Euro Disney: Building a Sound HR Foundation and Talent Pool with Visualization Solutions from SAP

Disney's people create the magic. Euro Disney S.C.A. counts on 14,500 employees to maintain Disneyland Paris as Europe's top tourist spot. Using the SAP® Talent Visualization and SAP Organizational Visualization applications by Nakisa, Euro Disney reinforced the SAP ERP Human Capital Management solution as a basis for HR plans and built a **dedicated talent pool for ongoing success**.

Executive overview

Company
Euro Disney S.C.A.

Headquarters
Marne-La-Vallée, France

Industry
Retail – Arts, entertainment, and recreation

Products and Services
Amusement park and hotels

Employees
14,500

Revenue
US$1.8 billion

Web Site
corporate.disneylandparis.com

Partner
Nakisa Inc.

BUSINESS TRANSFORMATION

The company's top objectives

- Establish a foundation for accurate HR data and position hierarchies to support talent management
- Mitigate operational risk due to talent departures
- Better align talent management plans with workforce ambitions

The resolution

- Enabled interactive org navigation and reporting
- Automated employee profile match-up and succession planning for more objective successor nomination
- Established clear talent profiles, with skills and aspirations data for key insight to align development and succession plans

The key benefits

- Automatic creation and distribution of employee data and org structure reports for simplified validation
- Improved succession bench strength
- Improved employee engagement and satisfaction

"Visualization solutions from SAP reinforced our HR foundation by automating a variety of talent reporting activities and helped increase workforce engagement for more reliable succession plans."

Eric Pingal, HRIS Manager, Euro Disney S.C.A.

TOP BENEFITS ACHIEVED

60%
Reduction in manual labor for key org and talent reports

50%
Increase in bench successors identified for key roles

100%
Automated employee profile to position match-up

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