An Acquisition Story:
The Role of SAP ECC in Integration
Tara Klatt, HRIS Manager, MTS Systems Corporation
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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
Agenda

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

• Completed / In Progress
  – Domestic Performance & Goals – 1\textsuperscript{st} Cycle Completed
  – Domestic LMS: ‘Go Forward’ in place, Loading prior curriculum
  – International Goals – 1\textsuperscript{st} 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
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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