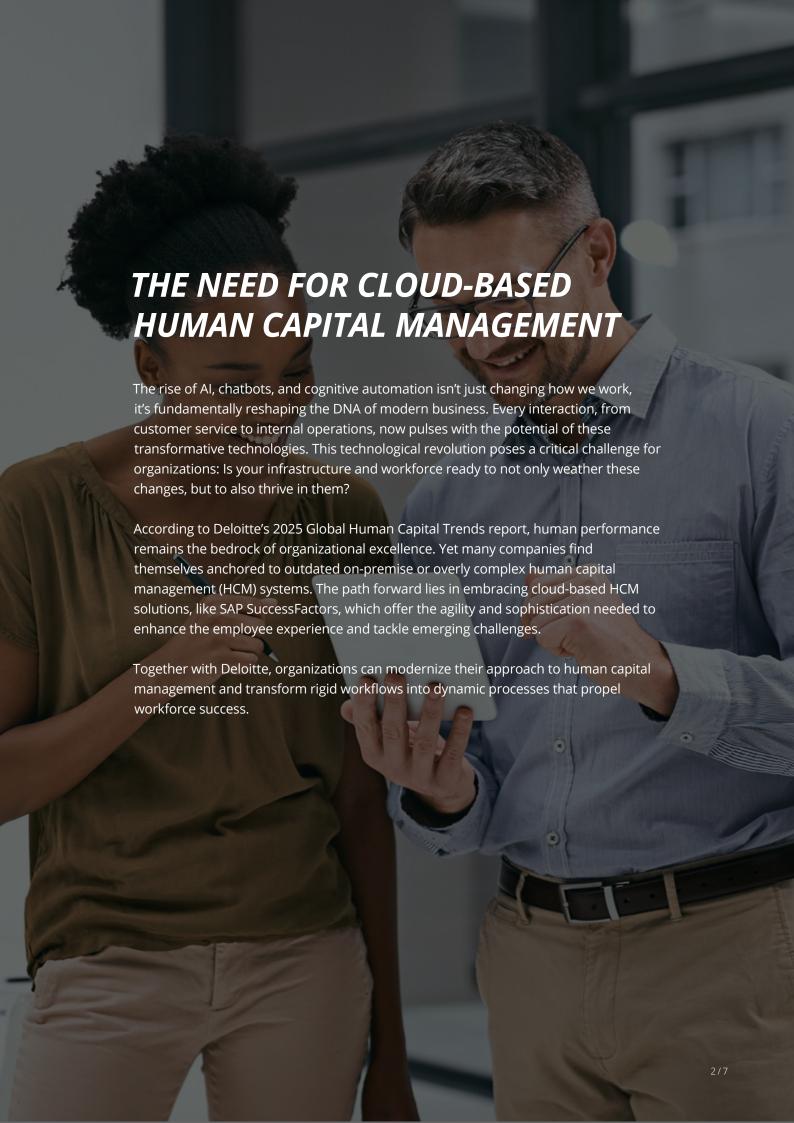# *MAKE YOUR MOVE:* *THE CASE FOR ADOPTING SAP SUCCESSFACTORS WITH SAP CLOUD ERP*

How a single, modern platform empowers team members and organizations to thrive
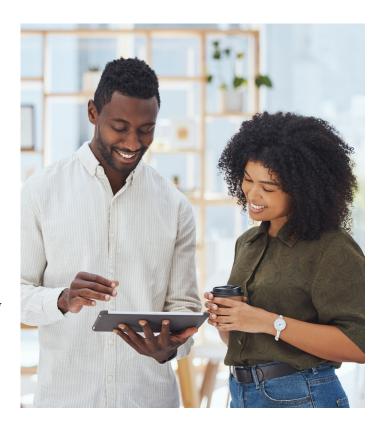
THE NEED FOR CLOUD-BASED HUMAN CAPITAL MANAGEMENT

The rise of AI, chatbots, and cognitive automation isn't just changing how we work, it's fundamentally reshaping the DNA of modern business. Every interaction, from customer service to internal operations, now pulses with the potential of these transformative technologies. This technological revolution poses a critical challenge for organizations: Is your infrastructure and workforce ready to not only weather these changes, but to also thrive in them?

According to Deloitte's 2025 Global Human Capital Trends report, human performance remains the bedrock of organizational excellence. Yet many companies find themselves anchored to outdated on-premise or overly complex human capital management (HCM) systems. The path forward lies in embracing cloud-based HCM solutions, like SAP SuccessFactors, which offer the agility and sophistication needed to enhance the employee experience and tackle emerging challenges.

Together with Deloitte, organizations can modernize their approach to human capital management and transform rigid workflows into dynamic processes that propel workforce success.

THE GROWING LIMITATIONS OF
ON-PREMISE HCM SYSTEMS

Organizations running on-premise HCM solutions may face mounting challenges that impact everything from the employee experience to operational efficiency. There are many critical challenges pushing businesses to rethink their HCM strategy, including:

- **Limited Integration:** *These solutions often do not integrate seamlessly with other cloud-based applications, creating process and data silos.*

- **Scalability Issues:** *Systems can struggle to scale efficiently with organizational growth and changing workforce dynamics.*

- **Maintenance Burden:** *Managing and maintaining on-premise infrastructure can be resource-intensive and costly.*

- **Delayed Innovation:** *These solutions may not receive updates and new features as quickly as their cloud counterparts, leading to slower innovation.*

SAP plans to sunset support for on-premise legacy systems starting in 2027. This is an opportunity to modernize your HR platform, innovate, and evolve your workforce swiftly without the burden or impediments of on-premise legacy systems.

MOVING FORWARD: KEY CAPABILITIES OF SAP SUCCESSFACTORS FOR CLOUD HCM

With the business case for cloud migration clear, organizations face critical decisions when choosing the right HCM solution. SAP SuccessFactors offers a comprehensive suite of tools designed to help organizations manage, develop, and empower their workforce.

WHY SAP SUCCESSFACTORS?

- **Integrated HR Processes:** *From employee self-service to enhanced payroll processing with Employee Central Payroll.*

- **Improved User Experience:** *Modern, consumer-grade tools that attract and retain talent.*

- **Streamlined Payroll & Time Management:** *Integration with back-office systems and the ability to leverage GenAI can help employees understand their pay stubs.*

- **Enhanced Workforce Planning:** *Unified people insights for closed-loop budgeting-to-headcount planning.*

- **Talent Management:** *Attract, retain, and reward the best talent. Enable continuous performance feedback and succession planning to provide your business with talent required to compete in the market.*

- **People Insights:** *Organizations are drowning in data but thirsty for insights. SAP Analytics Cloud, part of SAP's Business Data Cloud, enables organizations to leverage advanced analytics that tune into signals and mute noise in high-impact people decisions.*

- **Holistic Workforce Management:** *Managing internal employees and external contractors seamlessly.*

THE SAP ADVANTAGE: UNLOCKING POTENTIAL ENTERPRISE-WIDE BENEFITS BEYOND HCM

Organizations seeking to modernize their HCM capabilities often focus primarily on HCM-specific features and benefits. However, when selecting SAP SuccessFactors, companies gain not only HCM excellence but also the ability to provide additional value across their organization through seamless integration with SAP S/4HANA and SAP Business Suite.

This integrated approach, which we call The SAP Advantage, can provide enterprise-wide benefits that extend beyond HCM when organizations keep their cloud solutions within the SAP ecosystem.

KEY ENTERPRISE-WIDE BENEFITS

When organizations leverage the full SAP environment, including SAP Business Suite and the new SAP Business AI capabilities, they can experience significant advantages in critical areas:

- **De-risk Complex Projects with Enhanced Integration:** *Smooth integration with other cloud applications, breaking down data silos and improving workflow efficiency.*

- **Reduced IT Costs:** *Lower IT licensing and maintenance costs due to fewer disparate systems.*

- **Real-Time Analytics:** *Conduct real-time analytics across all SAP Systems.*

- **Continuous Innovation:**
    - o *Use cutting-edge technology within SAP's business technology platform (BTP). SAP's conversational GenAI assistant, Joule, further amplifies and simplifies the employee and manager self-service experience.*
    - o *Leverage GenAI capabilities within the SAP SuccessFactors product suite, such as Joule for chat bots and other agents to generate intelligent job descriptions.*
    - o *Cross-Process Workflows: Improve adoption, efficiency, and service.*

- **Strong Digital Adoption:** *Configure automation and enable learning in the flow of work through SAP's native digital adoption platform, SAP WalkMe.*

- **Scalable Talent Resources:** *Reduce labor costs by leveraging SAP capabilities to support the SAP Business Suite across the entire value chain.*

- **Comprehensive Security & Controls:** *Unified governance and robust application security, identity and access management, data privacy and protection combined with internal controls.*

COLLABORATE WITH DELOITTE

Deloitte's deep industry-specific enterprise experience is designed to support a smooth transition to SAP SuccessFactors. By building self-sufficient capabilities, delivering actionable people analytics, and supporting boundaryless transformation, we help empower leaders to make impactful, real-time decisions that drive enduring progress.

ACCELERATING YOUR HCM TRANSFORMATION VALUE

Our 'Vision to Value' for SAP is a proprietary framework that helps organizations orient, preserve, and deliver measurable financial and non-financial value from their investments. Deloitte's methodology focuses on value throughout each stage of the transformation journey, from SAP planning and strategy through in-flight implementation and post-implementation. Our SAP offerings and accelerators are designed to help de-risk complex projects, support value realization, andenhance efficiency.

Deloitte provides tailored migration paths for SAP Modernization based on each organization's unique goals and system landscape. The Modernization Spectrum ranges across several different approaches, including:

- **Brownfield:** *Migrating to SAP SuccessFactors Cloud for talent processes only.*
- **Brownfield+:** *Modernizing and migrating select processes like core HR, payroll, and benefts to the cloud.*
- **Greenfield:** *Adopting the full SAP SuccessFactors Cloud suite and comprehensively modernizing HR processes.*

KEY OFFERINGS AND ACCELERATORS

OFFERINGS

Phase 0: *Helping our clients create the road map for their move to Cloud HCM and integrate that road map with their full suite SAP transformation.*

Cloud Optimization Assessment: *Holistic technology and process assessment to identify opportunity areas for optimization and new functionality.*

SuccessFactors-S/4 HANA Migration Planning Lab: *Complimentary 4-hour workshop for IT leaders to understand their options transitioning from on-premise SAP HCM.*

"Future State Payroll" Planning Lab: *Complimentary 4-hour workshop for Payroll leaders to review service delivery key drivers, payroll strategy, and technology options.*

Skills-based Organization Transformation Planning Lab: *Complimentary 4-hour workshop for talent leaders to discuss alignment of their talent strategy to the SAP SF toolset.*

People Insights Planning Lab: *Complimentary 4-hour workshop that highlights industry-leading workforce analytics practices and how SAP Analytics Cloud enable data-driven transformation.*

Cloud Optimization Assessment: *Holistic technology and process assessment to identify opportunity areas for optimization and new functionality.*

ACCELERATORS

HR FastForward: *Accelerates implementation by minimizing initial design cycles.*

HR DataForward: *Supports data migration and mapping to de-risk data transfers.*

HR FedForward: *Pre-built system for federal agencies with built-in regulatory compliance.*

HR StateForward: *Automates processes and applications that impact the bottom line.*

StartSuccess by Deloitte: *A flexible approach to digital transformation "at your own pace and on your own terms". Deloitte provides a streamlined licensing, purchasing, implementation, provisioning, and support experience that covers key SAP solutions including SAP S/4 HANA® Public Cloud and SAP SuccessFactors Employee Central and/or Payroll.*

Workforce Analytics: *Deloitte has developed a library of workforce-focused SAP Analytics dashboards that can greatly accelerate the journey to data-driven insights.*

CompareEdge™: *Accelerates and facilitates accuracy for payroll compare cycles.*

Digital Adoption Accelerators: *Preconfigured WalkMe solutions foundational to an HCM adoption*

TAKING THE NEXT STEP

In today's fast-paced digital landscape, staying ahead of technological advancements in human capital management is critical. The transition to cloud-based HCM solutions like SAP SuccessFactors is not just a strategic move, but a necessary step to keep your organization competitive and agile.

Ready to discover what's possible? Contact us to discover how we can help you move forward with SAP SuccessFactors.

SENDHIL GOVINDAJARAN

US NATIONAL SAP SUCCESSFACTORS PRACTICE LEADER, DELOITTE

sgovindarajan@deloitte.com

JODIE STAHLY

US SAP LEAD ALLIANCE PARTNER, DELOITTE

jstahly@deloitte.com

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