

iProConference 2015

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HRIZONS



SuccessFactors Employee Central in Action!

Agenda

- Who am I?
- Who is HRIZONS
- Why am I here all the way from Washington DC?
- What shall we learn today?

About the Speaker!

- **11 yrs of SAP HR experience**
- Led Employee Central implementations since 2012
- Presented on the subject at SAPInsider, SAPPHIRE, UKISUG and SuccessConnect conferences in US, UK, France
- SAPexperts author and co-author of 1st edition of SAP Press Bestseller “SuccessFactors with SAP ERP HCM”
- Stop me and get your questions answered!

Company Overview



About HRIZONS



HR TECHNOLOGY & TRANSFORMATION SOLUTIONS



SEE[®]

STRATEGY

EXECUTION

EVOLUTION

HRZ[®]

- USA
- CANADA
- MEXICO
- CARIBBEAN-TT
- LATAM

**WHAT WILL YOU
ACHIEVE TOMORROW?**

Experience the
HRZ[®] difference
today

SAP

Partner

HRZ[®] STRATEGY

We help you design for integrated human capital management
Strategic services for iHCM program, process and change planning

HRZ[®] EXECUTION

We implement with excellence!
Implementation services using our proven **4 LENSES APPROACH[®]**

HRZ[®] EVOLUTION

We help clients optimize and take it to the next level
Support services to drive adoption, optimization and business value

HRZ[®] HCMS

We're SaaSy! Implementing the best in the cloud since 2006
Certified implementation partner for SuccessFactors HCM Suite

HRZ[®] JDMS

JDMS[®]

We help clients build and maintain job content for an integrated world
Today's integrated HCMS platforms require scalable job content that transcends the HR functions. JDMS[®] combines best practice competency and job design methods with our own SaaS-based content development engine (integrates with all HCM platforms)

HRZ[®] HEALTHCARE

With 45+ healthcare clients and counting we know healthcare!
Helping healthcare achieve regulatory compliance, patient satisfaction and efficiency through process, content and technology accelerators



**2015 New Cloud
Value-Added Reseller
of the Year Winner**

300+ Projects

successfactors[™]
An SAP Company
CONSULTING PARTNER

**Implementation Partner
Since 2006!**

www.iprocon.com

About HRIZONS



Our Differentiators and Methodology

HRIZONS DIFFERENTIATORS

1. Moving clients to HCM Cloud since 2006...it's what we do
2. All our solution experts are experienced in implementing multiple SuccessFactors modules that makes the solution design more effective and efficient
3. We prototype the high impact functionality released every quarter by SAP to mitigate project risks on actual client implementations
4. Our Project Managers are PMP certified with a wealth of experience in managing cross module implementations
5. Cross suite integration with Employee Central is the critical path for successful cross module implementations and our experts have implementation experience
6. One of the strongest SFSF reputations in the partner ecosystem. We nurture our client relationships and take pride in the reference ability of our clients
7. Senior Consultants who love what they do (average 15 years domain expertise)
8. Our experts interact and present on subject matter expertise across the globe thereby bringing richness to the services we offer to our clients
9. A 'True' strategic partner focused on long term success and business value
10. In-house *Technology Solutions* team for integrations and 'gaplets' for SAP/SFSF

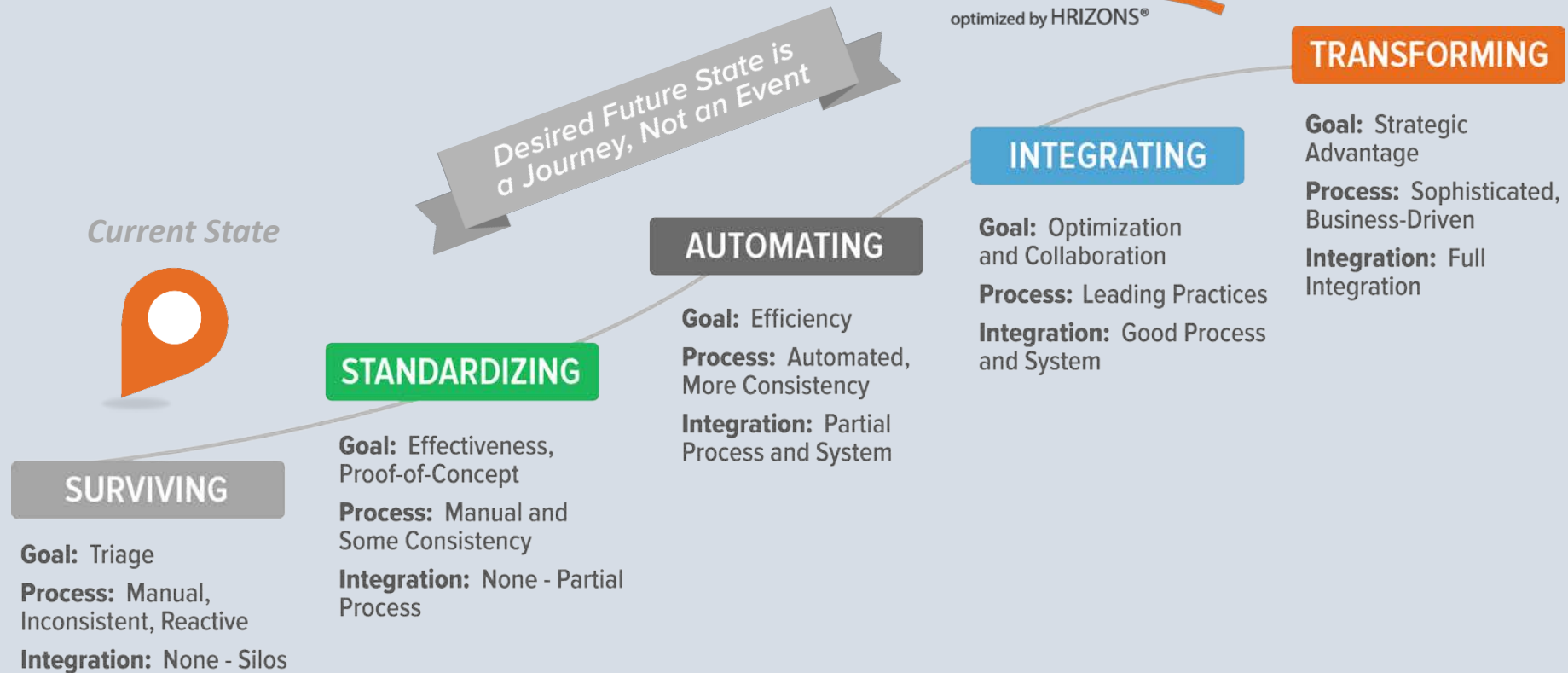


**Implementation Partner
Since 2006!**



HRZ[®] HCM Maturity Curve

integrated cloud
HCM
optimized by HRIZONS[®]



SuccessFactors Employee Central

71 countries, 37
languages and growing,
Packaged integrations
with SAP, Regulatory
Compliance

Why should you be thinking about Employee Central?

One Integrated Solution that can Scale with Growth & Complexity



Drive Engagement

Grow Adoption

All on one application



Delivered Regulatory Compliance

Built in AND Continually Maintained!



Translation

Application

Content
(i.e. competencies, skills, etc)

Documentation

Globalization

Multi-
language
support

Time-zone
support

Currency
support

Date/Cal
support

Global fields (National ID's,
Address Formats, etc.)

Localization

200+ “on the ground”
resources dedicated to
localization

Close, established
partnerships with local
governments

Over 1,000 regulatory
changes captured &
implemented per year

Easy to address; few
changes over time (if any)



Difficult & complex;
always changing

Localization: Cultural and Legal Compliance

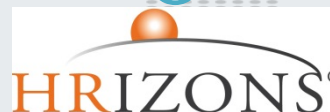


Country-Specific Examples

Account for local business practices, legal requirements & statutory reporting

Country-specific fields	Validation Rules	Compliance Reporting	Country-specific business rules	Integrations to local providers & authorities	Global payroll engine with local payroll rules
EEO1 (USA)	Checksum Validation for SSN	EEO1/VETS-100/A Report (USA)	Russia: All communication about leave must be in Russian	Benefits Vendors	Net pay must be a minimum of 25% of gross pay (USA)
Tariff Code (DEU)	ABA Routing Number/IBAN Code Validation	First Day Notification	India: Continuously employed contractors deemed employees; Alert needed for HR/Mgr	Electronic Transmission to Gov for Employment Equity Report (CAN)	Gratuity pay is 15 /26 of last monthly salary for every completed yr of service (INDIA)
Date of first Entry (FRA)	Address Validation	Northern Ireland Fair Employment Report	In California it is illegal to have a "use it or lose it" leave balance	Stock Vendors	Superannuation rules (AUS)

Localization



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Live
Demo

Key Points to Take Away...

- Invest in a readiness assessment for your organization to determine where you lie on the HCM maturity curve
- Reach out to the community to share and learn lessons from customers who have adopted Employee Central
- Examine, Assess, Prepare, Deploy, Realize

Useful Resources

- [The Why, How, and Where of moving to the Cloud](#) (SAP Community Network)
- [Looking back 12 months at SuccessFactors Employee Central and the February 2014](#) (1402) release (SAP Community Network)
- [Creating Metadata Framework Objects in SuccessFactors Employee Central](#) (SAPexperts – registration required)
- [Q&A: An Expert's Insights into SuccessFactors Employee Central](#) (SAP Community Network)
- [SAP Expert: Interview with Jyoti Sharma, Thoughts about SuccessFactors Employee Central](#)
- [SuccessFactors EC and Cloud HCM Kickaround](#) (Youtube video)
- <http://sapinsider.wispubs.com/Assets/Q-and-As/2013/December/our-chat-on-SuccessFactors-for-hybrid-SAP-HR-deployments> (SAPexperts)
- <http://sapinsider.wispubs.com/Assets/Q-and-As/2013/September/SuccessFactor-Authors-QandA-Sept2013> (SAPexperts)

Useful Resources

- [SuccessFactors EC and Cloud HCM Kickaround](#) (SAP Community Network)
- [Cracking the Cloud-ed Nut; What Matters to Customers](#) (LinkedIn)
- [10 Tips to move from SAP HCM to SuccessFactors Employee Central](#) (LinkedIn)
- [Panel discussion on SidebySide Employee Central Deployment with SAP Product Management](#) (SuccessFactors.com)
- <http://store.sapinsider.wispubs.com/products/SuccessFactors-and-SAP-ERP-HCM%3A-Technical-Tips-and-Integration-Advice.html>
- http://sapinsider.wispubs.com/Assets/Q-and-As/2015/February/QA-with-Jyoti-Sharma-and-Kevin-Chan-SuccessFactors-Position-Management?utm_source=WIS&utm_medium=Email&utm_campaign=SharmaChan_2.17.15 (SAPexperts)
- <http://sapexperts.wispubs.com/HR/Articles/An-Introduction-to-Position-Management-in-SuccessFactors-Employee-Central?id=8CFAEEA62DA4411081250E97A6F25830#.VUqTKPIVikp> (SAPexperts)

Where can you find me next?

- Mastering SAP HR and Payroll
 - Johannesburg, South Africa June 2-4
 - Presenting on SuccessFactors Employee Central
- SAPInsider Conference
 - Nice, France, June 18-21
 - Presenting on Position Management
 - Presentng on Metadata Framework
 - Panel discussion with CEOs from US and Europe implementation partners

Contact Your Speakers

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Teaming up in the UK with iProCon!!

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- LinkedIn: uk.linkedin.com/in/svenringling/
- SAP Community Network: <http://scn.sap.com/people/sven.ringling>

