

SAP® TALENT VISUALIZATION BY NAKISA

HARNESSING THE POWER OF YOUR HCM DATA

One big challenge for professionals in human capital management is taking advantage of the rich and plentiful data available in the SAP® ERP Human Capital Management solution. The SAP Talent Visualization application by Nakisa helps users easily visualize this data and put it to good use.

Most human capital management (HCM) professionals are constrained by the lack of data available to support strategic initiatives related to managing people and talent. Yet most of the information they need is already available in the SAP® ERP Human Capital Management (SAP ERP HCM) solution they're using. Typically, these professionals are harnessing only a small percentage of this valuable data to support the lines of business, simply because they lack a simple and accessible way to view it. The SAP Talent Visualization application by Nakisa offers an intuitive way to enhance your capabilities in key areas including succession management, organizational management, and HCM analytics.

Succession Management

Your organization is constantly challenged to identify and develop tomorrow's leaders. Resignations, retirements, new position openings, or demographic shifts can create chaos if your organization cannot move forward with an effective succession planning strategy. SAP Talent Visualization helps organizations

identify and groom tomorrow's leaders today. This 100% Web-based succession management solution provides real-time, in-depth visualization and execution of succession plans to align talent goals effectively with the business strategy. Enhanced search functionality allows HCM professionals to search for positions and suitable successors and compare the readiness of employees, positions, and organizational units side by side (see Figure 1). Leveraging SAP ERP HCM, which supports talent management business processes and encompasses global data on talent pools, organizations can identify high-impact positions and high-potential employees. They can inventory the workforce to develop the talent pipeline and identify gaps.

SAP Talent Visualization collaboratively engages participants in the succession management process. The participant interaction is dramatically simplified by intuitive visualization techniques used throughout the process. Organizations can take proactive measures to develop the leadership required for the future and ensure adequate bench strength.



AIDING EFFECTIVE COMMUNICATION

IMPROVING THE WAY PEOPLE WORK



Figure 1: Illustration of Potential Successors to Executive Positions

Figure 2: An At-a-Glance Snapshot of a High-Potential Individual

SAP Talent Visualization helps you to:

- Make talent data and capabilities accessible to employees, management, and professional users
- Transform talent data into strategic business knowledge to identify high-impact key roles and top talent

Organizational Management

In today's dynamic business environment, organizations must adapt quickly and nimbly to changes in the marketplace. Rapid growth, executive additions or departures, and market fluctuations cause necessary reorganizations. For both HCM professionals and employees, keeping track of these changes can be a daunting task.

Organizational Charting

Providing organizational transparency across the company to aid effective communication is a continuing challenge. SAP Talent Visualization provides the workforce with access to an organizational charting feature that allows them to see details on themselves, their team, and the reporting hierarchy. Graphical display and easy navigation within the organizational

structure provides an overview on reporting hierarchies and quick access to detailed information such as contact data or even employee photos.

Enabling people throughout the enterprise to visualize the organizational structure greatly increases organizational transparency. It facilitates better communication and collaboration because people can identify the right

counterparts to get the job done. It also enables new employees to quickly understand the structure of their teams and simplifies orientation. Data from the organizational chart view can be printed or saved as Adobe PDFs or Microsoft PowerPoint slides, allowing people to incorporate structural data in e-mails, meetings, and printed material.

In addition to enhanced visibility, SAP Talent Visualization users benefit from the ability to verify the accuracy of their human capital data and corporate structure. Through real-time views of organizational information, incomplete or incorrect data can be quickly uncovered and updated to ensure complete, accurate, and consistent workforce data.

Organizational Modeling

Organizations are often faced with planning and managing numerous corporate restructuring and M and A activities. An organizational modeling feature designed for professional users allows them to leverage the data in SAP ERP HCM and model multiple future restructuring scenarios in support of what-if analysis. This feature makes it easy to understand the ramifications of enterprise-wide changes such as reorganizations and M and A scenarios. Drag-and-drop functions make modeling simple and changes immediately visible. The modeling feature facilitates organizational planning for the most efficient and cost-effective structure.

HCM Analytics

The “HCM dashboard” feature provides easy access to key HCM statistics via organizational hierarchy navigation. Managers and HCM professionals alike can navigate the organizational structure and evaluate key business performance indicators via the SAP NetWeaver® Business Intelligence component. This helps them visualize actionable talent information in an intuitive, insightful way so they can easily see where they need to focus their efforts.

Seamless Integration

SAP Talent Visualization integrates seamlessly with your existing software to extend the power of your SAP ERP HCM solution. Talent and organizational data becomes strategic information through an easy-to-use visual interface. HCM professionals can view, update, model, and analyze their talent inventory to make better-informed organizational decisions (see Figure 2). Employees have access to up-to-date hierarchical organizational information that improves the way they work.

To Learn More

Start making the most of your workforce today. To find out how SAP ERP HCM and SAP Talent Visualization can help you gain deeper insight into your talent and HCM data, visit www.sap.com/usa/solutions/solutionextensions/index.epx.



Use SAP Talent Visualization to:

- Leverage your investment in SAP software with one system of record for all talent-related information
- Eliminate complexity with a user-friendly interface for deeper insight into talent and organizational data

Summary

The SAP® Talent Visualization application by Nakisa helps expand the power of the SAP ERP Human Capital Management (SAP ERP HCM) solution by making key data accessible in an easy-to-view format. Everyone in the organization has access to organizational data, which greatly improves transparency and increases employee productivity. Professionals can enhance their capabilities in succession management, organizational management, and HCM analytics.

Challenges

- Avoid chaos in the organizational structure in the face of reorganizations and mergers and acquisitions
- Prevent underutilization of talent because of a lack of transparency into key information
- Avoid leadership gaps because of a lack of a structured and transparent succession planning strategy
- Eliminate confusion among employees about organizational structure and hierarchies, and reduce time wasted hunting down the right colleague to get a job done

Supported Business Processes and Software Functions

- Succession management – Take advantage of real-time, in-depth visualization and execution of succession plans to align talent goals effectively with the business strategy
- Organizational management – Provide the workforce with access to details on themselves, their team, and the reporting hierarchy
- HCM analytics – Give managers and HCM professionals easy access to key HCM statistics via organizational hierarchy navigation

Business Benefits

- **Leverage your investment in the SAP ERP HCM solution** by harnessing its rich and plentiful data
- **Transform talent and organizational data into strategic information** through an easy-to-use visual interface
- **Enable HCM professionals to make better-informed organizational decisions** by viewing, updating, modeling, and analyzing their talent inventory
- **Improve the way employees work** by giving them access to up-to-date hierarchical organizational information
- **Facilitate organizational planning** with an organizational modeling feature

For More Information

Call your SAP representative today, or visit us online at www.sap.com/usa/solutions/solutionextensions/index.epx.

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