



How Aareal Bank improves HR efficiency and empowers employees with innovative ESS and MSS solutions

Agenda

- **Aareal Bank at a glance**
- Overview of ESS and MSS
- KPIs and a little bit more about the project and solutions
- Live Demo
- Points to take home

Aareal Bank AG – Profile



Aareal Bank
Group



One of the leading international
property specialists

Offices in Europe,
the USA and Asia



International experience
and employees from more
than 30 nations

Specialist teams for
hotel, logistics and
retail property finance

Business segments



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Aareal Bank Group Local Expertise meets Global Excellence

Structured Property Financing

International presence and business activities on three continents – in Europe, the USA and Asia

Industry experts for hotel, logistics and office properties as well as shopping centres

Total portfolio: € 29 billion

Consulting / Services for the institutional housing industry

Market-leading integrated payment transaction system for the German housing industry

Market-leading IT systems for the management of residential and commercial property in Europe

Around 7 million units under management in the key market Germany

International presence:
France, the Netherlands, the UK and Scandinavia

as at 31.12.2014



North America

Structured Property Financing

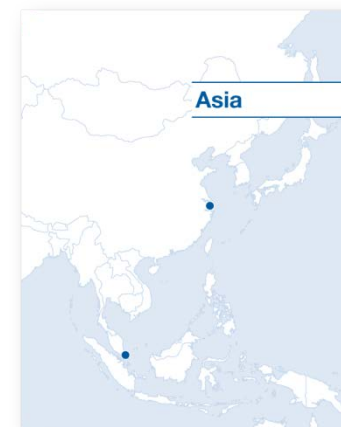


Europe

Structured Property Financing



Consulting/Services



Asia

Structured Property Financing

Aareal Bank, Real Estate Structured Finance: Brussels, Copenhagen, Dublin, Istanbul, London, Madrid, Moscow, New York, Paris, Rome, Shanghai, Singapore, Stockholm, Warsaw, Wiesbaden |

Aareal Valuation GmbH: Wiesbaden | **Aareal Estate AG:** Wiesbaden |

Corealcredit Bank AG: Frankfurt/Main

Aareal Bank, Housing Unit: Berlin, Essen, Hamburg, Leipzig, Munich, Stuttgart, Wiesbaden | **Aareon AG:** Berlin, Coventry, Dortmund, Emmen, Enschede, Essen, Gorinchem, Hamburg, Hilversum, Hückelhoven, Karlskrona, Leipzig, Lund, Mainz, Meudon-la-Forêt, Mölndal, Munich, Nantes, Norrtälje, Orléans, Oslo, Piteå, Southampton, Stockholm, Stuttgart, Swansea, Toulouse | **Deutsche Bau- und Grundstücks-AG:** Berlin, Bonn, Dresden, Frankfurt/Main, Freiburg, Hannover, Leipzig, Moscow, Munich, Wuppertal | **Aareal First Financial Solutions AG:** Mainz

Hilton London Metropole



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Overview



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2000: First ESS on basis of ITS (Timeslip, Payslip, correction of errors in Time Mgt.)

- Success Story with SAP in 2000
- At the end: less user acceptance and insufficient functionalities

ESS/MSS on basis of old technology (ITS) live until upgrade in Dec. 2012

- Implementing of a SAP Portal with all services on basis of WDA (except UWL) and SSO to AD
- New possibilities boost new services

Currently implementation of new or improvement/enhancement of existing services

- LSO, employee profile, team calendar, CATS, Travel and Expense, On-/Offboarding of externals

Users worldwide: ca. 1,200

Typical pitfalls concerning XSS



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Languages

- Only German and English
- Nevertheless ??? Eher Testing und Anforderungsdefinition f. kundeneigenen Szenarien???

Authorisations

- A lot of different requirements conc. authorisations
- Access requires combination of roles and relations

Change Mgt.

- Don't let users complete alone
- Use short videos or presentation slides
- Complex processes require training

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XSS-Upgrade in 2012



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Duration

- 6 Months
- from upgrade of Development System to Go Live
- Including Portal Implementation

Services

- Menu (dynamic)
- Leave Request
- Time corrections
- Overview Lifetime Account
- Timeslip
- Payslip
- Appraisal
- Personal Profile
- TEM: Overview, Bookings
- MSS Reporting
- SSO (Portal-AD)
- Authorisations

Efforts

- Ca. 230 days external Cons.
- Ca. 100 days internal

New services & functionalities since upgrade



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- Employee pictures
- MSS Homepage
- Deferred Compensation
- Statement Central
- Recertification of authorities
- Payroll Simulation
- Learning Solution (Enterprise Learning)
- Travel & Expenses
- CATS
- On-/Offboarding Externals (in progress)

Self-Services at Aareal Bank



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ESS

- Dynamic menu
- Leave request incl. – overview u. time accounts
- CATS for effort recording
- Overview lifetime account
- Payslip
- Payroll Simulation
- Timeslip
- Personal profile
- Travel and Expenses
- Appraisal
- LSO
- Statement central

MSS

- UWL
- Approvals
- MSS Reporting
- Team Calendar
- CATS on behalf
- CATS Reporting
- Appraisal
- MSS Homepage
- Recertification of authorities

Other topics

- iProSubstitution
- LSO – Admin Portal
- Dynamic Menu

Live
Demo

Key Points to Take Away...



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- Evolution instead of revolution as key concept
- Spend money for usability and better acceptance
- Don't let your employees complete alone with everything
- Employee profile gives managers a good overview about their employees
- Improve Self-Services continuously
- Use integration advantages for proprietary solutions
- Use the implementation project as project to check and change processes

“Everybody can use Amazon – so we should keep it as simple as Amazon to get a good usability for our employees.”

Questions?!



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