



# HR Cloud Technology

Minneapolis HRSUMMITS

June 12, 2018

# Agenda

- Shameless Plug
- HR Systems and Today's Reality
- Enterprise Cloud Technology
- The Pace of Innovation
- Adopting New HR Technology
- Organizations - Speed & Agility
- HR Cloud Technology Landscape
- Challenges to Overcome
- Q & A



“ Our purpose is to help customers make the digital HR transformation and move their HR technology to the cloud to meet the needs of today’s evolving workforce, to execute their business strategies, and achieve better business results. ”

Jim Newman, President & CEO

HRIZONS<sup>®</sup>, An HR Cloud Technology Company

# HRIZONS FACT SHEET

650+  
HCM CLOUD  
PROJECTS

HRIZONS AVERAGE  
CONSULTANT  
EXPERIENCE  
17 YRS

EMPLOYEE  
CENTRAL  
THOUGHT LEADERSHIP  
& DOMAIN EXPERTISE

SAP  
Gold Partner  
SAP SuccessFactors

JDMS<sup>®</sup>  
Job Descriptions Made Simple  
for SAP SuccessFactors  
HRZ CLOUD APPS  
powered by SAP Cloud Platform

285  
successfactors<sup>™</sup>  
PROJECTS IN LAST  
36 MONTHS

PROUDLY SERVING THE  
USA, CANADA,  
CARIBBEAN,  
LATIN AMERICA

RECRUITING  
ONLY SAP PARTNER  
THAT CAN DELIVER  
CSB IMPLEMENTATION  
& RMK EI CUSTOM

2015 SAP  
PINNACLE AWARD  
WINNER  
CLOUD RESELLER

PAD<sup>™</sup>  
Performance Accountability Dashboard  
for SAP SuccessFactors  
HRZ CLOUD APPS  
powered by SAP Cloud Platform

successfactors<sup>™</sup>  
An SAP Company  
PARTNER  
SINCE  
2006  
THE 1ST

PROFESSIONAL  
CERTIFICATION  
IN EVERY  
SAP SuccessFactors  
MODULE

POST GO-LIVE  
ADVISORY  
SUPPORT  
OPTIMIZATIONS

citi SMARTER  
WORKLIFE  
CHALLENGE  
WINNER  
JDMS<sup>®</sup>

OrgInsight<sup>™</sup>  
Visualize Your Workforce  
for SAP SuccessFactors  
HRZ CLOUD APPS  
powered by SAP Cloud Platform

Qualifications & Credentials

Expertise

Awards

Products

# Gartner®

RECOGNIZED FOR LIVING AND BREATHING HCM  
CLOUD WITH SAP SUCCESSFACTORS + SAP CLOUD  
PLATFORM



**HRZ**® CLOUD HCM  
powered by SAP SuccessFactors ♥

**HRZ**® CLOUD APPS  
powered by SAP Cloud Platform

**HRZ**® STRATEGY  
Consulting Services

**HRZ**® EXECUTION  
Implementation Services

**HRZ**® EVOLUTION  
Post Go-Live Services



# Current State





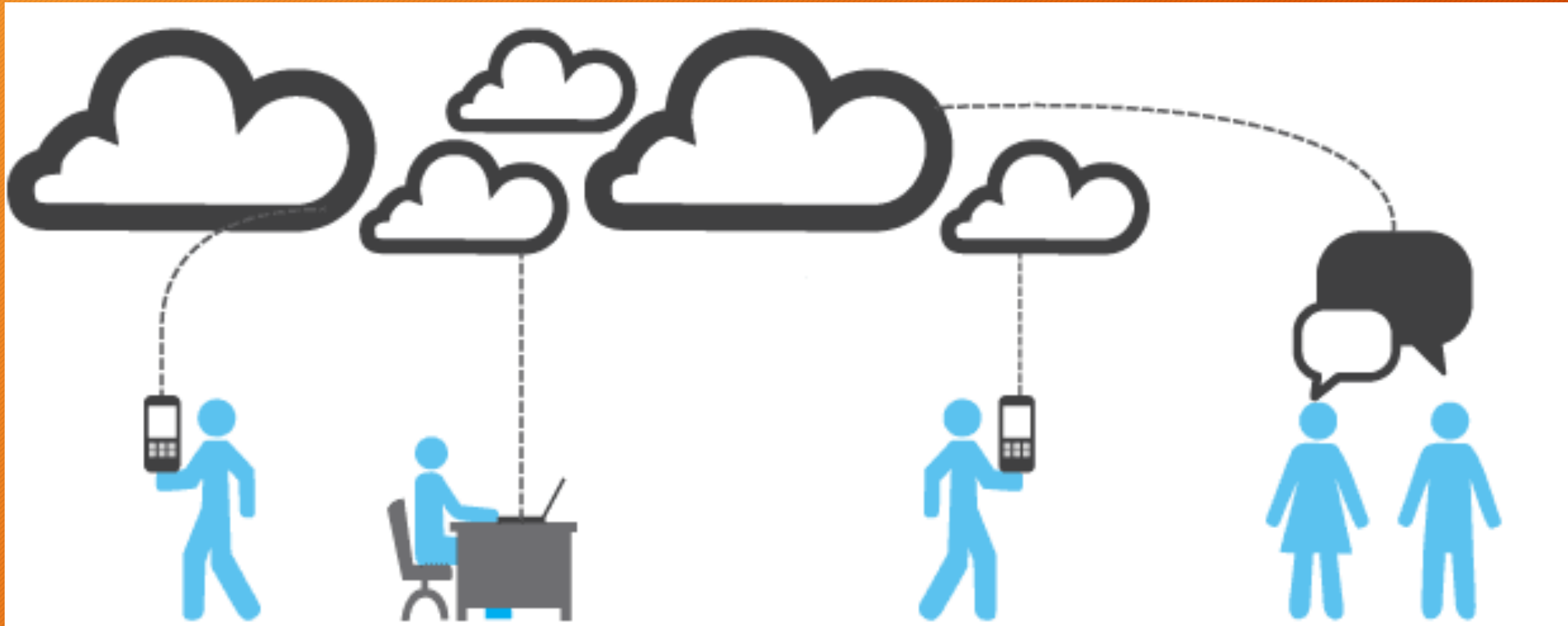
# And HR is dealing with...

- Frenetic business pace
- Global workforce
- Compliance... did I mention compliance?!
- 5 Generations in the workforce.. Ugh!
- Technology evolving faster than ever
- Innovation is constant... AI, BOTS, oh my!
- Change is constant...

***Embrace it... It ain't going away!***







# Enterprise Cloud Technology

# Enterprise Cloud Technology

- SaaS based applications: single code based, multi-tenant, subscription based consumption
- Accessible via browsers using any device that is web enabled (desktop, mobile)
- Typically hosted by large platforms like AWS, Microsoft Azure, Google Cloud Platform, SAP Cloud Platform, etc. with 99.5% uptime
- No hardware to manage, little IT dependency
- Provider is 100% responsible for delivery of software
- Updated with enhancements and bug fixes multiple times per year





# HR Slow to Adopt

- Organizations are slow to adapt to and adopt new technologies
- Legacy technology is a major barrier to creating, attracting and developing a workforce and culture geared towards innovation, agility and growth
- Organizations are looking at the cost of implementing cloud vs. the cost of inertia



# Speed & Agility

- Cloud technology enables you to become agile and fast
  - Simplicity - one platform, fully integrated
  - Agility - seamless user experiences, constantly optimized
  - Accessible - from any device, at anytime, from anywhere
- HR can focus on enabling the workforce with easy to access solutions, best practice processes, data you can trust, information and insight to make informed decisions



# Cloud HR Technology Landscape - Simplified

# HR Cloud Technology Platform

## HCM Suite

## Extensible



Cloud Analytics

One Portal with Seamless User Experience

SSO



Global Workforce



HR BPs



Management



Executives

# Challenges



# HR Needs to be Prepared for:

## HR Business

- Business Case & Funding
- Procurement, IT Security, Compliance
- Platform selection
- Partner selection
- Project Resources, Expertise vs Lack Of
- Realistic Project Timeline
- Risks like Competing Projects and Business Priorities
- Post Go-Live Resources: Sys Admins, Process Owners, HR Operations, Service Desk, IT

## HR Topics, Stakeholders, Decisions

- Global vs. Local
- Compliance
- Languages to support
- Implementation demands
- Data Migration(s)
- Integrations
- Deployment, Change Management, Communications
- Evolution & Optimizations

Q

Q

A



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# Thank you for your time

Follow us on  at @HRIZONS

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**President & CEO**

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