About the Speaker

Tara Klatt

- HRIS Manager, MTS Systems Corporation

- Background:
  - 15 years in HRIS space; 1st year with MTS
  - Multiple acquisitions, implementations, & HRIS systems
  - SuccessFactors P&G, LMS, Comp, Recruit & OnB, Succession & CDP

- Fun Fact: I'm from Minnesota, where 40° F is a heat wave

Key Outcomes/Objectives

1. Identify Common Challenges of Acquisition

2. Develop an Acquisition Strategy
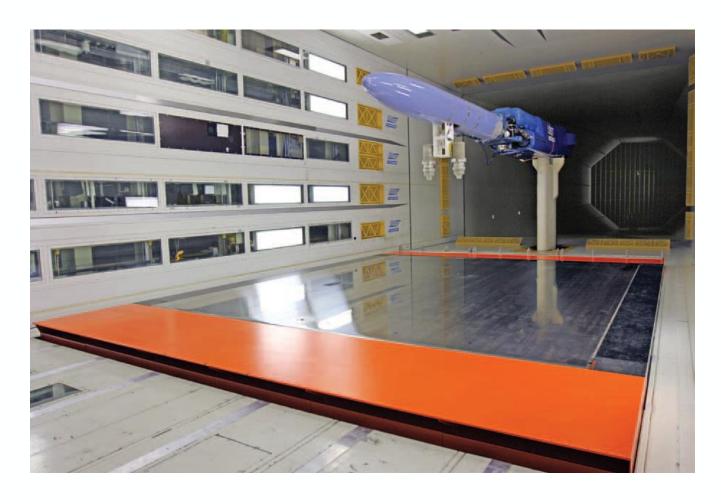
3. Understand the Importance of Partnership

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Agenda

- About MTS
- SuccessFactors Partnership
- Acquisition and Integration
- Our Strategy
- The Importance of Partnership
- Current State
- Future Plans
- Q & A

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About MTS

- Hi-Tech Manufacturer, based in Eden Prairie, MN
- High Tech Manufacturer, Testing and Sensing Solutions
- Many Industries: Aerospace, Automotive, Civil Eng., Energy, Medical, R & D, etc.
- 3,600 Employees
- 17 Countries, 9 Languages
- 3 Business Units

About MTS

DNW German-Dutch Wind Tunnels

About MTS

George E. Brown, Jr., Network for Earthquake
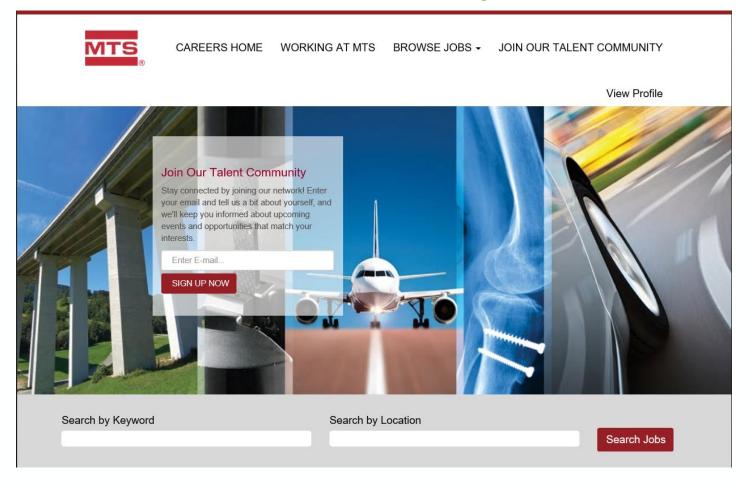Engineering Simulation (NEES)

About MTS

Automobile Testing

SuccessFactors Partnership

- System of Record (HR & Payroll): SAP ECC
- Talent Management Suite: SuccessFactors
  - Performance & Goals
  - LMS
  - Compensation
  - Recruiting
  - Onboarding
- Current / Recent Initiatives
  - Career Site Builder / Mobile Apply Implementation
  - Succession / Career Development Planning

SuccessFactors Partnership

This is our new Career Site Builder landing page with Mobile Apply!

Acquisition & Integration

- The Challenge:
  - Major Acquisition: 50% increase in size of the business
  - Organization: MTS centralized; Acquisition decentralized
  - Multiple locations across multiple countries
  - No HRIS team for acquisition company (no data stewardship)
  - No central HR database for acquisition company

Acquisition & Integration

- Our Goals:
  - Bring all employee data into one database
  - Provide global org chart, inclusive of all workers
  - Incorporate acquisition data into global workforce reporting
  - Leverage MTS's SuccessFactors Talent Management System for acquisition company

Acquisition Strategy

- Partner with acquisition company
  – Communicate purpose, goals, expectations
  – Guide population of data template
  – Coordinate data standardization
- Import acquisition company employee data into SAP – shadow only
- Audit results
- Guide & support change management
- Support system access (SSO) & adoption
- Phase roll out of Talent Management Suite
  – Bring acquisition company onto one module at a time, over time
  – Integrate domestic and international employee groups separately

Acquisition Strategy

- Shadowing data in SAP ECC
  - Demographic & necessary data only
    - Manager, location, reason codes, status dates, etc.
  - Used default data for:
    - Org Unit, Cost Center, Work Schedule, Work Week
    - Job codes / titles, etc.
  - Ongoing: Changes only to shadowed data

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Acquisition Strategy

- Phased Talent Management Suite roll out plan (over 2 years):
  - Domestic Performance & Goals
  - Domestic LMS: Go Forward
  - International Goals
  - International LMS: Go Forward
  - Domestic LMS: Curriculum and history
  - Domestic Recruiting
  - Domestic Onboarding
  - International Recruiting
  - International LMS: Curriculum and history
  - Domestic Compensation

The Importance of Partnership

- Partnership: Key to success
  - Created true sense of one team
    - 'We', not 'us & them'
  - Opened up flow of information
  - Promoted creativity in problem solving
  - Laid foundation for future initiatives

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Current State

- Completed / In Progress
  - Domestic Performance & Goals – 1st Cycle Completed
  - Domestic LMS: 'Go Forward' in place, Loading prior curriculum
  - International Goals – 1st Cycle In Progress
  - International LMS: Complete (except France)
- Feedback / Adoption
  - Highly intuitive
  - Well received by managers and employees
  - Learning curve with Performance & Goals process
  - High demand for LMS
  - Strong desire to use remaining modules

Future Plans

- Continue Integration:
  – Domestic Recruiting & Onboarding
  – International Recruiting
  – International LMS: Curriculum and history
  – Domestic Compensation
- Replace SAP ECC as System of Record for HR & Payroll
  – SAP ECC end of Life: 2025
  – Goal: One central system of record for all employee data
  – Employee Central? Possibly
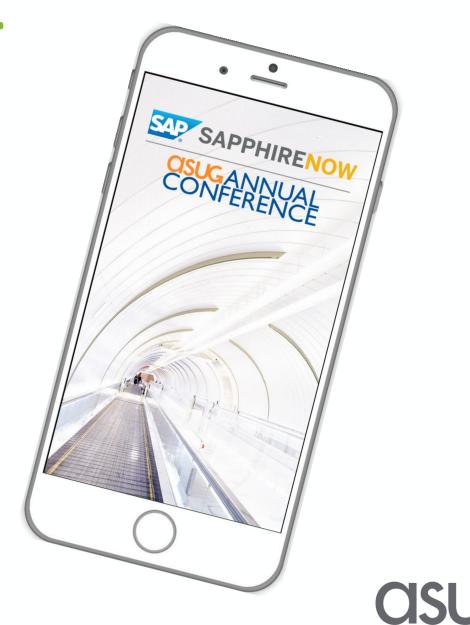 – RFI in progress
  – Target Go Live: 2020

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Questions?

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Presentation Materials

Access the slides from 2019 ASUG Annual Conference here:
http://info.asug.com/2019-ac-slides

Q&A

For questions after this session, contact me at tara.klatt@mts.com

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