NIMBL

Workforce Planning with SAC and S/4HANA Cloud

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Journey Companions

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About NIMBL

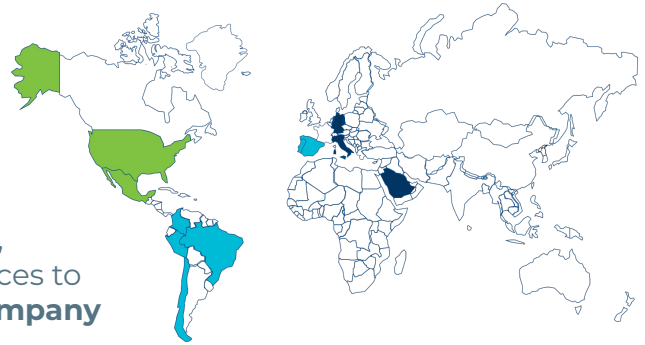
OUR PURPOSE

We transform our clients into **digital, sustainable leaders** through innovation

OUR PRESENCE

3000+
People

An inclusive mix of cultures, competences, attitudes and experiences to create **One Unique Company**



GROWTH

$300M
Revenue

Double digit growth year over year since 2004

WHAT WE DO

Digital Advisory
Software Atelier
System Integration

CPM FOCUSED CLIENTS

Supporting both Fortune 500 and Midmarket in 15 industry sectors

HYBRID BY DESIGN

The **premium quality** of local niche players, the **coverage & portfolio** of global partners

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Our Team Worldwide

400+ S/4 Functional Consultants
Spread across the Globe
Supporting all the critical functional areas:
FICO, OTC, SCM, PLM, Transportation Mgm, IBP.

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Recognized Expertise and SAP Certifications

2023 SAP Hack2Build Winner

Hack2Build RECL**AI**M, Powered by SAP Build

2021 SAP Hack2Build Winner

Hack2Build S/4HANA Cloud Side-by-side Extension Hackathon

2020 LEAP Awards Gold Medal Winner

Gold Medal - Hydraulics Category for Gates Corporation

2020 Stadium Business Awards Winner

Venue Technology Award

2019 SAP Pinnacle Award Finalist

SAP S/4HANA Cloud Partner of the Year - Small and Midsize Companies

NIMBL Certifications

SAP® Certified Partner Center of Expertise

SAP® Certified in SAP HANA® Operations Services

SAP® Certified in Cloud Services

SAP® Certified in Hosting Services

SAP® Certified in Run SAP Implementation

2023
- Hack2Build RECL**AI**M Circular Business Solution, Powered by SAP Build

2021
- Hack2Build S/4HANA Cloud Side-by-side Extension Award for Intelligent Accounts Payable Solution

2020
- Venue Technology Award for 49ers Stadium Analytics Solution
- LEAP Awards Gold Medal for Gates IoT Digital Twin Application

2019
- Gartner S/4HANA Magic Quadrant Honorable Mention

2018
- Business Transformation SuccessFactors at Ferretti Group
- Business Transformation eCommerce with Elica
- Fast Delivery S/4HANA Conversion at FCG

2017
- Innovation eCommerce at Epta
- Cloud Innovation Ariba at ERG

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Proven Expertise

- **+65** S/4HANA **Transformation Projects**
- Integration Expertise
- Multi-Country Deployments
- Rapid Implementation with SAP Best Practices
- **40%** of the S/4HANA Public Cloud North American Market Share
- **Lean Project Teams** with cross industry experience
- **SAP Specialized Consulting** with International Capabilities
- Design Team performs System Build
- SAP Community Thought Leaders
  - SAP Press Authors
  - SAP Travelling Campus Educators

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Our Success Story

A global professional services company, partnered with NIMBL to streamline its

people planning

- 11+ countries
- 40+ years in business
- More than 2,000 employees
- Real-time financial planning and analysis

Resources Generate Revenues

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Key Takeaways

- Understanding how SAP S/4HANA Cloud and SAP Analytics Cloud facilitate G/L Financial Planning

- Understanding how SAP BTP can seamlessly integrate with other data platforms

- Understanding how SAP Analytics Cloud can optimize the People Planning Process

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What We'll Cover

- Need for SAC Planning
- Life Before SAC
- From Idea to Implementation
- The Solution
- Planning for Future Success and Growth
- Key Takeaways
- Key Wins

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Need for SAC Planning

Financial planning and analysis (FP&A), specifically **workforce planning**, is one of the most powerful processes for Professional Services companies to effectively manage and execute **strategic steps** to drive significant **business results** in an increasingly competitive market.

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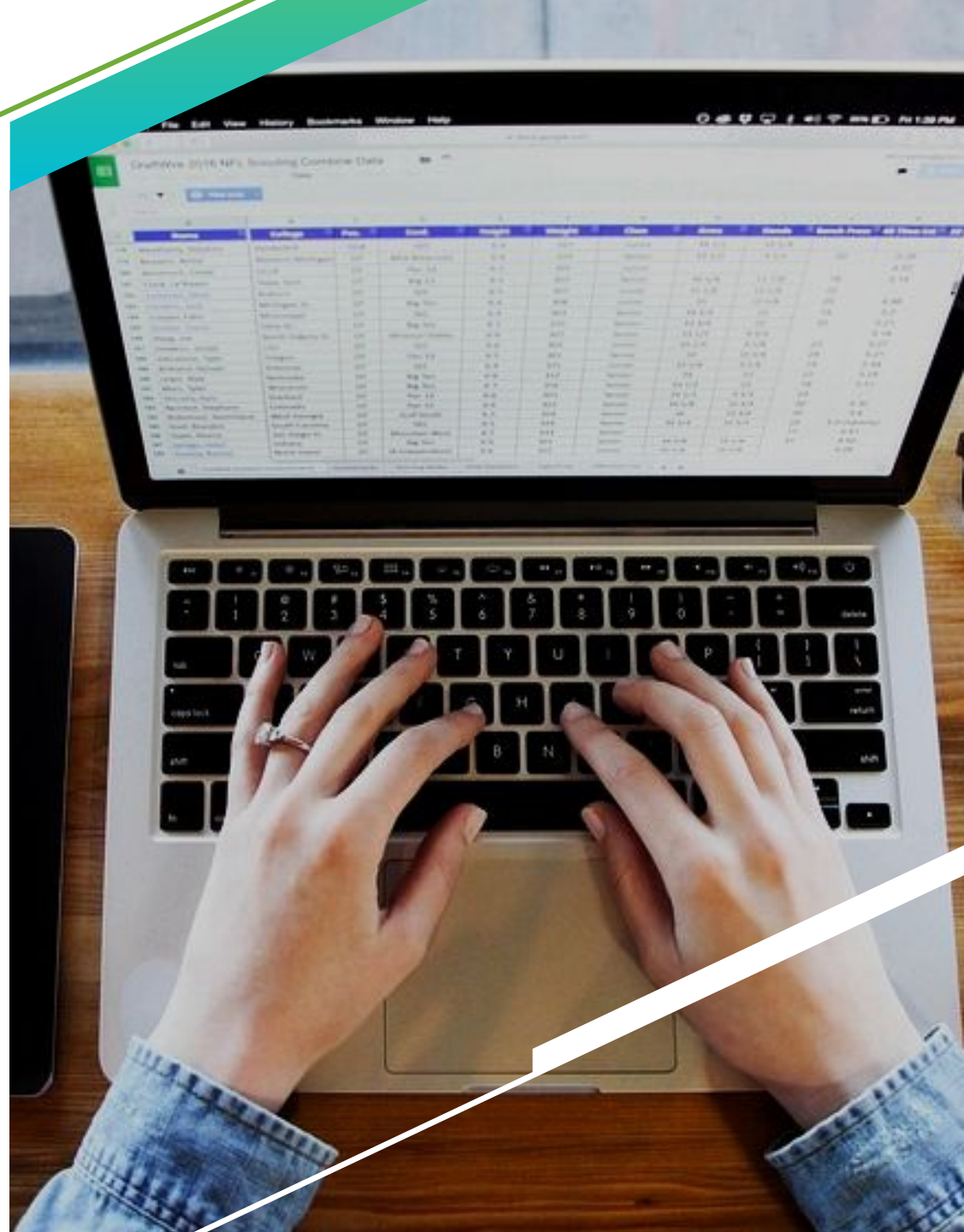
Life Before SAC

- More than 15 people forecasting in separate Spreadsheets
- 5 users working solely to consolidate data
- Difficulties to create analysis and visualization scenarios
- No real-time integration or connectivity with the ERP



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Action Plan

- Found a great partner team – SAP & NIMBL
- Performed an in depth analysis in Phase 1 to discover the improvement opportunities
- “Sustainable” design approach

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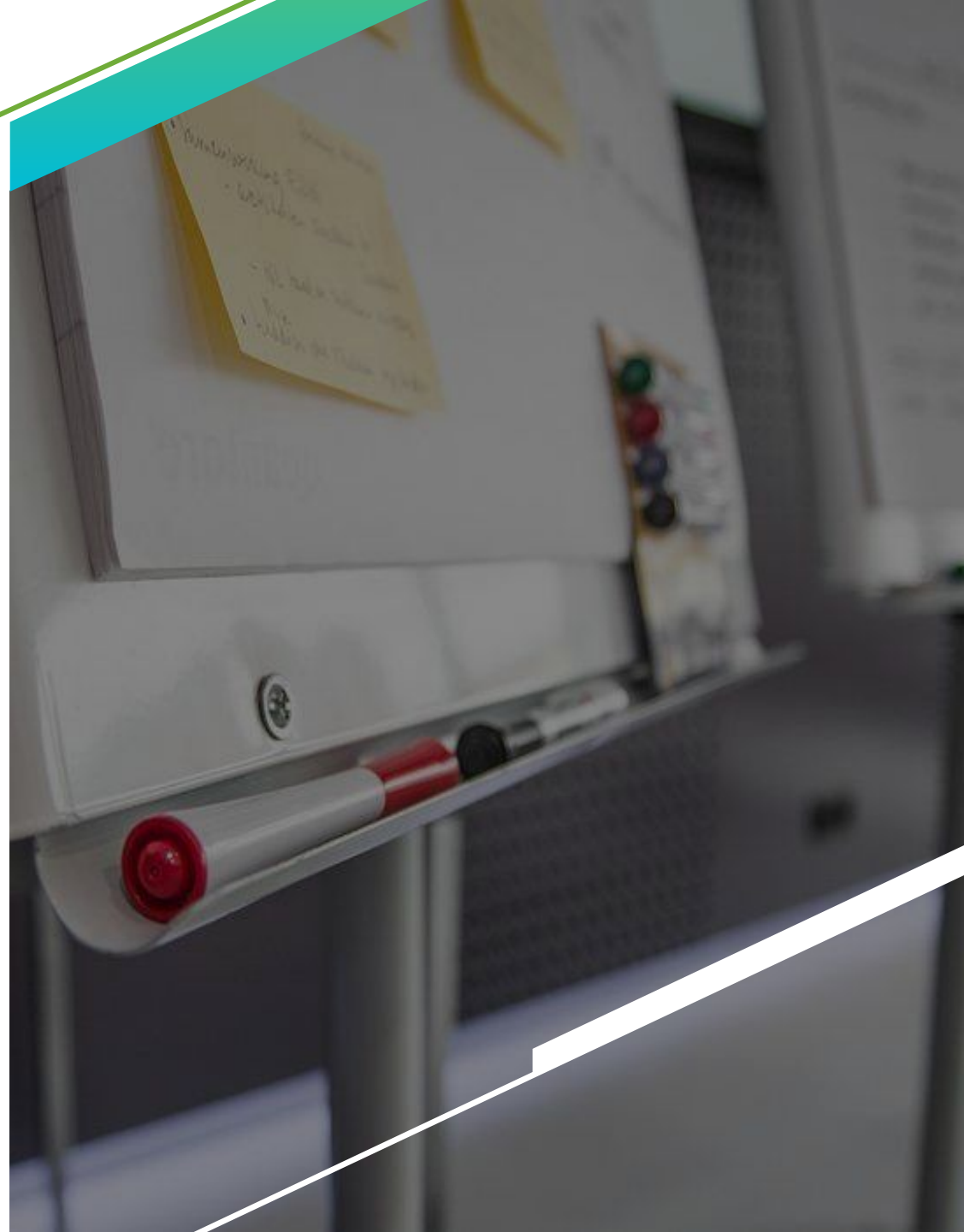
From Idea to Implementation

- **The Workforce Planning Solution** was designed
- Real-time SAP S/4HANA Cloud ERP Integration
- Customized workforce planning models and dashboards
- Data management leveraging SAP Best Practices
- KPIs Enablement



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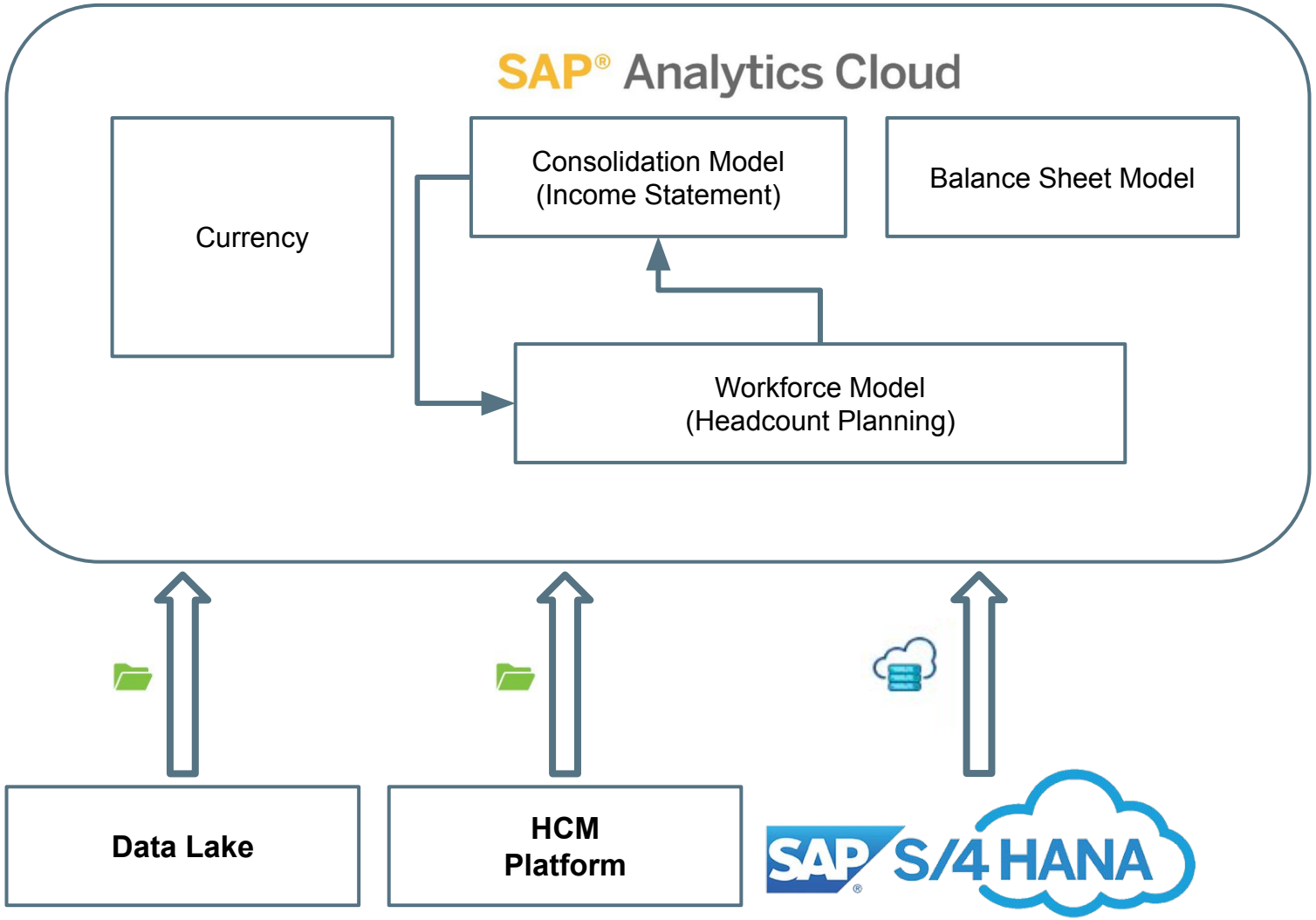
Solution Architecture



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The Solution

- Decentralized inputs with centralized data
- Flexible forecasting with integrated actuals from S/4HANA
- ***Real-time analytics***

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Dashboards

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Dashboards

Overview | Corp Service TBH/TBF | Corp Serv Operating Exp | Corp Service Transfers | Cost of Labor Adjustment

Corporate Services P&L

USA (USA) - Client_Services (Client Services) - 2021

Corporate Services P&L Input Form

Scenario	Plan												
Period	2021	Jan (2021)	Feb (2021)	Mar (2021)	Apr (2021)	May (2021)	Jun (2021)	Jul (2021)	Aug (2021)	Sep (2021)	Oct (2021)	Nov (2021)	Dec (2021)
Account_Reporting													
Net income (loss)	104,405,530	-26,303,055	21,696,363	13,318,805	5,870,557	17,383,145	8,448,338	17,777,445	14,274,500	16,171,996	18,887,533	18,223,181	-21,343,278
EBITDA	320,169,302	27,014,879	27,067,926	31,782,386	30,335,394	23,643,728	34,960,843	27,744,963	26,564,400	26,599,549	26,487,424	21,049,456	14,918,355
Interest expense	71,935,394	4,699,402	5,750,150	6,555,204	5,867,793	5,807,566	5,448,740	5,951,900	6,112,986	6,719,730	5,871,937	5,878,251	7,271,735
Depreciation	2,300	–	–	–	–	–	–	–	–	219	73	1,935	72
Amortization	13,736,311	1,145,008	1,145,008	1,145,008	1,145,008	1,145,008	1,145,008	1,145,008	1,145,008	1,142,169	1,144,693	1,144,693	1,144,692
Amortization Expense	13,736,311	1,145,008	1,145,008	1,145,008	1,145,008	1,145,008	1,145,008	1,145,008	1,145,008	1,142,169	1,144,693	1,144,693	1,144,692
Amortization Expense - Goodwill	–	–	–	–	–	–	–	–	–	–	–	–	–
Share based compensation	63,481,825	–	–	8,043,952	0	0	21,550,214	0	930,692	7,507,673	–	–	25,449,295
SBC OPI Options	1,192,852	–	–	246,317	0	0	478,253	0	0	-333,551	–	–	801,833
SBC OPI's	5,755,908	–	–	646,681	0	0	2,088,165	0	0	771,051	–	–	2,250,011
SBC CUPI Options	2,795,723	–	–	1,603,628	0	0	2,734,097	0	0	-5,144,726	–	–	3,602,724
SBC CUPI's	35,803,301	–	–	3,541,905	0	0	15,224,134	0	0	3,682,646	–	–	13,354,616
SBC Japan Phantoms	9,126,842	–	–	116,648	0	0	114,006	0	0	6,762,620	–	–	2,133,567
SBC Cash When Vested	–	–	–	–	–	–	–	–	–	–	–	–	–
SBC Common Options	3,734,841	–	–	1,888,774	0	0	911,558	0	930,692	–	–	–	3,817
SBC Common Interests	5,072,358	–	–	–	–	–	–	–	–	1,769,632	–	–	3,302,726
Currency translation gains - unrealized	9,490,359	–	–	–	–	–	–	–	–	4,803,439	379,058	5,028,372	-720,509
Gain from currency valuation	24,829,651	–	–	–	–	–	–	–	–	20,710,707	644,351	3,951,888	-477,295
Loss from Currency Valuation	-15,339,292	–	–	–	–	–	–	–	–	-15,907,268	-265,293	1,076,484	-243,214
Other Income	-63,215,084	-46,454,772	2,546,646	-1,694,871	-16,426,425	3,401,820	2,560,227	-1,964,806	-5,182,905	–	0	–	-0
Clearing affiliated asset transfer	–	–	–	–	–	–	–	–	–	–	–	–	–
Misc Income/Revenue	0	–	–	–	–	–	–	–	–	–	–	–	0
Loss on Extinguishment of Debt	–	–	–	–	–	–	–	–	–	–	–	–	–
Gain Small Price Difference IR	+0	–	–	–	–	–	–	–	–	–	+0	–	–
Loss Small Price Difference IR	-0	–	–	–	–	–	–	–	–	–	-0	–	-0
Miscellaneous Income	-63,215,084	-46,454,772	2,546,646	-1,694,871	-16,426,425	3,401,820	2,560,227	-1,964,806	-5,182,905	–	–	–	–
Gain (loss) on sale of fixed assets	–	–	–	–	–	–	–	–	–	–	–	–	–
Rev PostCapitalizatn	–	–	–	–	–	–	–	–	–	–	–	–	–
Settlement auc to CO Object	–	–	–	–	–	–	–	–	–	–	–	–	–
Revenue from Fixed Asset Sale	–	–	–	–	–	–	–	–	–	–	–	–	–

Instructions:
1. Begin by double-clicking the desired cell and enter the input.
2. Publish the Data by selecting the "Publish Data" icon under the Data section in the ribbion.
*Note that "Revert all" will undo all recent changes done by you.
Data Point Comment: to insert, right-click on a cell containing data, and select "Add a Data Point Comment"

General Overview:
Period, Location, and Cost Centers can be toggled above for changes to the P&L

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End-User Cockpit

Reports

- FTE Report
- Headcount Report
- Success Fees by Client
- Workforce Report
- Management P&L
- MTD/YTD Management P&L

AFO Reports in SAC

- Monthly MACC- Total ISL
- Forecast MACC Report-Total ISL
- Forecast Revenue Metrics-Total ISL
- Utilization Summary
- Monthly Revenue Summary - Total ISL
- Monthly Revenue Fx Summary - Total ISL
- Forecast Revenue Fx Summary - Total ISL

Headcount Input Form

- Headcount Inputs USA
- Headcount Inputs Asia/EMEA
- Cross Model Workforce to Consol - ISL

Americas Input Forms

- Standard Bill Rate
- Utilization
- Available Hours Adj.
- Realization
- Admin Rec/WU
- Success Fees
- Community Expenses
- Consolidated Input Form

EMEA Input Forms

- Standard Bill Rates (EMEA)
- Utilization (EMEA)
- Available Hours Adj. (EMEA)
- Realization (EMEA)
- Admin Rec/WU (EMEA)
- Success Fees (EMEA)
- Community Expenses(EMEA)
- Consolidated Input Form

Asia Input Forms

- Standard Bill Rates (Asia)
- Utilization (Asia)
- Available Hours Adj.(Asia)
- Realization (Asia)
- Admin Rec/WU (Asia)
- Success Fees (Asia)
- Community Expenses(Asia)
- Consolidated Input Form

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Admin Cockpit

Instructions

1. Click on the data action trigger button, and then the system will ask you which version and/or period for what data you want to paste the data to.
2. Make the selection(s) based on the needs and then click on the run button.
3. You will see a green color notification on the bottom of the page saying the data action was processed successfully when the process is finished. More information can be seen in the notifications window (top-right).

Order of Data Actions taken:

1. Cross Model Consol to Workforce (Check Data Action Parameters - Annually)
2. Workforce Initialize Actuals (Check In-Model Parameters - Monthly)
3. Workforce Initialize Plan (Check In-Model Parameters - Monthly)
4. Headcount
5. Cross Model Workforce to Consol - Actuals (Check Data Action Parameters - Annually)
6. Consol Initialize Actuals (Check In-Model Parameters - Monthly)
7. Consol Initialize Plan (Check In-Model Parameters - Monthly)
8. Cross Model Workforce to Consol - ISL (Check Data Action Parameters - Monthly)
9. Cross Model Workforce to Consol - CorpServ (Check Data Action Parameters - Monthly)

Multi-Actions

Actual Year End	–
Budget Turn 0	–
Budget Turn 1	–
Budget Turn 2	–
Forecast	1.00

- Admin Revenue Reclass — NOT Repeatable
- Load SAP Actuals Update — Repeatable
- Budget Initialization (Turn 0/1) — Repeatable
- Forecast Preparation — Repeatable
- Salary/Headcount/Utilization ... — Repeatable

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Planning for Future Success and Growth

- Decreased Forecasting Time
- Efficient FP&A Process
- Scalable Design to adopt future requirements

Key Takeaways

- Understanding how SAP BTP can seamlessly integrate with other data platforms
- Iterative development is key
- This use case applies **beyond professional services**
- An Intelligent Planning Solution can be realized in as little as **4 months**
- Unbounded potential for integrations between SAP BTP and other platforms

Key Wins

- **Financial forecasting and workforce planning timeline**
  Decreased from 7 to 4 days a month
- **Headcount Updates**
  Takes five minutes instead of more than one hour
- **User Adoption**
  SAC's Excel add-on allow users to build reports easily in (fewer sheets using) Excel
- **SAP S/4HANA Integration**
  Enable real-time actual data to be analyzed into SAC

Thank you!

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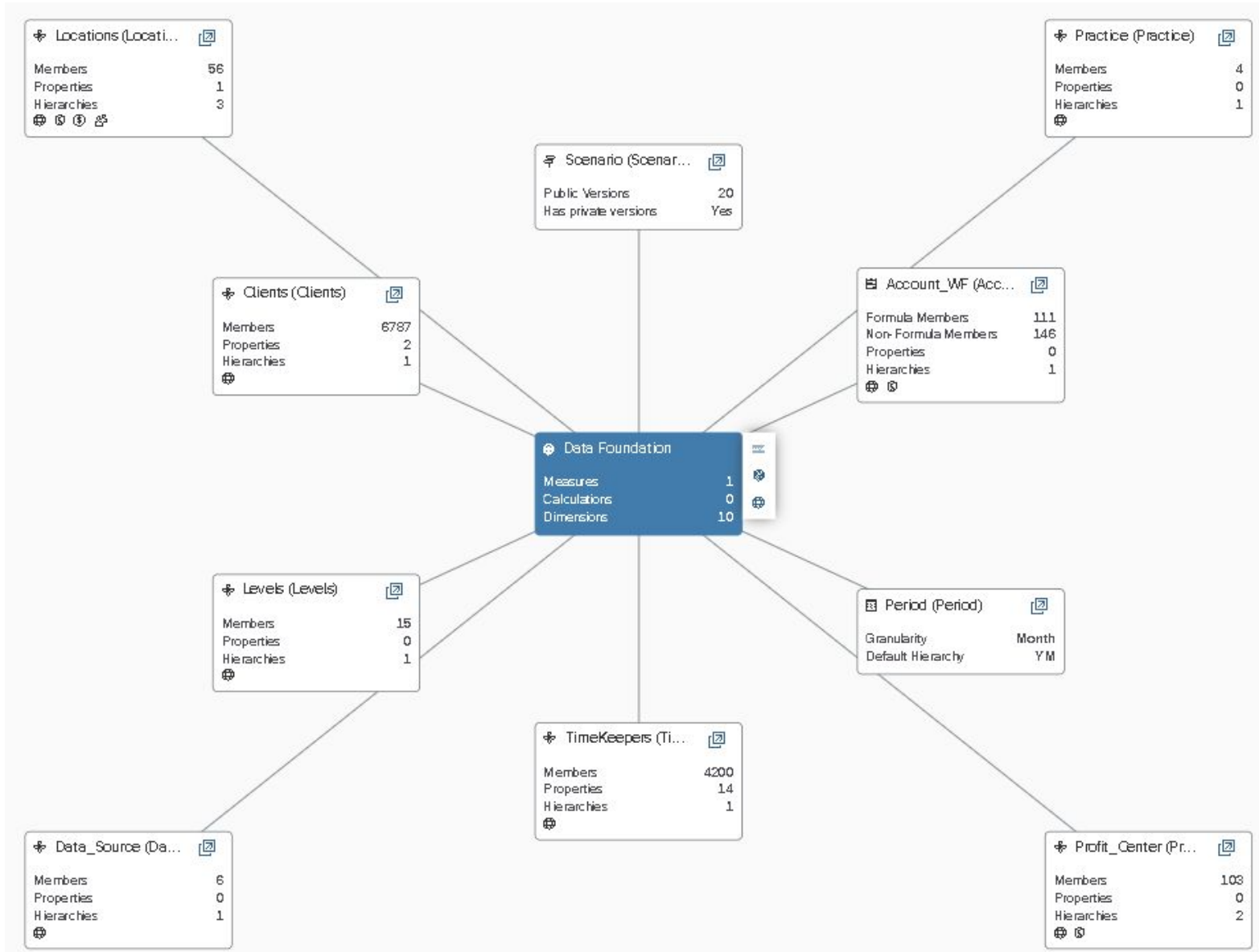
Star Schema Architecture



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