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SAP HCM Migration

Toward New Heights Migrating
Human Capital Management
to the Cloud

Toward New Heights

Migrating Human Capital Management to the Cloud

Moving SAP® Human Capital Management (HCM) systems to SAP® SuccessFactors offers the potential for big cloud benefits.



- You can simplify your infrastructure.
- You can lower your total cost of ownership for IT.
- You can gain instant access to the latest SAP functionality as it is made available in the cloud.
- You can provide tomorrow's workforce with the new tools and accessibility they will require to deliver the value your organization needs.
- You can scale rapidly to meet shifting business demands.
- You can do a lot more. In fact, you have to do a lot more.

Migrating from legacy SAP ERP HCM solutions to SAP SuccessFactors becomes especially critical as disruptive forces shape the marketplace—with the workforce and department leaders demanding digital HR functionality, employee self-service capabilities, and mobile 24/7 access to information.

Moving to SAP SuccessFactors can help you transform HR and how your organization works, but the transformation requires more than simply plugging in new technology. It is a journey that requires careful analysis of your current environment, the ability to develop a clear vision of your future state, and a strategy for reaching that vision. We can help.

It's all connected—
Cloud computing offers advantages that can help organizations simplify IT and save costs—while also helping them address emerging challenges in HR.



How Deloitte can help

As a premier cloud solution suite, SAP SuccessFactors provide the full line of HR functionality—from talent management and employee self-service to 360-degree views of employee data. And it can help unlock significant value for the enterprise, fueling employee satisfaction as well as opportunities to innovate on the digital front.

But migrating to SAP SuccessFactors requires a deep understanding of business and technology considerations—as well as

a strategic vision of HR in the cloud. Moving to SAP SuccessFactors doesn't have to be an arduous task. Here's how we can help.

The Deloitte Difference

The Big Idea—
Migrating from SAP HCM systems to the cloud and getting new value with SAP SuccessFactors requires a deep understanding of business and technology considerations, as well as focused tools.



Business Focus

Our “business first” approach to cloud-based transformations means we begin with understanding your current business processes, how you can improve them, and how a realigned set of processes can work within a modern SAP landscape to deliver new HR value for your organization.

Speed

We understand that speed is critical. Building on the SAP Activate innovation adoption framework, we use the Deloitte Enterprise Value Delivery (EVD) for Agile approach to guide your HR cloud transformation, deploying proprietary tools to jump-start and then accelerate the transformation. Our accelerators have been tested and used in hundreds of HRIS implementations at global Fortune 1000 companies, saving clients significant

amounts of time and effort. Our offerings include:

- Deloitte HR FastForward, a set of proven preconfigured solutions and resources that support rapid implementations, including conversions from on-premises SAP HCM systems
- Deloitte Haiku, an SAP SuccessFactors-specific conversion tool that can help accelerate the data conversion cycle
- Deloitte Cloud Migration Methodology, which helps assess your readiness, develop a roadmap, and build a business case for your migration to the cloud
- Deloitte SAP Security Analyzer, a tool for analyzing existing SAP security roles and identify opportunities to simplify and consolidate security role design in SAP SuccessFactors

Quality

We focus on quality. It’s one of the things that helps set us apart from the pack. For example, our process-centric accelerator, HR FastForward, is more than just a preconfigured solution. It is a complete “project in a box” designed to deliver a high-quality HR transformation experience, decrease risk, and reduce cost. We also have a dedicated team focused on developing new tools, accelerators, and methodologies to support the quality results our clients demand.

Leadership

Our alliance with SAP extends back more than two decades, and we have numerous awards that help validate our leadership with HCM, SAP, and the cloud. In recent years we have earned the HR Excellence Award 2015 for Partner of the Year from

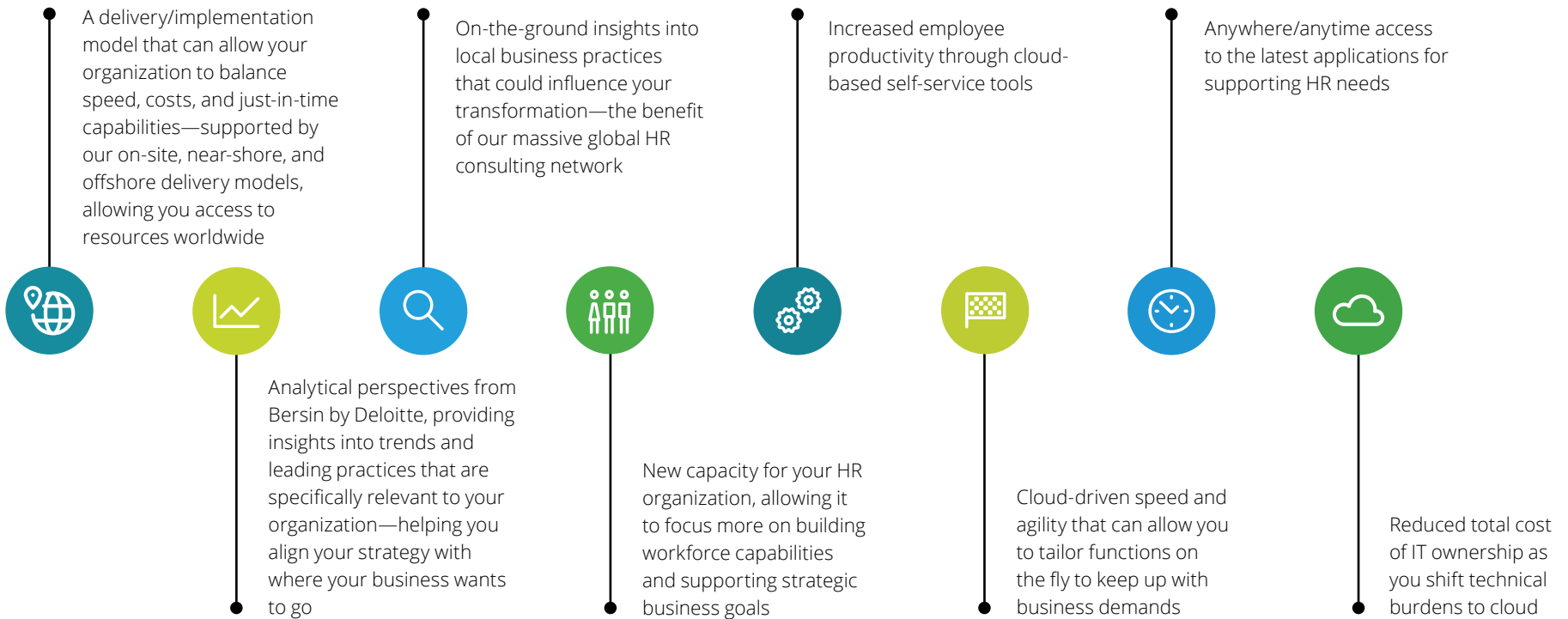
SAP® SuccessFactors, as well as the 2016 SAP Pinnacle Award as the Workforce Partner of the Year. We’ve also been named a global leader in HR transformation consulting by Kennedy Research.

Comprehensive Capabilities

As the largest HR Consultancy, we are where you are, offering unique insights to the local business practices impacting your transformation. Our global network of more than 13,000 business and technology professionals focused specifically on SAP means we can address needs across the enterprise, across industries, and across geographies. More than that, we can tailor SAP cloud solutions to meet the unique needs of your business. And we can assist with change management, to help make your transition to the cloud smoother for your entire organization.

Potential Bottom-line Benefits

Teaming with Deloitte to migrate HR to the cloud can help you unlock new value for your employees and your business at large. Here's a look at some of the results you could see.



Let's talk

Migrating your SAP HCM systems to SAP SuccessFactors and the cloud requires more than flipping a switch. It takes deep experience and knowledge, as well as comprehensive vision of the value to be had. Want to start exploring that value? We should talk. Contact us to get the conversation started.

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