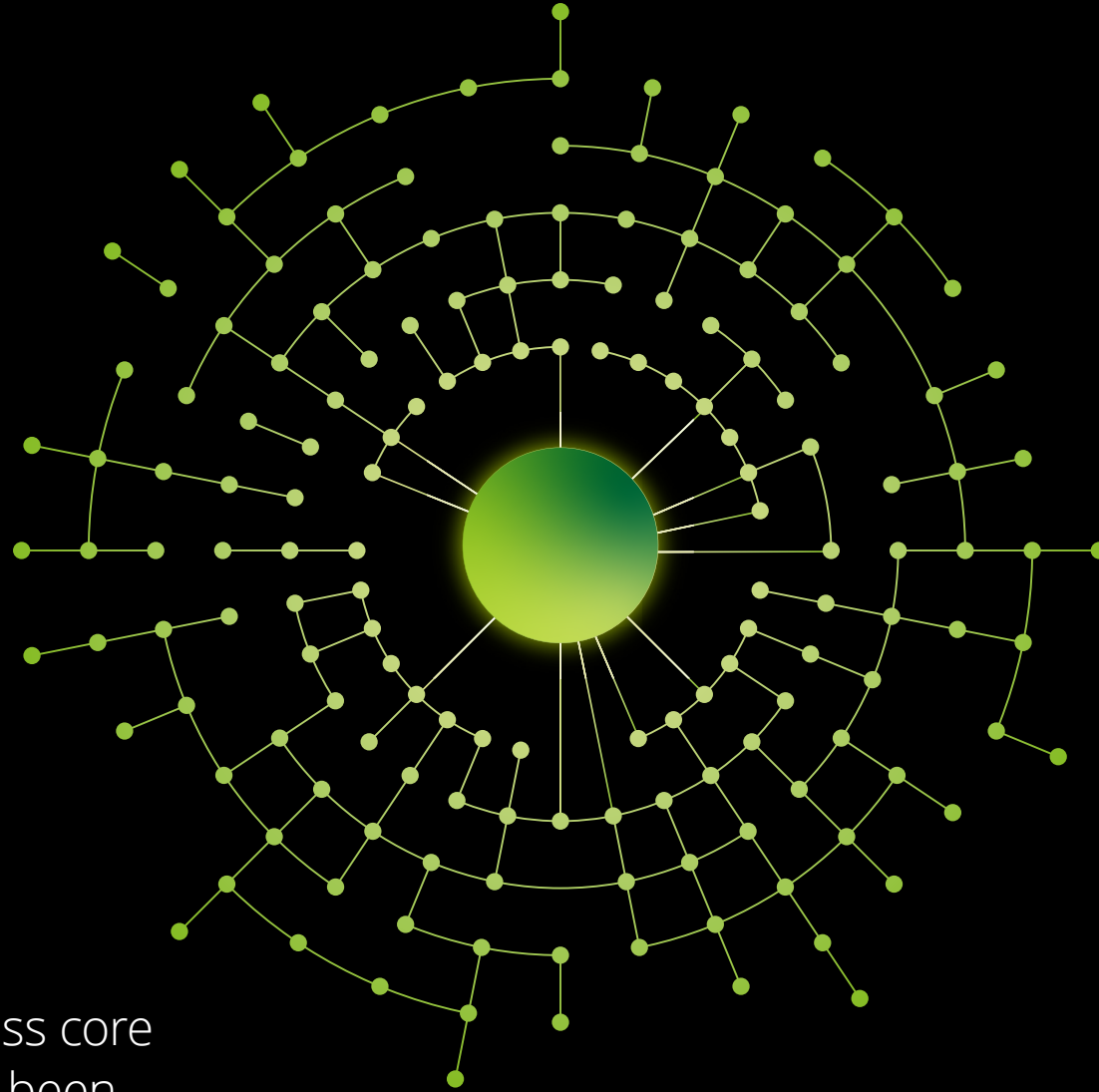


Deloitte.



Getting back to *us*: The human ERP

Connecting the digital business core
and the workforce has never been
more essential to your business

Connecting the digital business core and the workforce has never been more essential to your business

Most business leaders initiate a digital transformation to integrate all parts of their business into a cohesive, responsive set of solutions that allow the organization to be end-to-end, core-to-edge.

However, an essential component to the success of such a transformation is under-delivered, diminishing the impact of the organization's investment. The workforce— and the future of work performed in the digital enterprise—will make the difference between a transformation and an implementation.

Organizations that include the workforce as part of the solution greatly improve the business benefits and adoption of new business practices, compared to those organizations that do not.

We now intimately understand the impact the workforce has on the functioning of global economics and the ability for organizations to evolve when unforeseeable events occur. Is your SAP S/4HANA® transformation designed to leverage your workforce in new ways, to engage your customers in more meaningful transactions, and enable your organization to thrive in uncertain markets?

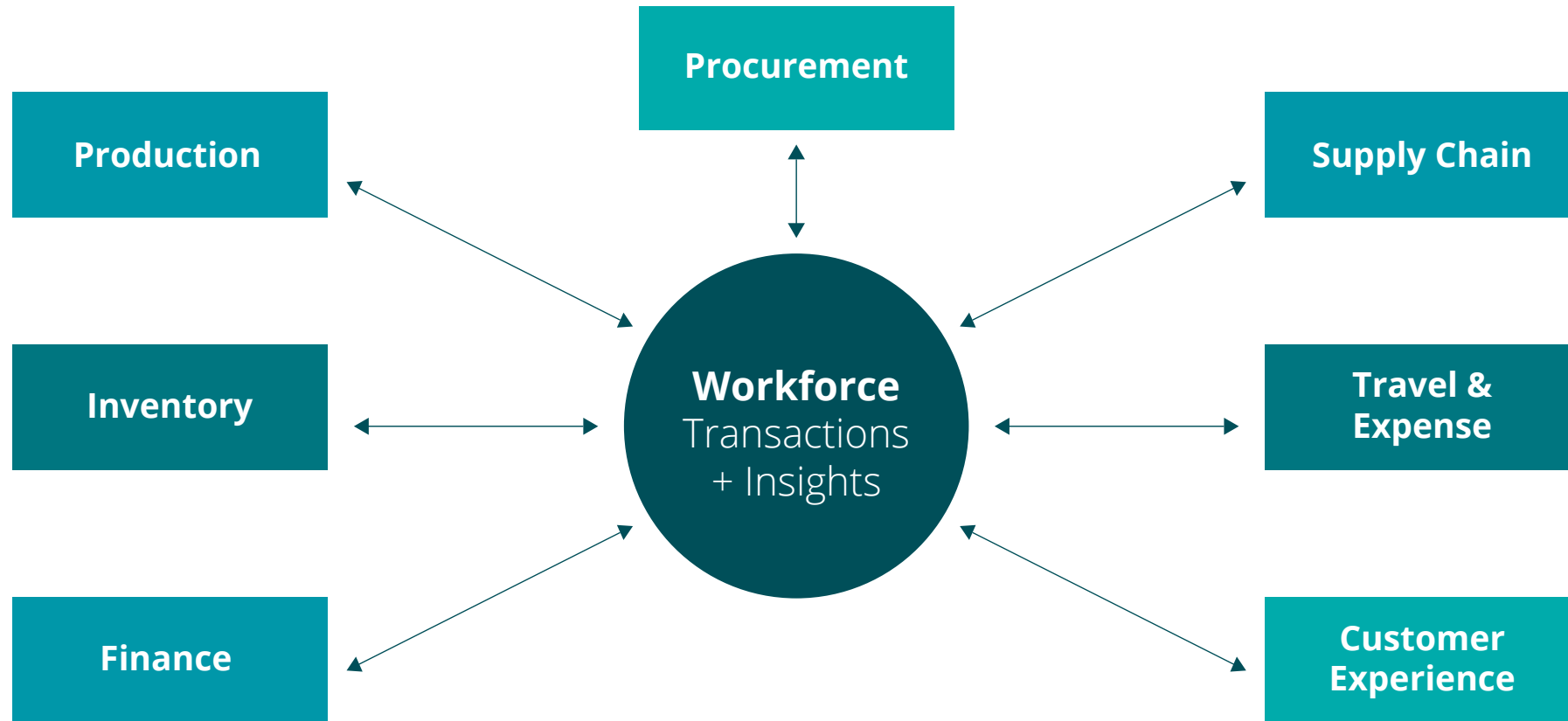
While organizations are seeking to tightly integrate SAP S/4HANA with their finance and supply chain operations, they are missing an essential criteria to integrate the solution with the most critical element of their business operations—their workforce. Enabling a truly “built to evolve” Kinetic Enterprise™ that can navigate constant disruption requires all business functions to be in lock-step with one another—to optimize the outcomes. And the workforce is the most important. Why? Because, like all precious assets, it is finite.

Extend the impact

What we recommend you do

We want to work with you

Let's talk



The Kinetic Enterprise requires an ERP that is built to evolve—a more human ERP that integrates people-related insights and transactions from HR and Customer Experience systems—to drive more effective processes and decision-making.

Everything is connected. Everyone is connected. Now. More than Ever. Are you?

Extend the impact

The future belongs to the Kinetic Enterprise: an intelligent, responsive, cloud-enabled enterprise that is built to evolve—supported by a clean ERP and an inclusive ecosystem of capabilities. But fail to integrate workforce processes and data, and you may fall short of that end-to-end vision.

For organizations investing in SAP S/4HANA, integrating the solution tightly with SAP® human experience management (HXM) solutions offers an opportunity to exponentially maximize value. Offerings such as the SAP® SuccessFactors® for HR, SAP® Fieldglass® for the contingent workforce, SAP® Concur for travel and expense, and Qualtrics for experience management should all be part of SAP S/4HANA integration considerations.

Consider just a few examples of how connecting SAP S/4HANA with SAP HXM solutions can help organizations unlock additional value:

Demand planning

SAP S/4HANA might provide insights on an expected spike in product demand—based on customer data and other information. With SAP human experience management solutions integrated with SAP S/4HANA, you can more readily plan for a production ramp-up:



Combine data on employee availability, job qualifications, and work location as well as customer demand, production schedules, raw material availability, and other factors



Apply artificial intelligence to propose shift changes and a workforce redeployment strategy that can help you meet expected production demands—without missing a beat






Integrate with workforce planning, optimizing the workforce to ebb and flow with the fluid changes to your business

Getting back to us: The human ER

Launching a new offering

Your business might be maxed out on production. Launching a new product or service could require you to hire fast. Or it might require you to tap contingent labor through the gig economy or your vendor network. By connecting SAP S/4HANA tightly with SAP human experience management solutions, you can bring new labor online fast and scale on demand. Would you know how to react when the market says “jump”? With a Kinetic Enterprise leveraging the workforce, you can:

-  Estimate production and labor needs in detail, including labor requirements in the context of logistical needs (e.g., trucks needed, drivers needed, number of days needed)
-  Hire contingent workers; engage and pay relevant third-party partners; and rapidly staff a new facility or offering pipeline
-  Provide online training to the new workforce to get it rapidly up to speed on new offerings and production processes



Gather and act on real-time intelligence from employees as they encounter emerging issues that affect customers, sales, business processes, or other critical activities—by leveraging the Qualtrics experience management platform



Get the “pulse” on how your workforce is adapting to remote work and new processes as business continuity issues and disruptions arise—and then adjust your business and your workforce tools in real time as needed



Use digital twin and AI capabilities to augment HR and related processes—such as workspace set-up and management, provisioning of resources for workers, employee onboarding, and intelligent chatbots for HR service

With a connected SAP S/4HANA ecosystem, organizations have more visibility into their data and transparency into their business processes in real time. Imagine adjusting the production line to match the capabilities of the workforce as it shifts, distributing workloads to other parts of your organizations, no matter where they are.

What we recommend you do

If your HR systems and processes are not tightly integrated with your ERP, you likely are not getting the full benefits of either. And you might be needlessly propagating existing inefficiencies—with siloed spreadsheets, persistent inefficiencies of managing your workforce, and plenty of guesswork. It's time to see the big picture—by connecting all the pieces.

As the leading integrator of SAP S/4HANA and as a recognized leader in identifying Future of Work opportunities, Deloitte can help you go farther.

As you consider your SAP S/4HANA scope, ask yourself these five questions:

1

Do I understand where, why, and how my workforce will be integrated?

2

What are the key Future of Work trends we should consider in our SAP S/4HANA implementation?

3

Is there an opportunity to leverage the workforce data to improve the outcomes and efficiencies on my SAP S/4HANA scope?

4

As it relates to enterprise planning, am I willing to “wing it” even though I can integrate the data seamlessly as part of the SAP ecosystem?

5

What do I want the data to tell me?

These questions should be part of the evaluation of any integrator you choose to do work with.

Deloitte includes a workforce optimization perspective with all of our SAP S/4HANA implementations, whether HR is in direct scope or not. Having this perspective can enable your organization to understand what it can and cannot achieve, and what a roadmap should look like when it comes to integrating your workforce's process and data with your SAP S/4HANA outcomes.

Getting back to us: The human ER

We want to work *with* you





Deloitte has been collaborating with SAP for more than 30 years. With that type of experience and history, we bring an intimate understanding of the impact of business transformation across industries, with an unrivaled view into the power and the potential of SAP solutions. More recently, we have had the opportunity to take a leading role as we help clients adopt SAP S/4HANA solutions and unleash the full power of the workforce—to drive better outcomes for both their businesses and their people.

Combining SAP HXM solutions seamlessly with SAP S/4HANA is a fundamental part of the value we bring, through the work we do every day for our clients. And we have been repeatedly recognized for helping clients deliver results—with recognition that includes:

-  2020 #1 Global SAP Partner overall
-  2020 #1 Global SAP® SuccessFactors® Partner
-  2021 SAP® Pinnacle Award as SAP S/4HANA® Partner of the Year—Large Enterprise (as well as in 2016, 2017, 2018, and 2020)
-  2020 SAP® Pinnacle Award as SAP S/4HANA® Cloud Partner of the Year—Large Enterprise

-  2021, 2020, 2019, and 2018 SAP® Pinnacle Award as SAP® SuccessFactors® Partner of the Year—Large Enterprise
-  2019 SAP® Pinnacle Award as Digital Partner of the Year
-  2019 HR Excellence Award for SAP® SuccessFactors®, Emeritis a Deloitte Business
-  2019 SAP® Taiwan Best Services Partner Award for SAP® SuccessFactors®

What else sets Deloitte apart? Plenty. Here are just a few of the things that contribute to the Deloitte difference:

-  No. 1 Human Capital Organization, according to Kennedy
-  Thought leadership plus insights on important trends—including the annual Tech Trends and Global Human Capital Trends reports
-  Timely, focused insights from our Future of Work annual report
-  An intense focus on innovation—from helping you launch new business models to enabling the intelligent enterprise with cloud, IoT, machine learning, and other technologies

Getting back to us: The human ER

Let's talk

If getting the most of a modern digital ERP is a priority for your organization, we want to talk to you. We can provide a perspective of what your organization can accomplish with SAP S/4HANA and the workforce, share additional insights on building the Kinetic Enterprise, or discuss a specific challenge your organization is facing. Contact us to get the conversation started.

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