



Empower Your Workforce to thrive in a Digital World

Ioanna Douka, SAP
June 18, 2018

PUBLIC

SAP Run Simple

People are our most valuable assets



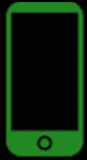
Technology is Pervasive

95%



own a cell phone

77%



own a smart phone

7 in 10



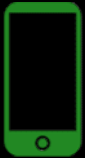
use social media



...ENABLES

Technology is Pervasive

95% 
own a cell phone

77% 
own a smart phone

7 in 10 
use social media



TECHNOLOGY...

❖ Connects

❖ Informs

❖ Entertains

❖ Simplifies

❖ Educates

❖ Improves

...ENABLES



HR Disruption: Trends and Opportunities



Does your HR Processes look like these?

https://www.youtube.com/watch?v=8EY_DdPEOVs&list=PLLKIdriKf1EUjv9tFV0XCZNDJEPVoEzPf

We think the answer is simple ...

Success is Simply Human™



SAP SuccessFactors 



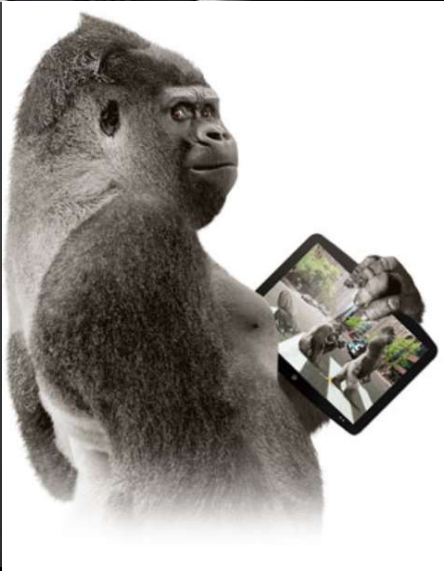
Run Simple

Case study of Corning

CORNING
Gorilla® Glass



Always Tough.
Always Innovating.



Corning at a glance

- One of the world's leading innovators in materials science – specialty Glasses and Ceramics
- 35 countries
- 75 Manufacturing Facilities Worldwide
Research and Development Facilities in North America, Europe and Asia
- 50,000 Employees worldwide
- 13 Languages
- ~ 15.00b € Revenue in 2017



Corning Innovation History

1879



2007



Vision 2016

Another 165 years of innovation and independence.

A world that is better because of our efforts: a world with cleaner air, healthier lives, richer entertainment experiences, and more efficient communication.

HR Disruption: Key Drivers, Challenges and Opportunities

- Need for a global, big-bang deployment with minimal business impact
- Employees in their personal Life using more and more digital tools
- Outdated and Inadequate on-premise HCM platform
- Attract and retain the best talents to remain competitive as a global innovation and manufacturing company
- Shifting Workforce Demographics. Millennials demand for personalized, self-service HR

HR Disruption : Key Drivers, Challenges and Opportunities

- 75 manufacturing facilities worldwide and increasing workforce throughout force to modernize HR practices
- Enable employees around the Globe to be able to connect and experts to work together, exchange content and
- Accommodate the use of mobile devices at work for accessing corporate HR resources

A bold Move: All in One

Replace an outgrown, on-premise, global HCM platform that encompassed all HR modules with many interfaces, including talent management, compensation and employee data management

**Mission: Bring Customers
Experience to Corning
Employees with SAP Success
Factors**

6

Months to Design the
Solution

3

Years Data in Migration

6

Weeks of Live period to
shutdown the On Premise

After Value-Driven Results for Corning

- Lower CAPEX and Faster Time to Value 
- Employee Retention and Engagement Level 
- HR Administrative costs 
- Rapid user adoption due to UI similar to Social Networks platforms – No investment in Training materials
- Extensive HR data quickly and efficiently accessible from the cloud
- Streamline HR Processes via a Global HCM platform for
 - HR data and talent management,
 - Recruiting
 - Succession
 - Planning, reviews, and compensation for employees from 35 countries speaking 13 languages

SAP SuccessFactors

80%

Cost savings on software licensing

50%

Reduction in maintenance costs

90%

Time savings for HR administration tasks

90%

Employee engagement level

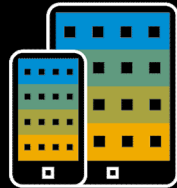
70%

Of workforce upgraded to digital tools, compared to 20% previously

After Value-Driven Results for Employees

➤ Mobile app with self-service capabilities for

- Time-off planning
- Compensation sheet
- Learning
- Approvals
- Performance evaluation
- social collaboration and many more options.



➤ Comprehensive access to HR resources using smartphones, tablets, laptops, and desktops

SAP SuccessFactors 

60%

Of the employee base accessed the HCM platform during the first four weeks

20,000

Candidates applied through the new HCM platform during the first month

250,000

Hits, including 125,000 on the career page, during the first month

TODAY

The pace of change is so fast. We cannot afford to be held back by manual processes. That's why we're **embracing the cloud**, enabling us to implement new solutions four times faster than before."



95%

Global salaried employee retention rate



35

Countries throughout the World where employees work and live



107

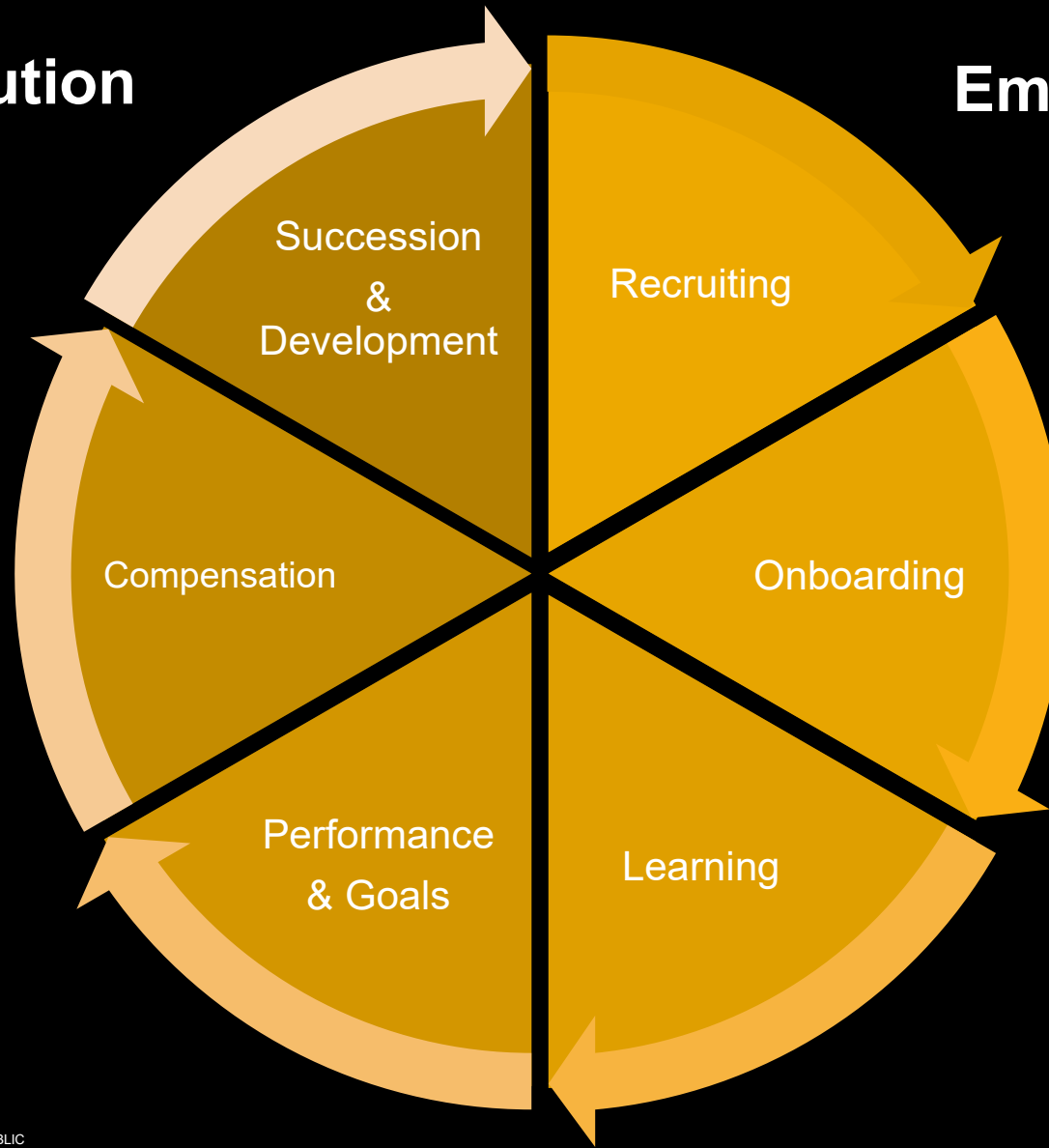
Global locations where our employees add value to the communities

Let's Play

1. Download the Kahoot! App from the App store
2. Answer the first 2 question
3. Provide a nickname
4. Enter the Code to start playing

End-to-End Solution

Employee Lifecycle



Putting Employee at the Heart of HR

Self Service and Mobile Capabilities





Thank you.



Appendix



© 2018 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and platforms, directions, and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.

See <http://global.sap.com/corporate-en/legal/copyright/index.epx> for additional trademark information and notices.



© 2018 SAP SE oder ein SAP-Konzernunternehmen. Alle Rechte vorbehalten.

Weitergabe und Vervielfältigung dieser Publikation oder von Teilen daraus sind, zu welchem Zweck und in welcher Form auch immer, ohne die ausdrückliche schriftliche Genehmigung durch SAP SE oder ein SAP-Konzernunternehmen nicht gestattet.

In dieser Publikation enthaltene Informationen können ohne vorherige Ankündigung geändert werden. Die von SAP SE oder deren Vertriebsfirmen angebotenen Softwareprodukte können Softwarekomponenten auch anderer Softwarehersteller enthalten. Produkte können länderspezifische Unterschiede aufweisen.

Die vorliegenden Unterlagen werden von der SAP SE oder einem SAP-Konzernunternehmen bereitgestellt und dienen ausschließlich zu Informationszwecken.

Die SAP SE oder ihre Konzernunternehmen übernehmen keinerlei Haftung oder Gewährleistung für Fehler oder Unvollständigkeiten in dieser Publikation.

Die SAP SE oder ein SAP-Konzernunternehmen steht lediglich für Produkte und Dienstleistungen nach der Maßgabe ein, die in der Vereinbarung über die jeweiligen Produkte und Dienstleistungen ausdrücklich geregelt ist. Keine der hierin enthaltenen Informationen ist als zusätzliche Garantie zu interpretieren.

Insbesondere sind die SAP SE oder ihre Konzernunternehmen in keiner Weise verpflichtet, in dieser Publikation oder einer zugehörigen Präsentation dargestellte Geschäftsabläufe zu verfolgen oder hierin wiedergegebene Funktionen zu entwickeln oder zu veröffentlichen. Diese Publikation oder eine zugehörige Präsentation, die Strategie und etwaige künftige Entwicklungen, Produkte und/oder Plattformen der SAP SE oder ihrer Konzernunternehmen können von der SAP SE oder ihren Konzernunternehmen jederzeit und ohne Angabe von Gründen unangekündigt geändert werden. Die in dieser Publikation enthaltenen Informationen stellen keine Zusage, kein Versprechen und keine rechtliche Verpflichtung zur Lieferung von Material, Code oder Funktionen dar. Sämtliche vorausschauenden Aussagen unterliegen unterschiedlichen Risiken und Unsicherheiten, durch die die tatsächlichen Ergebnisse von den Erwartungen abweichen können. Dem Leser wird empfohlen, diesen vorausschauenden Aussagen kein übertriebenes Vertrauen zu schenken und sich bei Kaufentscheidungen nicht auf sie zu stützen.

SAP und andere in diesem Dokument erwähnte Produkte und Dienstleistungen von SAP sowie die dazugehörigen Logos sind Marken oder eingetragene Marken der SAP SE (oder von einem SAP-Konzernunternehmen) in Deutschland und verschiedenen anderen Ländern weltweit. Alle anderen Namen von Produkten und Dienstleistungen sind Marken der jeweiligen Firmen.

Zusätzliche Informationen zur Marke und Vermerke finden Sie auf der Seite <http://www.sap.com/corporate-de/legal/copyright/index.epx>