Design Your HR Talent Management Road Map with SAP and SuccessFactors

The Best-Run Businesses Run SAP™

Weighing your options for talent management

With the acquisition of SuccessFactors Inc., SAP provides a full array of on-premise and cloud-based HR software. To help customers develop a strategy for deploying HR solutions, the Business Transformation Services group of SAP® Consulting offers a road map design service to help you compare costs and benefits and then create a high-level plan to fit current and future needs.

Technology innovations offer both promise and peril for HR leaders. Mobile applications, in-memory analytics, and cloud computing are potential game changers, but it's not easy to determine how these technologies should be deployed. And with fierce competition for talent and a globalized work environment, the need for agile HR software has never been greater.

The combined portfolios of SuccessFactors and SAP make up a full menu of innovative HR offerings, including both on-premise and cloud-based solutions. But how should you deploy the HR software that best supports your business now and in the future? Should you opt for quickly deployed cloud solutions, with their lower initial costs? Or, if you've already invested substantially in on-premise solutions, should you expand existing assets? The Business Transformation Services group of SAP Consulting can help you make the right decision – with a road map design service that enables you to make the right decision for your HR IT strategy.

Identifying the HR solutions that best meet your business and IT needs

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A structured process for making informed decisions

SAP and SuccessFactors together offer innovative solutions that support talent management, workforce planning, and workforce analytics. To help your company determine which solutions – on-premise, in the cloud, or a combination of both – best fit your HR strategy and processes, you don't need generic advice. Instead, you require a tailor-made plan based on your current IT landscape, budget, business model, and goals.

With a road map design program from the Business Transformation Services group, you get a holistic view of your HR environment along with valuable insight into SAP's product strategies and vision. With help from a consulting team from SAP and SuccessFactors, you can review industry best practices and leverage proven methodologies as you develop an HR road map. This master plan – your blueprint for building an enhanced HR infrastructure – can also be shared with stakeholders and decision makers. Whether you choose an on-premise, in-the-cloud, or hybrid approach, the road map helps eliminate much of the uncertainty and guesswork that often plagues IT initiatives.

SAP consultants give you ready access to peer group strategies and the latest information from SAP product management.

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The road map design process encompasses several key activities and inputs. The shape and structure of your plan is based on your current HR processes, the SAP development strategy, the impact of external business and IT trends, and your HR and HR IT strategy. Road map development, which typically lasts two to four weeks, is broken down into these three phases:

- **Evaluation of strategy, processes, and IT landscape** – After identifying your HR strategy, analyzing as-is and to-be processes, and assessing your IT resources, we help you define alternative landscape scenarios: on premise, cloud based, or hybrid, depending on your situation. Tools used in this phase include system demos and access to best-practice content from the business process library at SAP.
- **Analysis of costs, benefits, and risks** – The alternative scenarios are subjected to vigorous analysis to determine potential outcomes and expenses. A high-level transition plan is also developed for each scenario. A key tool used during this phase is the value lifecycle manager from SAP, which helps assess the potential ROI for a given software investment.
- **Presentation of business case** – SAP assists with preparation and documentation of business case results and presents recommendations for near- and long-term transitioning to the desired system landscape.

Building an HR portfolio tailored to your needs and schedule

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The road map design service gives companies in all regions and industries a way to evaluate the merits of on-premise and cloud-based alternatives for HR solutions. The service – which leverages the skills of experienced consultants from SAP and SuccessFactors – enables you to make informed decisions based on a thorough analysis of your HR processes, resources, intentions, and goals.

Pragmatic tools and methodologies help you quantify the impact of potential choices, while access to SAP product development gives you a better understanding of how the SAP solution portfolio is likely to evolve over time. A high-level transition plan, which defines project organization and governance, allows you to take precise steps toward an optimized HR portfolio.

With a focus on IT and business (rather than IT alone), the design service yields balanced answers to many troublesome questions, shortening and streamlining the decision-making process. As macro factors like sustainability, social media, and the need for worker mobility raise the bar for HR management, a well-designed road map can help you build a more durable and flexible strategy. And with technology breakthroughs in HR planning, analytics, and talent management, the road map design service helps you determine if and where cloud computing can add value to your HR software and processes.

Summary

The road map design service from the Business Transformation Services group of SAP® Consulting helps you make informed decisions about how to blend on-premise and cloud-based technology to optimize your HR solutions. Using a proven methodology and powerful tools, experienced consultants help you assess costs, benefits, and risks to arrive at alternative scenarios tailored to your current resources and future needs.

Objectives

- Build an IT infrastructure that enables your HR organization to support your business
- Adapt cloud-based technologies, if appropriate and with the right timing, to reduce maintenance and hardware costs
- Develop a transition plan that streamlines progress toward the desired infrastructure

Solution

- Guidance from experienced consultants from SAP and SuccessFactors
- Proven tools and methodologies
- Three-step approach addressing current and future software, processes, and goals
- Thorough analysis of costs, benefits, and risks of potential solutions

Benefits

- Understand SAP's vision for HR development
- Evaluate your HR strategy, as-is and to-be processes, and IT landscape
- Review current industry trends and best practices
- Improve decision making with precise analysis of costs, benefits, and risks
- Streamline migration efforts with a road map and transition plan

Learn more

Call your SAP Consulting representative today, or visit www.sap.com/services-and-support/transformation.

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