



Drive HR Transformation with SAP Cloud Platform & Innovative App Extensions

Matthew Otto, Director SAP Cloud Platform, SAP

83102

About the Speaker






- Matthew Otto
 - Director SAP Cloud Platform GtM
 - Lives in Tampa, FL with a BA in Economics from the University of Florida and an MBA from Sykes College of Business at U of Tampa. My career includes areas of Sports, Logistics, Finance, Professional Services, Human Resources and Technology
 - Fun fact – I visited my 50th state last year

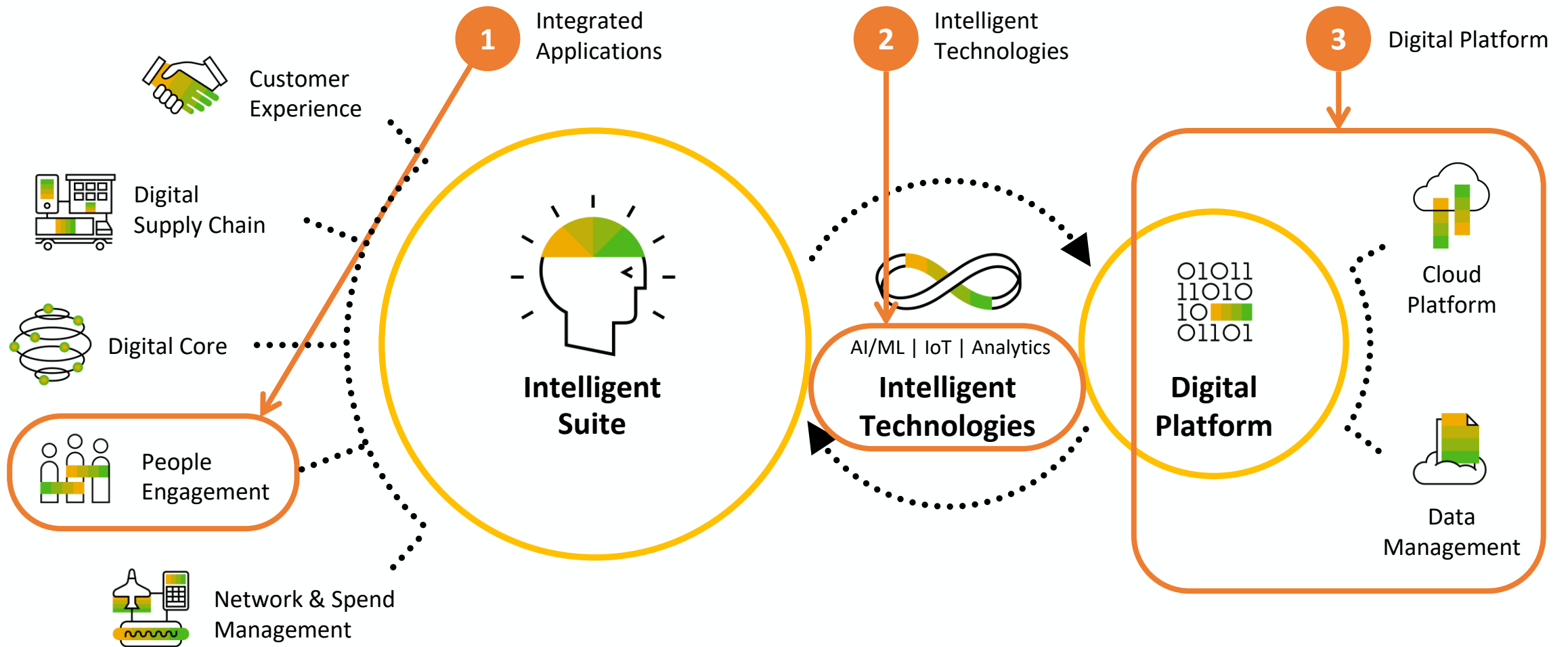
Agenda

- What is SAP Cloud Platform and Purpose
- SAP App Center
- Extensibility and Innovation
- Resources

Before We Start, a Few Basics

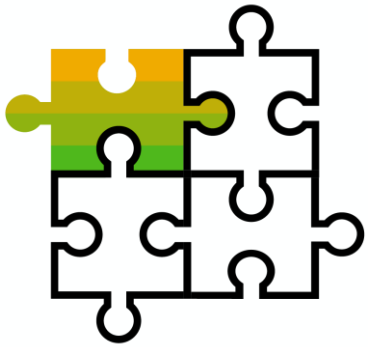
- SAP Cloud Platform
 - SAP's PaaS (Platform as a Service)
 - Applicable to all cloud and on-prem solutions, e.g. **SAP Ariba** , **SAP SuccessFactors** , **SAP** , ...
 - Integrates SAP and third-party solutions, consuming data from your various sources

The Intelligent Enterprise Features 3 Key Components



SAP Cloud Platform Benefits: Enterprise Platform-as-a-Service for Leading Digital Innovation

Agile



Power your **AGILE** business with the ability to quickly **extend** and personalize existing cloud and on-prem apps regardless of vendor applications – with choice in cloud providers, open and common development languages

Optimized



OPTIMIZE business processes for maximum gain by **connecting** your cloud and on-prem apps and **integrating** your entire IT landscape and business processes

Digital

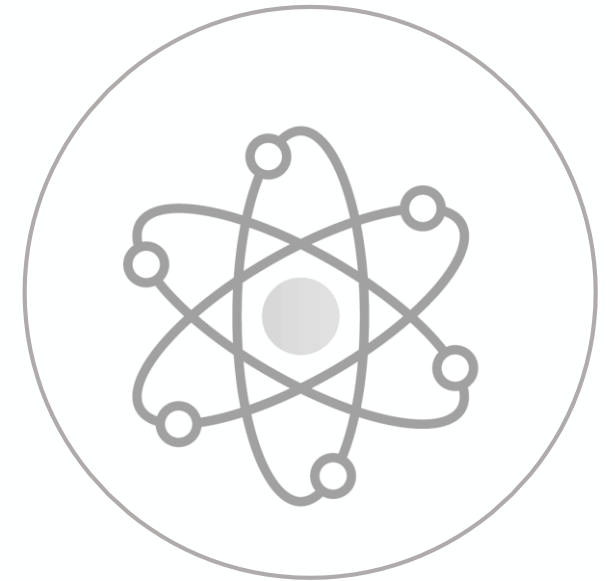
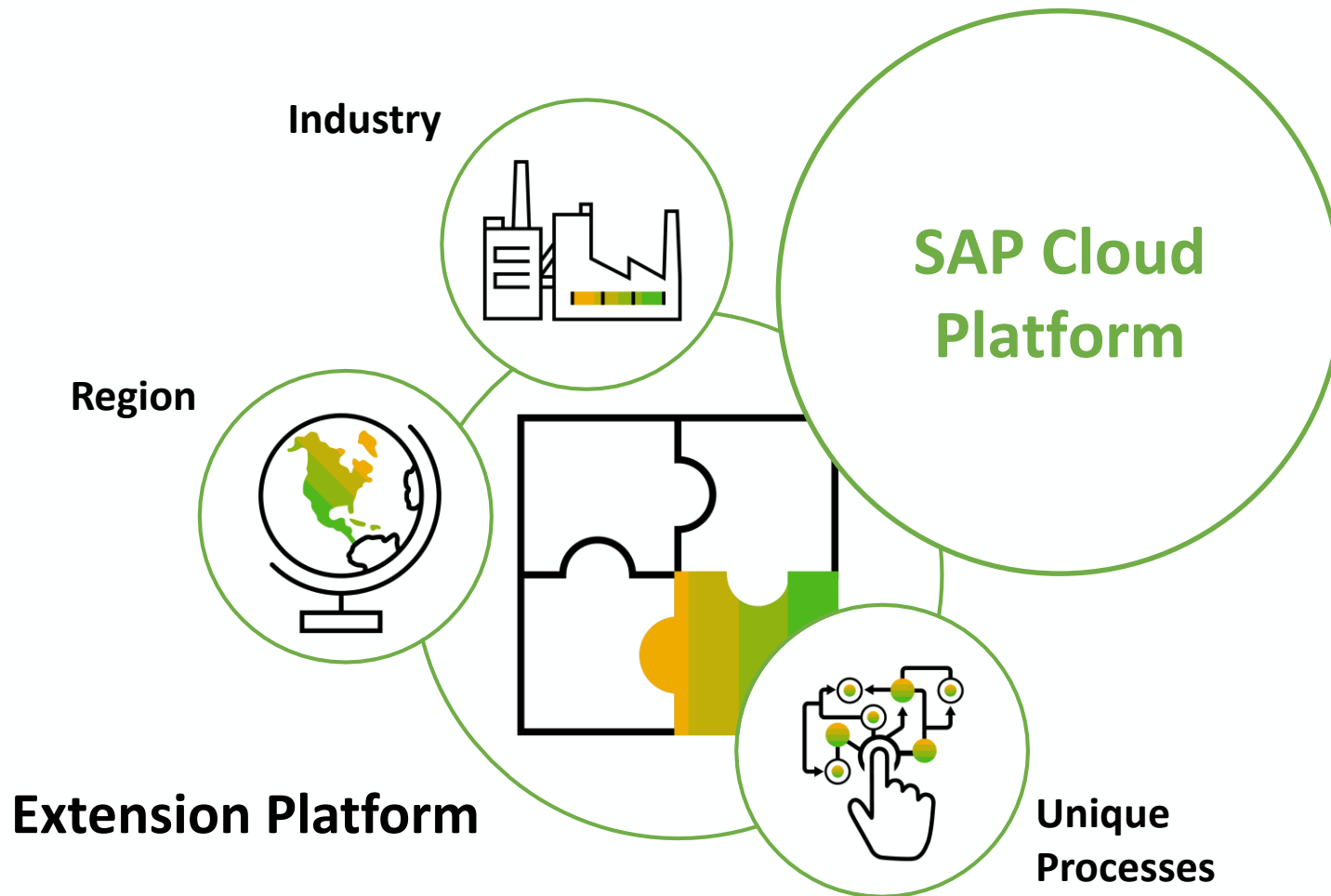


Innovate rapidly on a cloud platform with machine learning, big data, Internet of Things technologies that simplify **building DIGITAL** apps to solve new problems, engage all customers, employees, and drive new revenue

How Are Our Customers Leveraging the Platform to Transform Their Business?



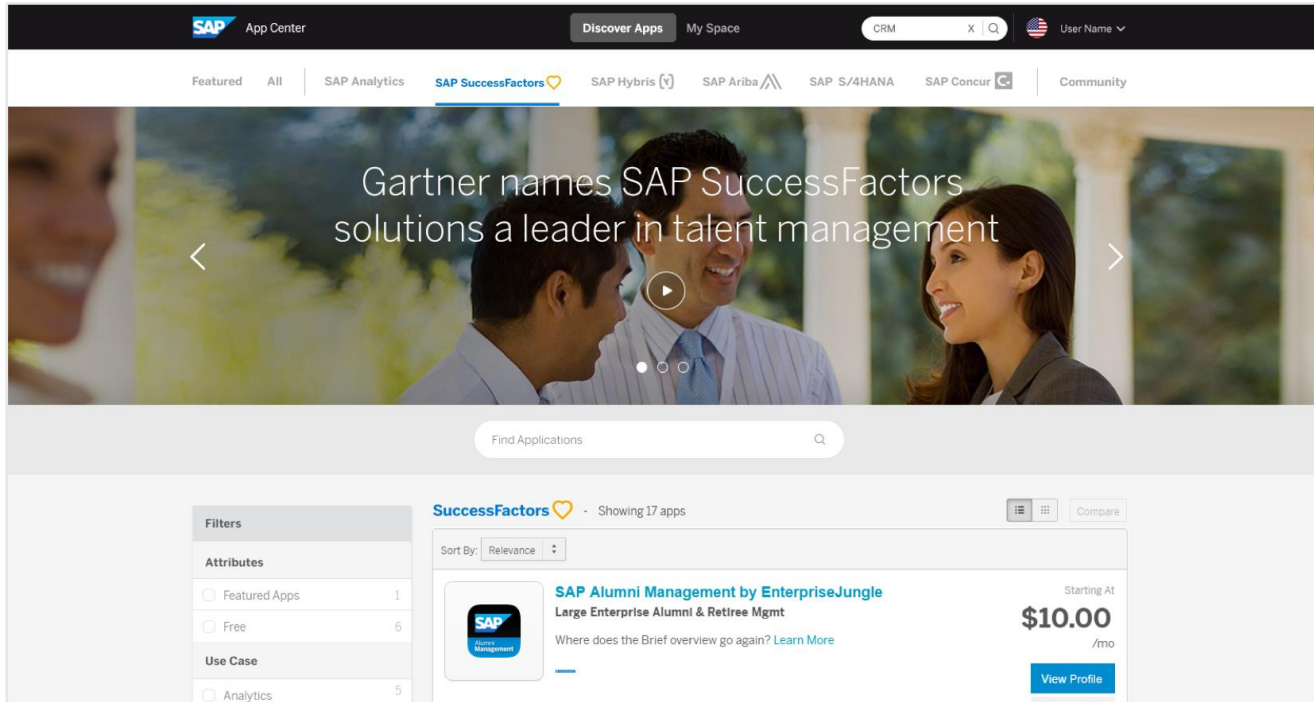
Extend Your Business Applications



Innovation Platform

ASUG

Extensibility: The Power of the Ecosystem and SAP App Center



 www.sapappcenter.com



Discover, try, buy,
and manage third-
party partner apps



Enterprise class
procurement



Apps to support
your bimodal IT
architecture

Extensibility: Partner Adoption Proves the Value Proposition

accenture
High performance. Delivered.

HRIZONS

SEMOS

NGA Human Resources

Ingentis

Enterprise Alumni

NSPRO

Infosys

ABC consulting

AppLearn

ALLOS
Human Capital 360

INFORMATICA
El Corte Inglés

verité
SOLUÇÕES

ValeurHR

EA LABS

KONK CONSULTING

VERITAS PRIME
Truth. Excellence.

MyOVS

Maveriq

KALTech Group

MOBOLUTIONS
YOUR ROAD TO ENTERPRISE MOBILITY

comentec

gavdi

Presence of IT
excellence in people

PDP-Software GmbH

idtm
enterprise

Global Gate
Real Estate

EIR
Enterprise Information Resources

flexso
enterprise solutions

Aspire HR

PROSPECTIVE
MEDIA SERVICES AG

SMARTDOCS
Ridiculously simple Document search

GLOBESY
global behaviour synergy

INNOVAPPTIVE
innovate. transform. empower.

pentos

NAKISA

DISCOVERY CONSULTING

Britehouse

ROFF

Platina HR

NEORIS
Practical Visionaries

Sodales Solutions
wave into new generation of business

spinifexIT

tts
knowledge matters.

hula
Strategy • Execution • Analytics

MACROMICRO
VISUAL TOOLS FOR ORGANIZATIONAL INSIGHT AND ANALYSIS

emeritis

PeopleFlair

nextmoves
human capital

thenextview++

AMT consulting

scout
Find the Best

ASUG

Extensibility: SAP App Center

The screenshot displays the SAP App Center interface. The top navigation bar includes the SAP logo, 'App Center', a search icon, 'USD', and 'Log In'. Below this, a secondary navigation bar lists various SAP products: 'Featured', 'All', 'SAP Analytics', 'SAP SuccessFactors', 'SAP Customer Experience', 'SAP Ariba', 'SAP S/4HANA', 'SAP Fieldglass', and 'Concur'. The 'SAP SuccessFactors' link is highlighted with an orange box. The main banner features the text 'The SAP Guide to Employee Experience' and 'Engaged employees elevate your entire organization, from customer service to revenue.' Below the banner is a search bar labeled 'Find SuccessFactors Applications'. On the left, a 'Featured Apps' section lists 'InsideView for Sales', 'SurveyRocks', and 'Ziggeo Video Recording & Playback'. On the right, a list of applications is shown, including 'Ingentis org.manager [web] for SF' and 'AspireHR Cloud Benefits'. A filter sidebar on the left lists various SAP products, with 'SAP SuccessFactors' selected. An orange arrow points to the 'Showing 193 Applications' text.

Featured Apps

- InsideView for Sales**
Find accounts and intelligently ...
Starting At Free
★★★★★
- SurveyRocks**
Employee Surveys and Assessments
Starting At \$2,500.00/Mo
★★★★★
- Ziggeo Video Recording & Playback**
Makes it super easy and simple to use
Starting At Free

Filters

By SAP Product Integration

- ☐ SAP Analytics
- ☐ SAP Ariba
- ☐ SAP Concur
- ☐ SAP Customer Experience
- ☐ SAP S/4HANA
- ☒ SAP SuccessFactors
- ☐ SAP Certified
- ☐ SAP Fieldglass

Showing 193 Applications

Sort By: Relevance

- Ingentis org.manager [web] for SF**
Simulate new org structures by drag and drop with advanced visualization
Workforce planning, org modeling and charting based on your SAP SuccessFactors data with easy drag and drop interface. [Learn More](#)
★★★★★
Starting At \$475.00 /mo
[View Profile](#)
☐ Compare
- AspireHR Cloud Benefits**
Benefits Management for SuccessFactors Employee Central
AspireHR Cloud Benefits is for SAP SuccessFactors customers that prefer to self-administer benefits. These companies need a modern, mobile
Starting At \$40,000.00 /yr

Extensibility: SAP App Center

The screenshot displays the SAP App Center interface for the JobPts application. The top navigation bar includes the SAP logo, 'App Center', a search icon, currency (USD), and a login link. Below this, a category filter bar shows 'Featured' and 'All' selected, with other categories like 'SAP Analytics', 'SAP SuccessFactors', 'SAP Customer Experience', 'SAP Ariba', 'SAP S/4HANA', 'SAP Fieldglass', and 'Concur' listed. The main header for the JobPts app features its logo, a description ('Inspire employee achievement with peer-to-peer recognition and rewards'), and the text 'ENGAGEMENT BUILT ON SAP CLOUD PLATFORM'. Three action buttons are present: 'Start A Free Trial' (blue), 'Contact Me' (green), and 'Buy Now' (yellow). Below the header, a secondary navigation bar is highlighted with an orange box and labeled '2', containing links for 'Overview' (active), 'Features', 'Certifications', 'Reviews', 'Questions', 'Support', 'Resources', 'Publisher', and 'Editions & Pricing'. The main content area is titled 'Inspire Achievement with Real Rewards and Recognition' and includes a brief description of the app's functionality. A 'Take the Tour' (blue) and 'Watch Demo' (green) button are provided. To the right, a 'View Screenshots' section shows 10 screenshots. Below this, a 'Details' section is highlighted with an orange box and labeled '3', containing a 5/5 star rating (5/5 Based on 2 reviews), the developer 'Semos', and a list of features including 'Built on SAP Cloud Platform', 'SAP HANA', 'Industries Cross-Industry', 'SAP SuccessFactors Engagement', 'Listing Types Self-Checkout Available Trial Available', and 'App Mission enabled' (highlighted with an orange box and labeled '4'). The bottom section, 'Features and Benefits', is divided into two columns. The left column, 'Boost employee engagement and overall performance feedback loops:', describes how JobPts automates motivation and reward practices. The right column, 'Understand trends inside your company and align employees to corporate values', describes how JobPts enables executives and HR managers to gain insight into talent and performance trends. A third column, 'Reduce employee attrition and improve job satisfaction', is partially visible on the left. A fourth column, 'Deliver next-gen employee engagement and talent insights', is partially visible on the right.

1

2

3

4

Extending SAP SuccessFactors with Grievance Management and Labor Relations from Sodales

Industry

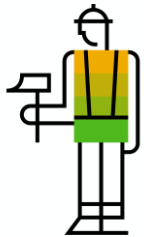
Construction

Products and Service

SAP Cloud Platform
Extension Package –
Enterprise Ed

Employees

34K



Objectives

- The customer manages 6 unions and complex collective bargaining agreements across US and Mexico involving extremely cumbersome paperwork. The HR processes related to recruitment, severance, promotions etc. are dependent on the calculations defined in the CBAs with their unions
- The grievance and appeal processes requires a complex workflow notification process along with history and reporting for financial tracking
- The customer wants a centralized grievance management solution for their unionized and non-unionized workforce with multi language support

Why SAP

- SAP offered the broadest and most capable Cloud HCM offering with SuccessFactors, including Employee Central, Recruiting, Onboarding Performance and Goals, Compensation, Workforce Analytics and SAP Payroll.
- No other solution also offered flexibility and agility to meet the customers complex requirements, which couldn't be met with a SaaS solution "out of the box". SAP Cloud Platform provided the ability to satisfy these requirements with a native, seamlessly integrated extension.

Benefits

- Allows for transparent history and information tracking for grievance, bargaining and arbitration processes
- Using standard templates for grievance processes, with workflow notifications across unions, employers and employees
- Reduces risk and significant resource drain of manual intervention

Faster

Time to value – 3–5 month project

Lower

Decreased resources to supporting and managing unionized resources

Better

SAP Cloud Platform Extensions allow the customer to meet their specific, unique and complex requirement, while still leveraging the benefits of a Cloud Deployment

SAP Cloud Platform Enhances Performance and Goals with PAD™ from HRIZONS

Region

North America

Industry

Healthcare

Products and Service

Business Integration

Services

Employees

150K

Web Site

<https://hrizons.com/>



Objectives

Create a strategic dashboard to provide insight that will:

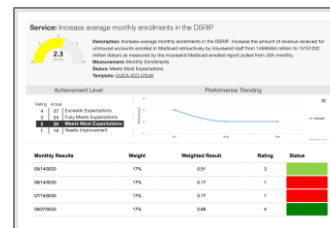
- Allow leaders to compare departments, divisions & locations in order to take action against objectives where needed
- Drive operational metrics through SuccessFactors Performance and Goals, ensuring data integrity
- Drive objective management at a macro level

Why SAP Cloud Platform?

A large organization with 2500 locations across the U.S. (some using SuccessFactors performance and goals and others using disparate systems), they required a way to :

- Track and integrate quantitative metrics, trend results over time, and ensure data quality
- Execute effectively on organizational goals across all locations
- Identify highest performing areas in order to share best practice and drive higher degrees of success into other regions

SAP Cloud Platform provided a way to bring all locations onto one unified platform (SuccessFactors) and then seamlessly extend goal execution capabilities to meet the requirements of their industry and organization by driving deeper accountability. ,



Faster

Time to value with rapid development
9 months end to end development time (app now available on SAP APP Center)

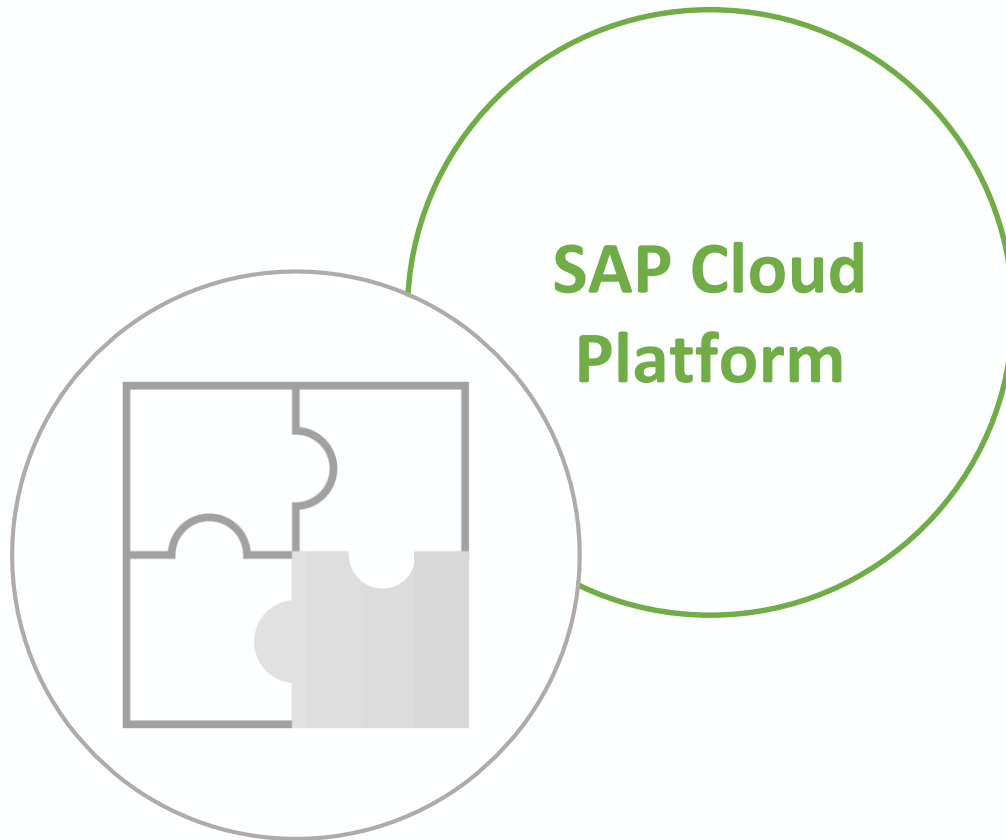
Lower

Implementation costs for subsequent customers who can leverage this now “prepackaged” solution

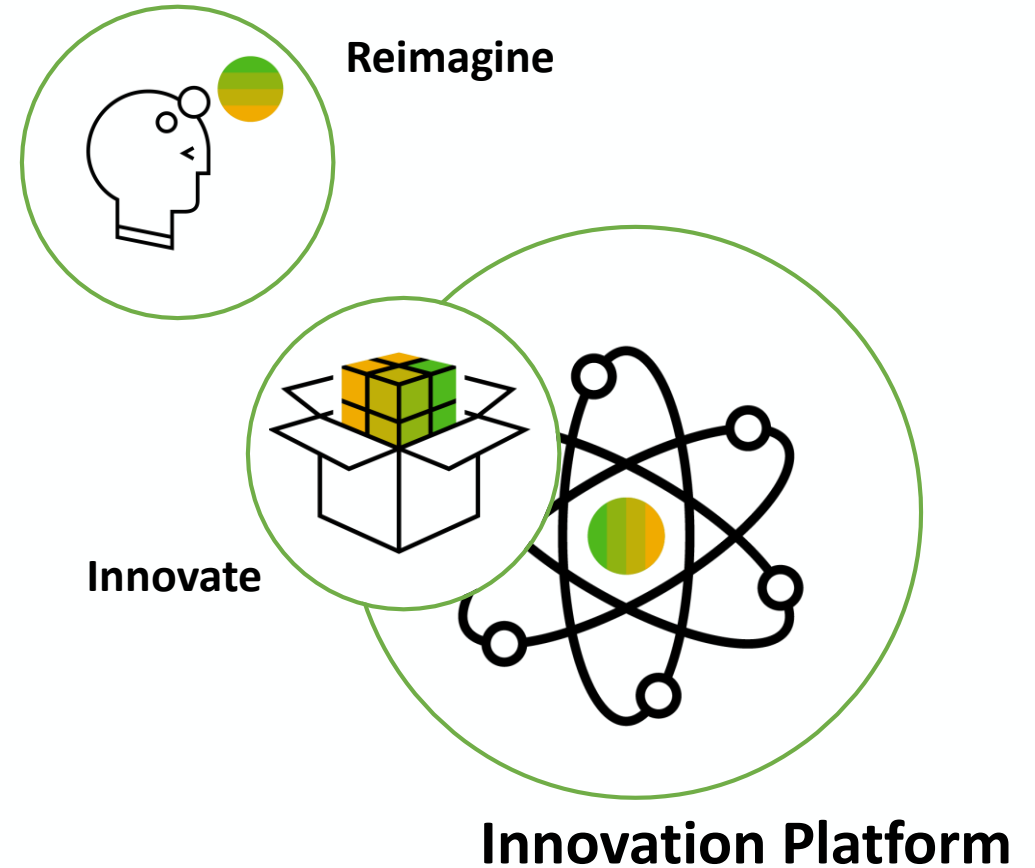
Better

Business results: Visibility and accountability ensures leadership understands performance against targets and understands where focus needs to be applied to achieve better results

Reimagine & Innovate



Extension Platform



Enhanced Performance Processes with SAP Cloud Platform

Industry
Manufacturing and Retail

Products and Service
SAP Cloud Platform Extension Package – Enterprise Ed

Employees
55K



Objectives

- As part of their global cloud journey, their performance process required specific elements, unique to this company's culture, that didn't lie completely in any existing talent system today
- The goal is to create a performance development tool, that allows an individual to get feedback and to achieve better, personal results without it being tied to a compensation bonus
- This required incorporation of their corporate goals, offering continuous touchbases, a rolling 90-day plan with commitments, coaching cards and a delivered performance standard that will temporarily serve as a performance rating until they go live with SFSF Performance and goals down the road
- The application would also need to be fully mobile, allowing users in corporate, retail and manufacturing divisions all the same experience

Why SAP

- SAP offered the broadest and most capable Cloud HCM offering with SAP SuccessFactors, including Employee Central, Recruiting, Onboarding, Performance and Goals, Compensation, Workforce Analytics and SAP Payroll.
- SAP Cloud Platform offered the extension tools necessary to utilize their existing HCM architecture and framework, while offering the mobile tools required, as well as giving the customer the ability to innovate and design an application suited to their needs

Benefits

- This is a global released application, in 13 languages, complete with unified notifications and pictures
- The standalone application is completely mobile, and intentionally self-sustaining; The build is setup to utilize native integration into other SAP solutions if desired
- All components of this performance development tool are able to communicate in real-time to questions asked, respond to alerts, and update commitments tied to an individual's objective

Faster

Return on Investment, by having their first unified tool that measures and supports their entire company on the same standard, addressing performance deficits in real-time

Lower

Risk of adoption-this app is completely mobile and offers the same experience to desktop or mobile users

Better

SAP Cloud Platform Extensions allow the customer to meet their specific, unique and complex requirement, while still leveraging the benefits of a Cloud Deployment



SAP Cloud Platform, Extending Employee Central with Seniority Calculation

Industry

Airline

Products and Service

SAP Cloud Platform
Extension Package –
Enterprise Ed

Employees

132K



Objectives

- Following a merger, this customer was faced with the challenge of having employee data in separate systems of record. Merging two unionized populations and calculating seniority across both was a complex and painful problem to address.
- The requirement was to accurately calculate or adjust the Seniority Date of the employee based upon an event and calculation rules without manual interventions
- Also required was the ability to Integrate with Historical Data in order to access employee history for specific calculations.

Why SAP

- SAP offered the broadest and most capable Cloud HCM offering with SuccessFactors, including Employee Central, Recruiting, Onboarding Performance and Goals, Compensation, Workforce Analytics and SAP Payroll.
- No other solution also offered flexibility and agility to meet the customers complex requirements, which couldn't be met with a SaaS solution "out of the box". SAP Cloud Platform provided the ability to satisfy these requirements with a native, seamlessly integrated extension.

Benefits

- Allows correct calculation of the correct Seniority Date for Pilots, Flight Attendants, Technicians, etc. in SuccessFactors Employee Central based on HR events including Hire, Re-Hire, Termination, LOA, Return from LOA, and Position Changes
- Reduces risk and resource drain of manual intervention
- Allows for seamless UI to all SAP and 3rd Party systems

Faster

Time to value – 3 month project

Lower

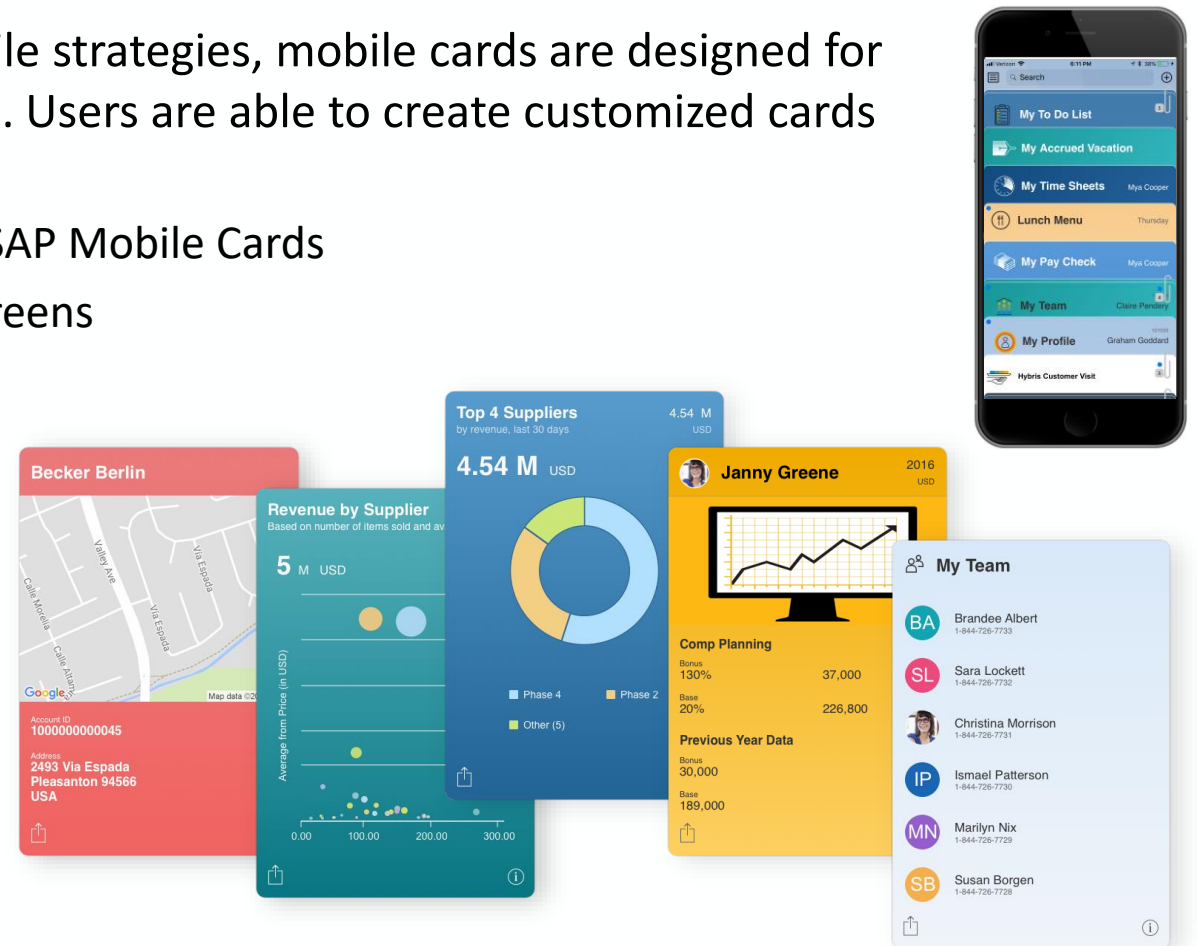
Decreased total cost of ownership demonstrated after assessing cloud vs on prem deployments.

Better

SAP Cloud Platform Extensions allow the customer to meet their specific, unique and complex requirement, while still leveraging the benefits of a Cloud Deployment

Next Gen HR: Modern Employee Experience – Mobile Cards

- As a compliment to your user experience and mobile strategies, mobile cards are designed for notification and quick transactions for key HR tasks. Users are able to create customized cards as well as use the ones out of the box
 - Frequently visited HR data prebuilt in the form of SAP Mobile Cards
 - Targets apps that can be accomplished in 1 to 2 screens
 - Provides instant access to data
 - Automatically stores cards and includes Push and stores cards for offline access
 - Built with SAP SuccessFactors APIs
 - Cards are presented as fully functional templates:
 - My Vacation; My Time Sheets; My To Do; My Pay Check and more.
 - Templates work out of the box and are also customizable

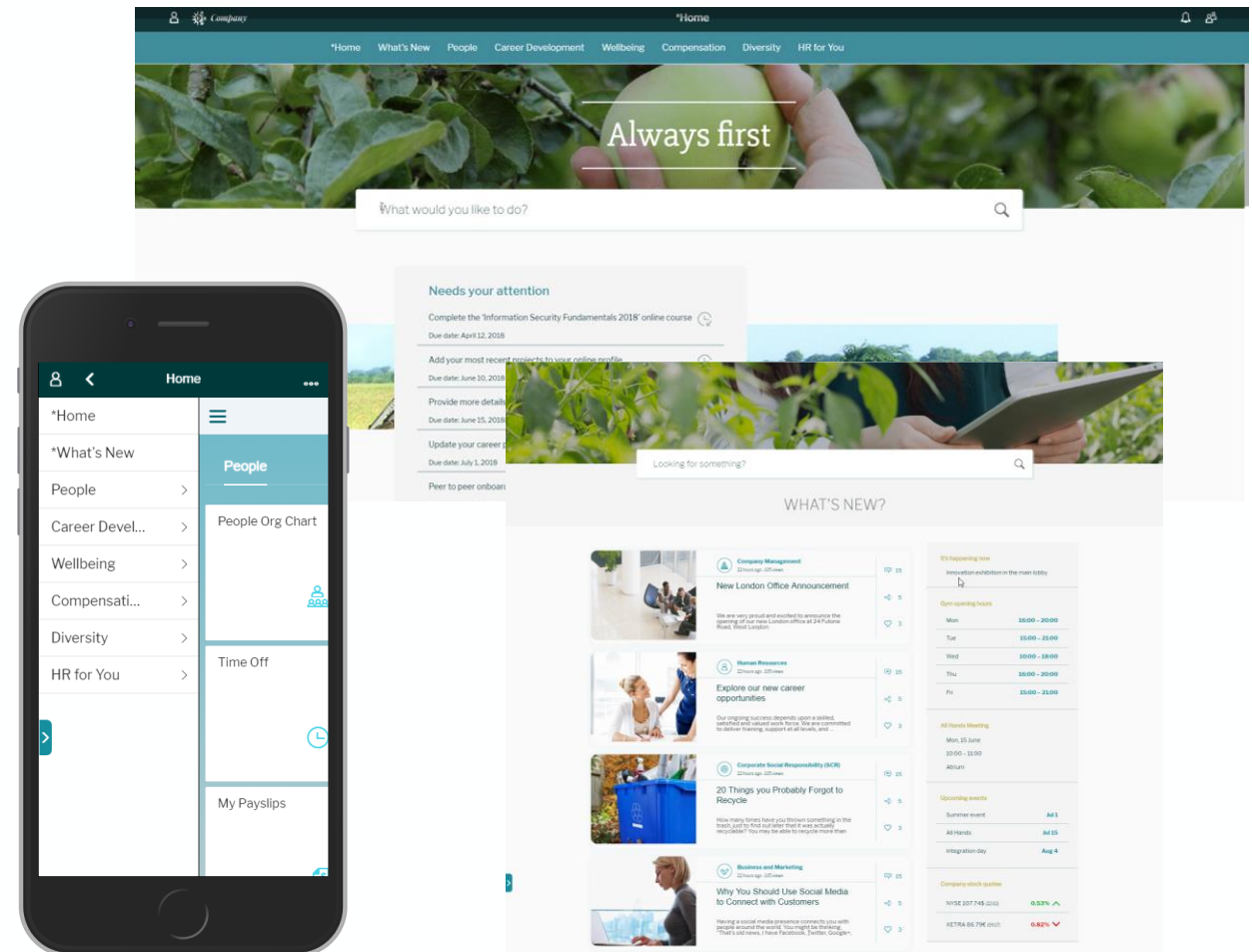


Next Gen HR: Modern Employee Experience – HR Portal

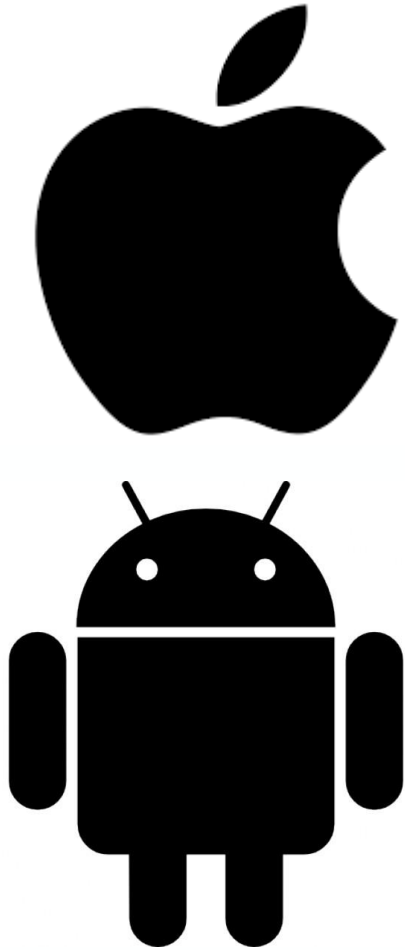
The portal is the gateway to the broader user experience throughout a company.

Whether mobile or desktop, cards, dashboards, Fiori, streamlining access – your options are left only to your imagination

- Unified Experience and Single Point of Access
- Multi Channel Consumption
- Integration with SAP Applications
- Partner and Ecosystem Integration
- Customized Design – Corporate-controlled experience



Modern Employee Experience: Mobile SDK



Innovation – Development

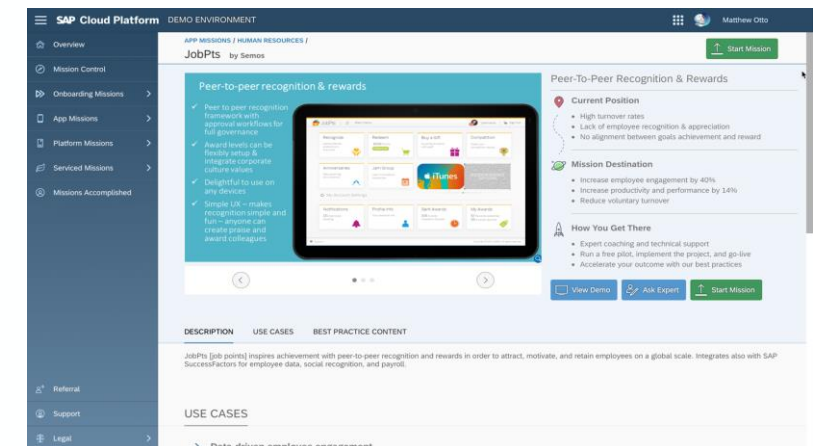
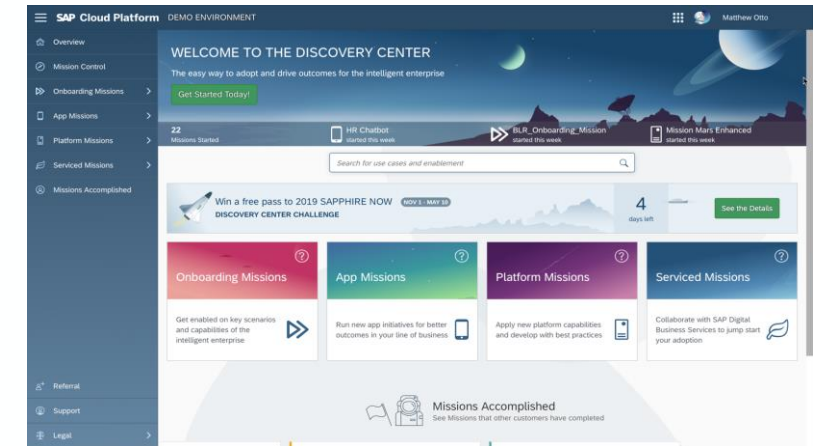
- There are several ways where you can own your own development and innovation capabilities. From a mobile standpoint we have mentioned the **Apple SDK**, **Android SDK**, and **SAP Mobility SDK**. However there are additional tools and relationships for your organization to utilize.
- **SAP Build** – is an integrated cloud-based solution constructed to address the critical Discovery and Design phases of the product lifecycle when UX changes are most cost effective. BUILD allows you to collaboratively develop prototypes with your project team, engage end-users for feedback, or jumpstart your designs with one of many prototype examples from the gallery – all while learning the design process. [Visit SAP Build](#)
- **Mendix** – a partnership where you can build advanced applications using Rapid App Development tools – [Mendix Partnership with SAP](#)



SAP Cloud Platform Discovery Center

Mission Types

- **Serviced Missions**
 - Tap into expertise, services, and support that can help your business intelligently create value faster with greater visibility, focus, and agility. SAP Digital Business Services (DBS) provides the expertise you need, packaged in a portfolio of services and support such as Enterprise Support, Preferred Success, MaxAttention and HANA Enterprise Cloud.
- **Platform Missions**
 - Platform Missions contain ready-to-use content to support your team in developing and deploying SAP Cloud Platform applications with SAP technology services. Select the appropriate use case for you and your company, click on Start Mission and get all the tools, guidance and team support you need to succeed – from a quick pilot all the way to a go-live!
- **App Missions**
 - Explore some of the applications developed by our partners. The Customer Center lets you select from the best pre-packaged applications across five Lines of Business in HR, ERP & Finance, Sales, Procurement and IT. When you locate the ideal App for your use-case, click on Start Mission. Then follow the steps in the implementation boards.

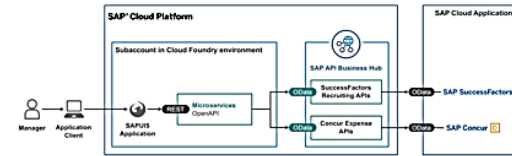


Customer Enablement – Blueprints

Blueprints are detailed guides, with visual diagrams and product details around specific use cases.

They help bring to life the pieces of the journey to set the right expectations

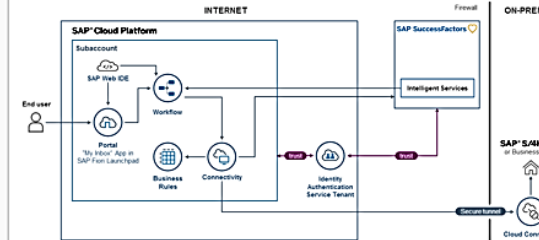
SAP SuccessFactors Blueprints



Build a Recruitment Travel & Expense Management Dashboard

Build a recruitment travel & expense management report with SAP API Business Hub

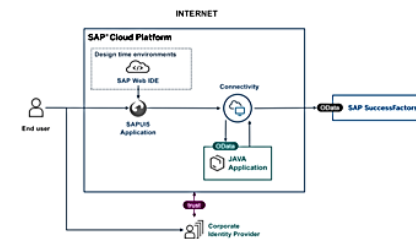
[Read more →](#)



Automate Employee Onboarding Processes with Workflow

Integrate SAP SuccessFactors and SAP Business Suite to improve employee onboarding and purchase requisition processes

[Read more →](#)



Improve Annual Review Cycles by Extending SAP SuccessFactors

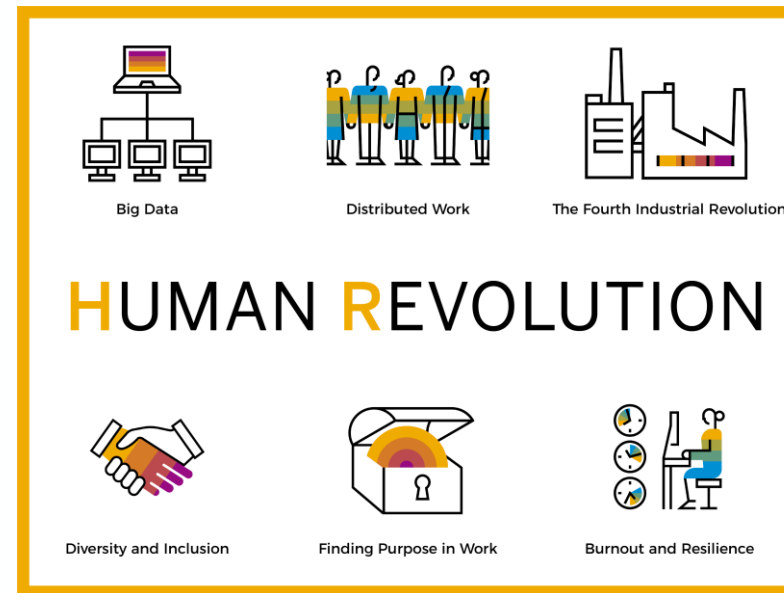
Use extension capabilities of SAP Cloud Platform to extend SAP SuccessFactors for transforming the conventional ratings and appraisal process in an organization with SAP Talk

[Read more →](#)

Resources – SAP SuccessFactors Gold Guide

Premier illustration of a complete HR strategy from SAP – includes SFSF, SAP Cloud Platform, SAP Fieldglass, Partners, stories, etc.

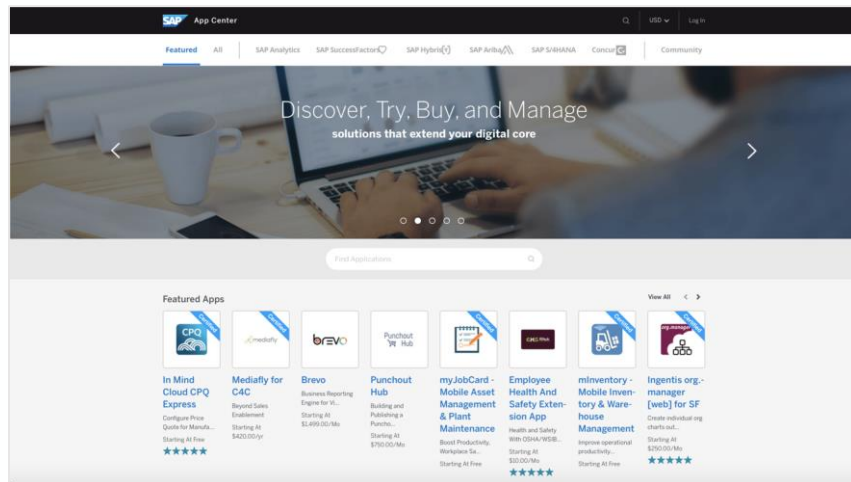
[SAP SuccessFactors Gold Guide](#)



Resources – Public and Informative



cloudplatform.sap.com: This is an external page that gives you insight to the entire SAP Cloud Platform. This is also where customers can register for a trial version of SAP Cloud Platform to use



sapappcenter.com: This is our central app center page for all extension apps, not just SAP SuccessFactors. You can find information about the partners, the extension's purpose, demos, cost, etc. This does include extensions beyond just SAP Cloud Platform, the technology section will indicate that on each app page

Take the Session Survey.

We want to hear from you!
Be sure to complete the
session evaluation on the
SAPPHIRE NOW and ASUG
Annual Conference mobile
app.



Questions?



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 matthew.otto@sap.com

Let's Be Social.

Stay connected. Share your SAP experiences anytime, anywhere.

Join the ASUG conversation on social media: **@ASUG365 #ASUG**

