

Deloitte.

HR FastForward™ for
SAP® SuccessFactors®

Make the future of work a reality today
with smarter, faster implementations



Focus on what matters

When your organization gets out of its own way and allows your people to focus on what really matters, great things happen. That's why many organizations choose to implement advanced, cloud-native human experience management technology like SAP® SuccessFactors, making the journey smoother for employees and HR teams alike – while opening the door to stronger business outcomes.

For the same reasons, many organizations are using advanced tools to accelerate and simplify their SAP SuccessFactors implementations, targeting some of the most time- and resource-intensive aspects of these critical transformation initiatives. The result? Their people are able to focus on higher-value aspects of the implementation – and seize more business value from the technology investment, faster. That is what Deloitte's HR FastForward provides, just below the surface of some of the most well-executed SuccessFactors implementations in the world.

Focus on what matters

A workplace that embraces the human experience

Get it right on Day One

Built for speed – and results

Don't just implement. Build a foundation for the future.

Complete and fully featured

Let's talk

A workplace that embraces the human experience

The kinetic enterprise™ connects the workforce, the workplace, and the work itself to better align with its people's lives, preferences, skills and passions – the human experience. SAP SuccessFactors has a big role to play in enabling the kinetic enterprise, balancing the needs and wants of the workforce with organizational requirements in a single, intuitive, powerful platform. Deloitte's HR FastForward – a combination of data tools, accelerators, automation capabilities, and proven processes offered exclusively for SAP SuccessFactors implementations – can be your secret weapon in bringing the benefits of SAP SuccessFactors to life in your organization, significantly faster than regular implementations.



Get it right on Day One

In typical transformation projects, a flurry of working meetings are scheduled, marathon white-boarding design sessions ensue, and teams tend to stress over current needs versus future requirements. After that lengthy process, once the data is in order, the gears of implementation may start grinding. It doesn't have to be that way.

What if you could see the outcome before you started? What if you could look forward and see where the organization was going—where it will see the greatest impact from the technology? What if you could “fast-forward” directly to business value – on Day One? HR FastForward provides Deloitte clients with progressive HR processes and pre-packaged content, in combination with creative applications of SAP SuccessFactors technology, to accelerate to stronger outcomes.



Built for speed – and results

Deloitte has helped HR organizations in every industry jump-start their HR transformation initiatives. We used this experience to develop our HR FastForward solution. Just as important, we bring an equally deep knowledge of SAP technologies to every engagement, including integration with SAP® S/4HANA, Employee Central Payroll and legacy on-premise SAP Payroll solutions, leading-edge platform extensions, and global deployment experience. HR FastForward addresses virtually every aspect of the organization's HR business needs during an implementation. Here's how.

Focused on outcomes

Deloitte is the recognized consulting leader in Human Capital Management and HR technology. With our extensive research arm and published works related to industry leading practices, we bring an informed, experienced perspective on what it takes to get the most from your SAP SuccessFactors investment in the specific context of your organization and its goals.

“Now you see it”

We provide a complete SAP SuccessFactors environment on Day 1, based on progressive HR processes enabled by SAP technology. This approach supports real-time decision making—and the ability to demonstrate real impact.

Self-sustaining

In a cloud environment, the roadmap continues to evolve as technology advances. With an array of tools, templates, and playbooks as part of the HR FastForward suite, your organization can have the capability to manage and drive your unique roadmap.

Don't just implement. Build a foundation for the future.

HR FastForward is driven by business outcomes and enabled by SAP technology, enhanced HR processes, and behavioral insights. Many of our clients use HR FastForward to accelerate their implementations and to improve the quality of their solutions. HR FastForward accomplishes this by enhancing the essentials while incorporating your organization's unique business requirements. It is built to challenge typical HR processes, augment those processes with the latest leading research, and support the unique characteristics of your organization.

Here's a look at our recommended approach for leveraging HR FastForward as part of your SAP SuccessFactors implementation:

Focus on leading practices

Deloitte is the recognized consulting leader in HR and HR technology. With our extensive research arm and published works related to industry leading practices, we bring an informed, experienced perspective on what it takes to get the most from your SAP SuccessFactors investment in the specific context of your organization and its goals.

Don't start from scratch

Traditional implementation approaches tend to require significant time investments in the requirements-gathering and design phases. Our HR FastForward leading practice process templates are applicable within and across industries with minimal differences. Variations should be limited to critical, business-specific requirements or localizations. This allows us to start with existing templates and modify, instead of having to create from scratch, to reach key implementation milestones faster.

Don't just implement. Build a foundation for the future.

Embed innovation throughout

Cloud technology changes fast, but also opens doors to innovation. This is why HR FastForward has innovation “built-in” – from Robotic Process Automation prototypes, Conversational AI use cases, proprietary SAP Cloud Platform applications which enhance native SAP SuccessFactors functionality, to opportunities for automation built into our leading practice processes. We take a forward-looking approach to all of our implementations, allowing you to fully leverage the capabilities of your next gen cloud technology.

Prepare your people

New technology can introduce new ways of doing business that can be disruptive to end users. HR FastForward prepares organizations from Day One through go-live, bringing key stakeholders to design and review conversations and having them serve as change enablers within the organization. Our change management tools and templates can be used to drive these critical conversations throughout an implementation and afterwards. Testing and training templates already included in HR FastForward are instrumental in helping these users get on board fast.

HR FastForward for SAP SuccessFactors

HR FastForward: Key elements



Activity-based HR process design based on leading/progressive practices segmented by HR service delivery roles



An end-to-end solution that leverages a fully modeled SAP SuccessFactors solution to develop initial prototypes



Toolkits designed to enable your organization to gain full autonomy over your SAP SuccessFactors environment, providing you with playbooks to accommodate growth

What to expect



Instead of starting with a blank sheet, Deloitte starts from an informed point of view: "Why won't *this* process work for you?"



On Day 1, your organization can benefit from experiencing SAP SuccessFactors in an optimal way, making refined adjustments versus starting from scratch



With a catalog of test scripts, configuration guidebooks, change management guidelines, and data modeling templates, your organization can be equipped to continuously evolve with the SAP SuccessFactors roadmap

Complete and fully featured

HR FastForward is the culmination of years of Deloitte's hands-on experience in SAP SuccessFactors implementations across industries, around the world – in fact, HR FastForward is localized with country specific requirements for the APAC, Latin America and EMEA regions, above and beyond the standard localizations, to meet the unique business needs faced by our customers operating in there. Here's a closer look at some of the components that combine to make it a mature, complete solution.



Preconfigured scenarios

- Scenarios align with best practices and leverage standard SAP SuccessFactors events, event bus, APIs and rules
- More than 40 Intelligent Services scenarios across Core and Talent management areas are available in HR FastForward



End-to-end process execution

- HR FastForward scenarios enable integrating user experience, NextGen process designs & data flow across SuccessFactors modules
- Mobile functionality available with HR FastForward



Enhancements and user guides

- Continuous enhancement of HR FastForward Intelligent Services solution, with new events and subscribers made available by SuccessFactors releases/upgrades
- User guide documentation



Automated notifications

- Automated notifications are set up with proactive alerts to help ensure users to make the right decisions at the right time
- Intelligent Services center monitors, tracks and manages events
- Integration with reporting and integration center functionalities supports automation across SuccessFactors modules and other external systems

Let's talk

Unlocking new value begins with a conversation—one that can define your transformation initiatives as well as your SAP SuccessFactors expectations. The true value from cloud-based HR technology begins when you more effectively align the work, the workplace, and your workforce. We can help—and we can help you start seeing results sooner with HR FastForward.

We're ready to talk to you about which aspects of HR FastForward can potentially benefit your organization the most and help pinpoint areas where you can get to work immediately, to facilitate a fast start. Here's how to get the conversation started.

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