

## How to choose the right Human Capital and Talent Management Solution for your organization

Stay ahead of the game with a solution that helps you attract and retain top talent in an evolving and competitive marketplace.



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# Talent Management

You were *born to succeed*, but to meet your potential, you must plan to *succeed*, prepare to *succeed*, and expect to *succeed*.

# Agenda

- **Introductions**
- SuccessFactors Release Highlights
- SuccessFactors New Features and Trends
- Wrap Up

# Today's Presenter

**Robin Mason** is a seasoned architect of HCM solutions, including SAP SuccessFactors and SAP ERP Human Capital Management. She currently works as a HCM Solution Architect for Illumiti, a Syntax company.

It's been her privilege to be a contributing author to the book *SAP R/3 Implementation Guide: A Manager's Guide to Understanding SAP*, as well as a speaker at *SAPinsider's HR* conference on the topic of Employee Central and Employee Central Payroll implementation. Robin is passionate about partnering with her clients to create innovative and sustainable solutions.

She holds degrees in Business Administration and Organization Management. Robin resides in Scottsdale, Arizona, where she shares her office with her rescue dog, a Cavalier King Charles Spaniel named Griffin.



# Illumiti's Recognized Expertise

- Illumiti is **1 of only 3** SAP Partners in North America with SAP Recognized Expertise in all four HCM categories.
- To earn a REX accreditation in a specific solution area, partners must have:
  - A minimum of 3 certified consultants
  - Certified consultants must all be current as evidenced by successful completion of delta assessments
  - 3 current customer references

## SAP® Recognized Expertise

SAP® SuccessFactors® Employee Central and Payroll Solutions

## SAP® Recognized Expertise

SAP® SuccessFactors® Learning Solutions

## SAP® Recognized Expertise

SAP® SuccessFactors® Talent Solutions

## SAP® Recognized Expertise

SAP® SuccessFactors® Recruiting and Onboarding Solutions



# Some of Our HCM Customers





| Poll question

Is your organization:



Considering SuccessFactors for HRIS?

Using some SuccessFactors solutions?

Considering additional SF functionality?



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# 1H 2022 Release Highlights



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## Some Interesting Statistics

According to a 2019 Gallup article\* written by Shane McFeely and Ben Wigert:

U.S. businesses are  
**losing  
1 trillion  
dollars**  
every year due to  
voluntary turnover!

The cost of replacing an  
individual employee can  
range from  
**one-half to  
two times**  
the employee's  
annual salary.

Interestingly, turnovers can be avoided.  
According to the same article:

**52%**  
of voluntary  
leaving employees

say their manager or  
organization could have done  
something to prevent them  
from leaving their job.

**51%**  
of exiting employees

say that in the three months  
before they left, neither their  
manager nor any other leader  
spoke with them about their  
job satisfaction or future with  
the organization.

# What Talent Management Offers

## Engagement is Essential to Long Term Success

Today's workforce is rapidly evolving. We have five generations of employees working together and each generation brings a unique set of needs and expectations. There is also a strong, competitive market for top talent. Organizations need to recruit high potential employees, as well as grow and develop their existing ones. Employing talent management initiatives such as performance management, career development, and learning opportunities allows organizations to meet the complex challenges of the workplace.

### Outcomes of Talent Management Include:

- Increased employee engagement through self-services and mobile capabilities
- Ability to assess and track employee performance
- Identify top performers and those in need of assistance
- Develop actionable, trackable, and reporting performance improvement and growth plans
- Offer trainings and track their effectiveness
- Use employee surveys and feedback tools to increase satisfaction and retention
- Facilitate collaboration between employees regardless of location

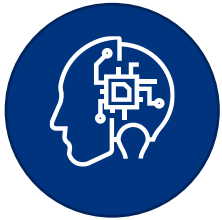


# Trending in HR

WorkZone



# Trending in HR Technology



**AI / Machine Learning**



**Service Center**



**Diversity and Inclusion**



**Technology to help prevent bias in the workplace**



**Pulse surveys**

# GDPR

- Insert GDPR info

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# Wrap Up

## In Summary

- Check the community site....

# Thank You

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