

HRZ CLOUD HCM
powered by SAP SuccessFactors

HRZ CLOUD APPS
powered by SAP Cloud Platform

MOVING **HR** TO THE CLOUD ISN'T A SOLO JOURNEY

Three Key Challenges to Consider as You Think About the Transition


HRIZONS[®]

Human capital management (HCM) technology is truly an investment in your people. When you create a sound technology strategy, it will positively impact the workplace.

HCM technology is clearly moving to the cloud, and organizations are in the process of migrating to cloud technologies. In fact, research from Sierra-Cedar shows that more HCM implementations are happening in the cloud than on-premise.

This makes sense. HCM and talent management solutions such as SAP SuccessFactors continue to primarily drive innovations through their cloud platforms, and that shift offers a significant advantage over on-premise HCM systems, such as SAP HCM for example.

The problem is, it's a **BIG shift** for organizations.



Not everyone is ready for the shift to the cloud. And it's OK if you aren't.

Even for the largest organizations in the world, it's not an easy transition. However, these organizations can usually afford the millions and millions of dollars in consulting, implementation, integrations, and support.

Let's assume your organization isn't one of the largest in the world, and if that's the case, you shouldn't have to go on your journey to the cloud alone. The journey isn't about half-baked solutions or substandard software. You deserve all of the innovation that enterprise HCM cloud technology offers.

In the following pages, you will find three challenges to consider as you contemplate your move to the cloud.

CHALLENGE NO. 1: DISCOVERING YOUR UNIQUE PATH

Look around your office. Your location, your people, and your strengths: Nobody else has them. No two companies are alike. You will have your own unique considerations, strengths, and challenges as you map your path forward.

As you develop your strategy, it's important to understand the variables at play and ask yourself the following questions:

- ➔ How much do you need from your HCM technology that you're not getting currently?
- ➔ What kind of expertise, staff, and partners do you need to execute your strategy?
- ➔ Most importantly, where do you want to go as an organization?

Discovering your unique path is all about knowing the destination. If you think about the type of organization you want to be, you need to be thinking about your goals, processes, integrations, and analytics that drive the future of your organization. Do you want to simply get beyond just surviving or do you want to turn into a truly transformative organization?

CHALLENGE NO. 2: EXTENDING YOUR CLOUD

Once you know where you want to go, you need to know what you'll need when you get there.

HRIZONS HRZ CLOUD HCM, powered by SAP SuccessFactors, offers a number of solutions to start your journey to the cloud:

- ➔ It usually begins with Employee Central, your core HR system in the cloud.
- ➔ Next, you can build talent management capabilities by leveraging recruiting, onboarding, performance and goals, compensation, succession and development, and learning.
- ➔ You can also add workforce analytics to gain deep insight and reporting on your workforce.

In addition, you can build beyond core applications with extensible HCM cloud solutions built on SAP Cloud Platform, a Platform-as-a-Service offering, such as HRIZONS HRZ CLOUD APPS like JDMS® | Job Descriptions Made Simple and PAD™ | Performance Accountability Dashboard. Cloud application extensions deployed on SAP Cloud Platform can be delivered fully integrated with SAP SuccessFactors to create a secure and completely seamless user experience because both platforms are part of SAP's overall cloud infrastructure.

HRIZONS offers a number of applications that extend the capabilities of your cloud HCM solution, including:

- ➔ Automated tools for building out job descriptions and competencies
- ➔ Extending performance management functionality to help organizations execute with excellence
- ➔ Additional strategic organizational insights and analytics

CHALLENGE NO. 3: FINDING THE RIGHT PARTNER

Let's face it: Organizations don't go through these massive technology transitions often. And for HR, this is probably the biggest and possibly most disruptive technology challenge you'll face in the next five years.

You'll need a partner that can help in more ways than one:

- ➔ **Capabilities and qualifications:** Focus on partnering with a company that is capable and has expertise and experience with SAP SuccessFactors and moving from legacy on-premise systems.
- ➔ **More than implementation:** Use a partner that also offers its own set of innovative solutions that meet your needs today and in the future — offerings that extend beyond typical services.
- ➔ **Culture fit:** This might be the most critical piece to get right — find a partner that shares your vision and can help you get there.

One thing organizations don't always think about is post-implementation services and support. There could be a number of issues that only come up on occasion — think end-of-year reporting, preparing for upcoming cycles like performance management, thinking through product enhancements that get rolled out several times per year, or just to get advice and guidance when you need it for other one-time events. You will need someone to turn to when you don't have all the answers — someone you can trust.

You Don't Have to Go It Alone

The transition to the cloud isn't something you want to do alone. There are many places where it's easy to slow down, get stuck, or even fail. It's a journey, and HRIZONS can be your guide.

We use our **4 LENSES APPROACH**® that takes into account the factors that ensure **HRZ CLOUD HCM** is right for you:

 **PROCESS**  **CONTENT**  **TECHNOLOGY**  **ANALYTICS**

At HRIZONS, we use our expertise and experience to help organizations make the transformation to cloud HCM with the help of the following solutions:

➔ **HRZ CLOUD HCM**, powered by SAP SuccessFactors: A complete and proven global human capital management solution for enterprises of all sizes

➔ **HRZ CLOUD APPS**, powered by SAP Cloud Platform: Innovative cloud applications deployed on SAP Cloud Platform designed to extend and complement SAP SuccessFactors via HRZ CLOUD



Visualize Your Workforce
FOR SAP SuccessFactors

Quickly and easily gain insights into your workforce including the span of control, diversity, compensation analysis, and much, much more. OrgInsight easily integrates to SAP SuccessFactors and external HR data to gain workforce insight and improve HR's ability to identify and mitigate risks, and improve data-driven decision-making.



Performance Accountability Dashboard
FOR SAP SuccessFactors

An extension solution that fully integrates with SAP SuccessFactors Performance and Goals to visualize and track performance over time. Includes strategic goal execution functionality and intuitive dashboards to help organizations take business strategy execution to the next level coupled with strategic insight and drill-down capabilities.



Job Descriptions Made Simple
FOR SAP SuccessFactors

An award-winning and fully integrated job description management solution that synchronizes your job content, standardizes your job descriptions, drives compliance, and will take your SAP SuccessFactors HCM platform to the next level of excellence. JDMS seamlessly integrates with SAP SuccessFactors.



**READY TO START YOUR JOURNEY TO THE CLOUD?
GET IN TOUCH WITH US TODAY.**

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