Talent Management and SAP Talent Visualization
by Nakisa

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1. The Talent Management Imperative
   1.1. Success Through People
   1.2. Strategy: An Integrated Suite

2. SAP Talent Visualization
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   2.2. Why SAP Talent Visualization?

3. Roadmap
   3.1. Enhancement Packages for Talent Management
   3.2. Future Process Coverage of SAP Talent Visualization
Today’s business challenges

- Aging workforce
- Industry consolidation
- Global economy
- Increasing focus on innovation and growth
- Faster ROI demands

A unique set of business challenges requires a new way of managing workforce talent
Success Through People

Everyone talks about it . . . but what does it mean?

Better management of talent can drive

- Rapid, successful new product introductions (better market agility)
- Sustained business results over time
- Higher customer satisfaction
- Lower production cost
- On-time and on-budget project deliveries

Technology can support this transformation of strategic workforce management
## Talent management Strategy:
One integrated suite and end-to-end processes

### End-to-end processes
- Performance
- Career
- Top talent
- Compensation
- Learning
- Succession
- Recruiting
- Planning

### Shared components and building blocks
- Performance goals
- Career plan
- Development plan
- Training Opportunities
- Potential assessment
- Talent profile
- Calibration
- Course Enrollments
- Performance appraisal
- Workforce plan
- Internal Talent pool
- External Talent pool
- Compensation adjustment
- On-board
- Succession plan
- Job Requisition

### Employee data
- Personal information
- Experience
- Skills and qualifications
- Career history
- Aspirations

### Company foundation
- Organizational structure
- Job architecture
- Key positions
- Qualification catalog
- Goal catalog
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Attract and acquire
- Identify needs
- Attract candidates
- Talent search
- Talent pipelining
- Applicant tracking

Identify and grow
- Establish talent profiles
- Assess and calibrate
- Talent review
- Build talent pools
- Assign dev. and succession plans

Educate and develop
- Determine skill gaps
- Find training opportunities
- Enroll and complete course
- Track skills and certifications

Pay for performance
- Establish goals
- Appraise and calibrate
- Rate performance
- Reward
- Pay

SAP Talent Visualization by Nakisa
Part of an Integrated Talent Management Offering

SAP Talent Visualization by Nakisa
The Talent Management Problem in Today’s Market

**Problem**: Companies need a Talent Management strategy that is:
- rooted in their business strategy
- and in their organizational design.

Current niche offerings deliver disconnected Talent Management functionality in *separate databases*, data models and with *‘shadow’ org structures* that rely on duplicated org and person data that is always **out of synch**.

Talent Management initiatives often fail to demonstrate a business impact or even positive ROI as a result.
Why SAP Talent Visualization by Nakisa?

- Leverage your investment in SAP software: one system of record for all talent-related information.

- Simplicity: user-friendly interface removes complexity for deeper insight into talent and organizational data – publish talent data and capabilities to employee, management, and professional users.

- Empower decision making: transform talent data into strategic business knowledge to identify high-impact key roles and top talent.

- Provide transparency on the reporting hierarchy and an up-to-date view of the organizational structure.

- Define the best structure for your organization’s needs and adjust it quickly to changes.
SAP Talent Visualization by Nakisa at a Glance

Organizational chart

Visualize, access, and model human capital and organization data

Talent planning and talent viewing

Visualize and manage global succession and enterprise talent initiatives.

HCM dashboard

Visualize, consolidate, and present metrics to support HR and talent-related analysis and decision making.

Organization management

Talent management
Succession planning capabilities

- Navigate organizational hierarchies and evaluate bench strength per position and organization
- View details on position, person, successor, and competency
- Search for successors
- Compare persons, positions, and organizational units side-by-side
- Designate successors and build bench strength

Benefits

- Make better, faster decisions about the talent pipeline and successor rankings
- Involve all players in the succession process with a simple user experience
OrgChart/ OrgModeler capabilities

- Employee users have access to org charting capabilities that allow them to see details on themselves, their team and reporting hierarchy.
- Set up and publish new org structure variants for reorganizations/ M&A scenarios
- Data from the OrgChart view can be printed or saved as PDFs or PPTs

Benefits

- Quickly orient new employees to their organizations and reporting structures
- Reduce cost of communicating changes with real-time link to current org data in SAP
SAP Talent Visualization
Product capabilities: HCM dashboard

HCM dashboard capabilities
- Select organizational views based on available statistical analyses
- Navigate organizational hierarchies and evaluate business intelligence

Benefits
- Easily access key HCM statistics via org hierarchy navigation
- Deliver statistics from SAP NetWeaver Business Intelligence to key end users throughout the organization
- Reuse of portal roles and authorizations for access to analyses
SAP Talent Visualization by Nakisa: Integration within the SAP landscape

- **SAP Talent Visualization** offers a 100% thin-client solution. No need for plug-ins / applets.
- **SAP NetWeaver Portal** integration with single sign-on and certified iViews.
- Simultaneous connectivity to multiple/mixed data sources.

**Availability and Compatibility**
- SAP Talent Visualization by Nakisa is available in December 2007.
- SAP Talent Visualization runs on a .Net application server.
- Only the Org modeling component requires a Database: MS SQL, ORCL are supported.
- All other Talent Visualization processes update the SAP HCM system directly (ECC 6.0, 5.0, 4.7).
SAP Talent Visualization is a complementary application on top of SAP ERP HCM with real-time access to organizational, person, competency data

Advanced data visualization features
- Dynamic, interactive, user-friendly front-end

Seamless integration with SAP NetWeaver and SAP ERP
- No duplication of data; fully utilizing SAP backend as system of records

Multi-lingual application
- English, French, German
- Supports unicode

Reliable, secure, scalable solution for enterprise/ HRO implementations
- Fully leverages ERP role-based security
- Can be deployed in co-tenancy / multi-tenancy environments
Productive ERP 6.0 applications at SAP Worldwide:

- Learning Solution
- E-Recruiting
- Enterprise Compensation Management
- Performance Management
- SAP Talent Visualization by Nakisa
Agenda

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The road forward for SAP ERP HCM
Talent management

Enhancement packages

EhP1
SAP E-Recruiting
- New candidate user interface (UI)
- Extended search UI
- New dashboards
- External requisition management

Succession management

EhP2
SAP Learning Solution
- Virtual classroom
  - Instructor portal
  - SCORM 2004
  - AICC

Adobe Connect

EhP3
SAP E-Recruiting
- Tell a friend
- Job agents
- Hot jobs
- Requisition request
- Delegation
- Activity monitor
- Mass activities
- Additional dashboards
- Extended search
- Partner integration

Succession Mgt
- SAP Talent Visualization

EhP4
SAP E-Recruiting
- New recruiter UI
- Partner integration

Performance mgmt.
- New UI
- Cascading goals

Succession mgmt.
- Development plans
- Succession pools

SAP Talent Visualization 2.0

Talent review
SAP Learning Solution
- New UI training administration
- Manager services
- Web services for course creation, wbt

Compensation Mgt
SAP Nakisa Strategy
Three-step approach

Step 1: Tier 1 Partnership (Q4-2007)
- Utilize current capabilities of Nakisa application to enhance SAP’s talent management applications.
- Available for release R/3 4.7 and higher.

Step 2: Enhancements in 2008
- Develop additional capabilities for SAP talent management applications.
- Integrate Nakisa app seamlessly with SAP Succession Management EhP4 application.
- Deliver pre-configuration accelerators for Nakisa integration

Step 3: Enhancements in 2009
- Extend the reach of Nakisa application to all talent management processes and integrate seamlessly with all respective SAP applications.
- Deliver Nakisa application based on SAP NetWeaver platform.
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