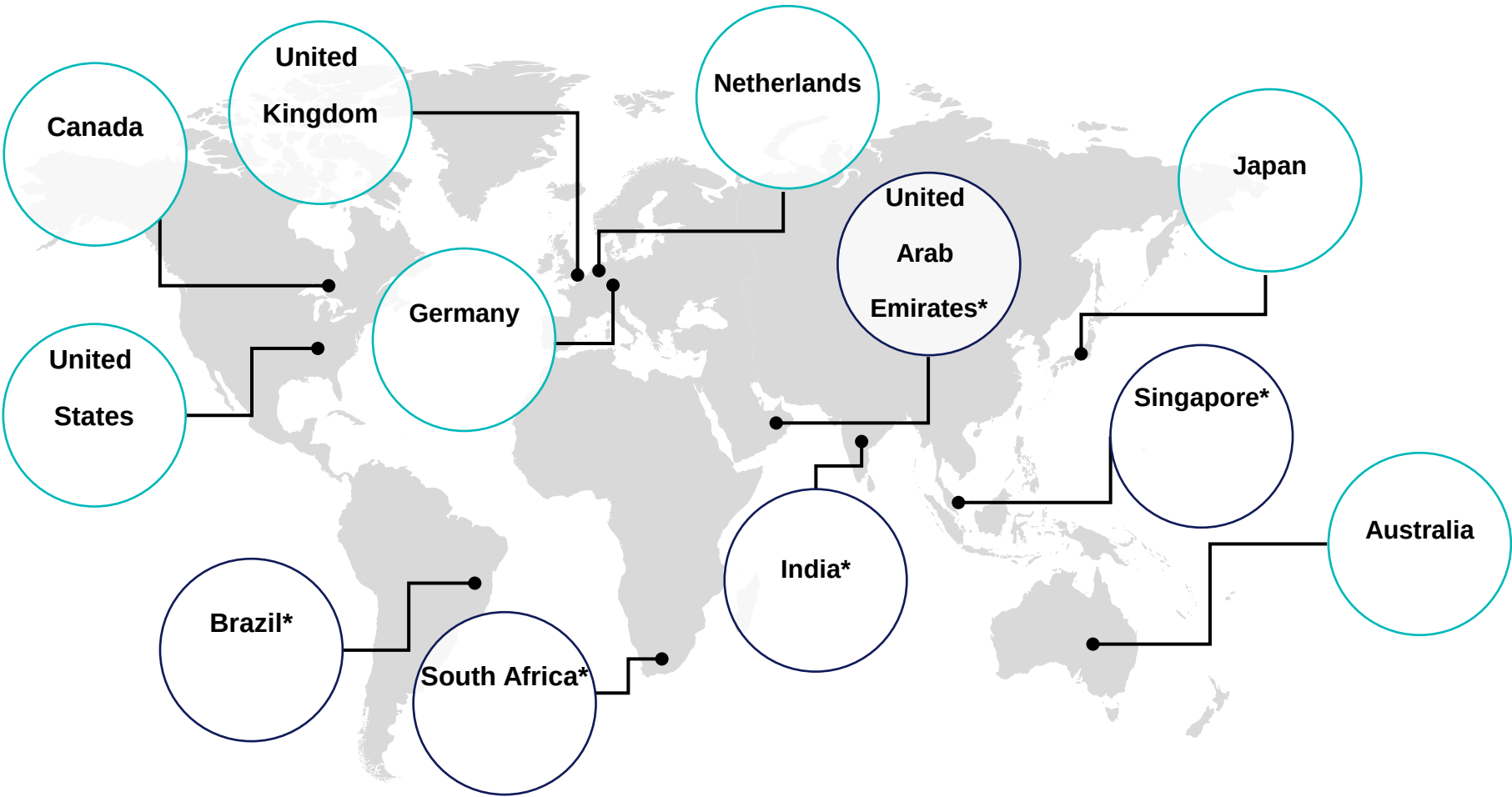
Team Dashboard

Gain insights and visibility of your team

Secure search and reporting.

Create personalised employee documents, email communication

Deliver a Cloud service to HR IT



*Confirm availability directly with OpenText.

Employee automated communication

Maximize time with automated communication



Employee & Manager

Employee self service document generation

Create personalised employee communication. Adjust them interactively.



HR Shared Service

Access personalised employee documents.

Generate on demand correspondence.

Respond to requests first time.



Processes Driven

Generate simple or complex personalised employee communication, with integration to digital signing



Event Based

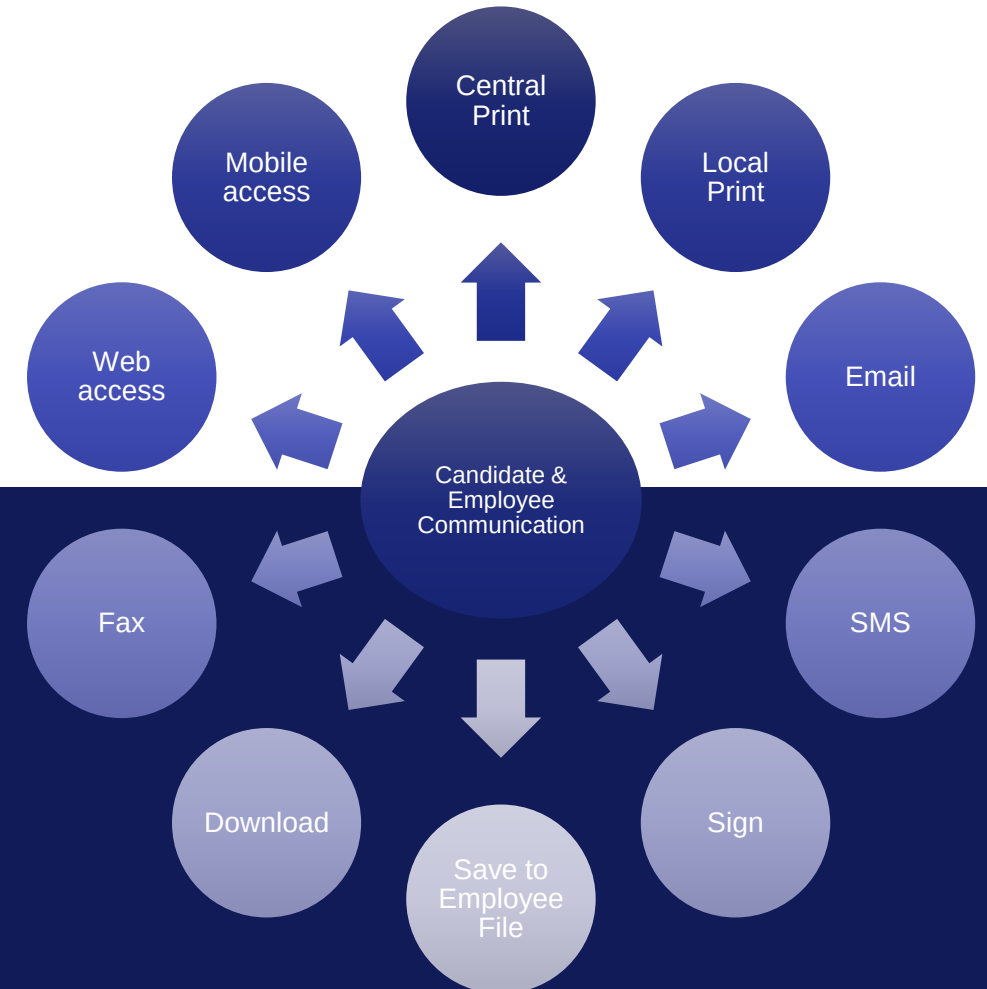
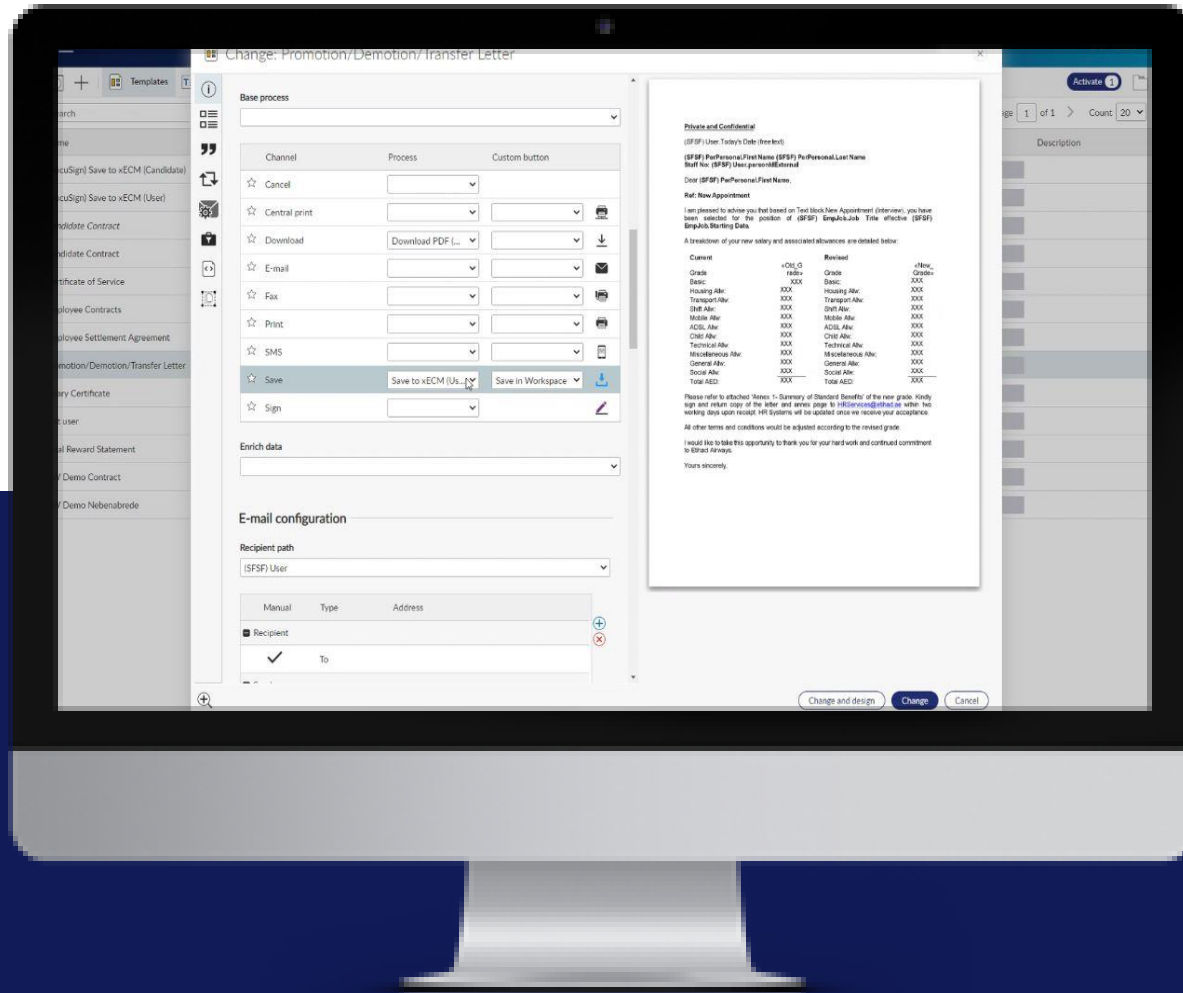
Automation: Documents are generated automatically based on integrated HR data, events and rules.



Bulk Generation

Scheduled high-volume batch document generated Based on HR data and integrated to Esigning to support straight through processing.

Improving the recruitment experience



- Case Study



RHI MAGNESITA

See full story [here](#)

Problem we are solving:

Large volume of based records storages across a number of locations. Increase number of data privacy regulations around the world that was time consuming to address.

>15, 000 employees

Solution:

Digital and centralised employee document management solution. Aligned with their first cloud to support faster upgrades and reduce infrastructure costs. Mass- scan program now allows records to be found quickly.

Products:

SAP SuccessFactors Extended ECM by OpenText

Configuration . :

Go Live in 3 months. Employee Self Service within 6 months.



See full story [here](#)

Problem we are solving:

Organic growth and numerous acquisitions resulted in limited access control across the global. They were vulnerable to legal fines. Slow to meet their transformation program with siloed records.

>12, 000 employees

Solution:

One Simple, Single, Standard Consolidated Source of the Truth.
Standardized HR processes across 57 countries and 8 languages

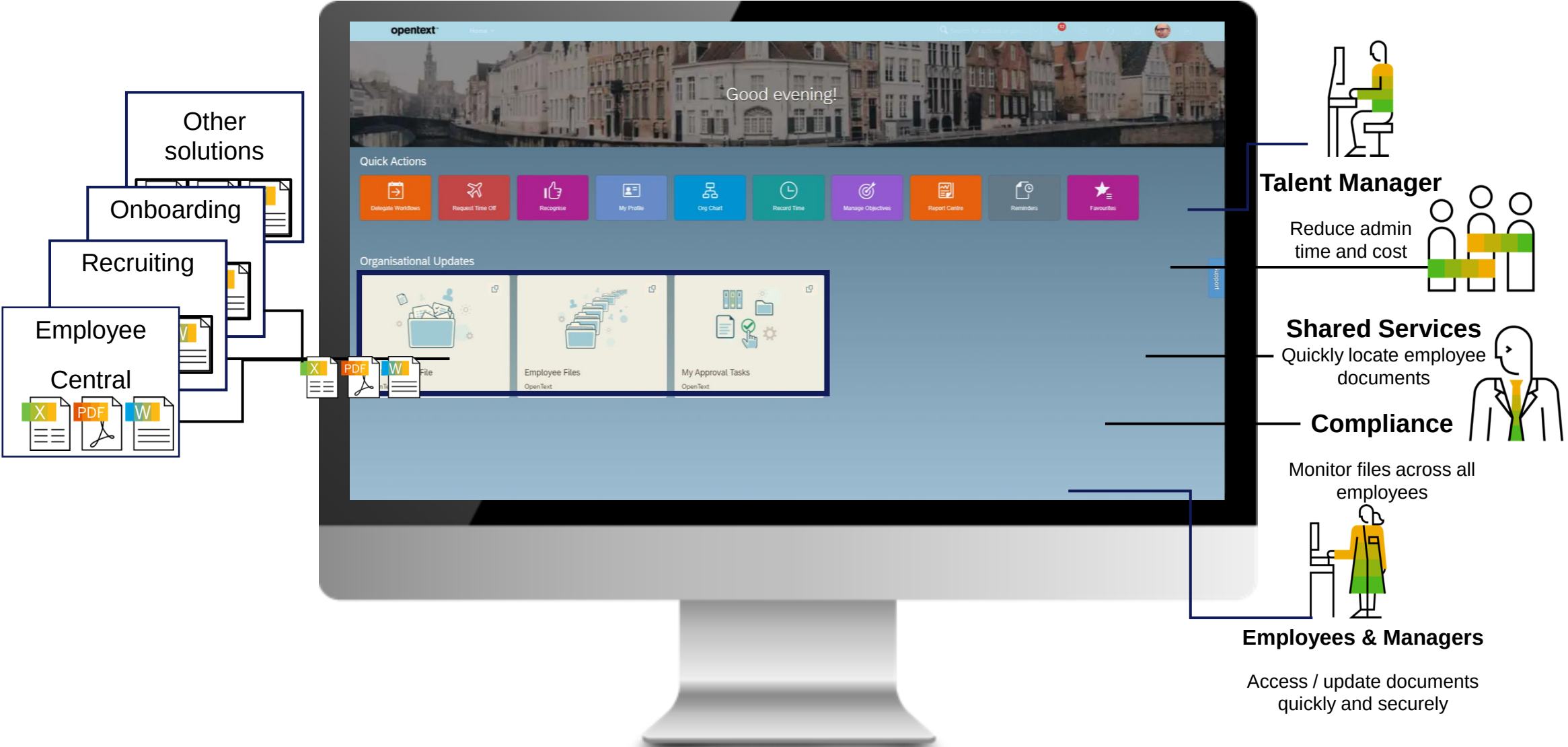
Products:

SAP SuccessFactors Extended ECM by OpenText

Configuration . :

Phased configuration across the global.
Configuration partner : Chrome Consulting

Investing in an integrated workforce experience



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- Q&A

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For future support :

Folke Oersted Hansen fhansen@opentext.com Account Executive

Thank you



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