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**Press Forward >>**

Moving your SAP® Success Factors transformation forward with Deloitte's HR FastForward program

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# Moving your SAP® SuccessFactors transformation forward with Deloitte's HR FastForward program



Choosing whether to leverage HR cloud technology like SAP® SuccessFactors is just one of the many decisions your organisation will have to make. The decision comes with plenty of follow-up questions. Should your goal be to transform HR or just replace technology? What impact will the changes have on your HR service delivery model, and what role will SAP SuccessFactors play? What are progressive practices that can enable HR to have a strategic impact on the organisation? How can you effectively leverage the full capabilities of SAP SuccessFactors? Sometimes there are simply more questions than answers. That's why we take a different approach.

Selecting the HR technology is the easy part. Understanding the potential outcome will influence your pace, shape your expectations of benefits, and—most importantly—lay a foundation for continuous improvement as you follow your strategic HR roadmap. Do you know how SAP SuccessFactors can help you get where you want to go?

### HR FastForward: Get it right on Day One

In typical transformation projects, a flurry of working meetings get kicked off, marathon white-boarding design sessions ensue, and teams tend to stress over current needs versus future requirements. Months later, the gears of implementation may start grinding. Why does it have to be this way?

What if you could see the outcome before you started? What if you could look forward and see where the organisation was going—where it will see the greatest impact from the technology? What if you could “fast-forward” through the as-is and get straight to the to-be? On Day One? Deloitte's HR FastForward is our leading industry program designed to provide our clients with progressive HR processes, combined with creative design of the SAP SuccessFactors technology to accelerate your outcomes. Now you can have more answers before you have questions.

### Built for speed—and results

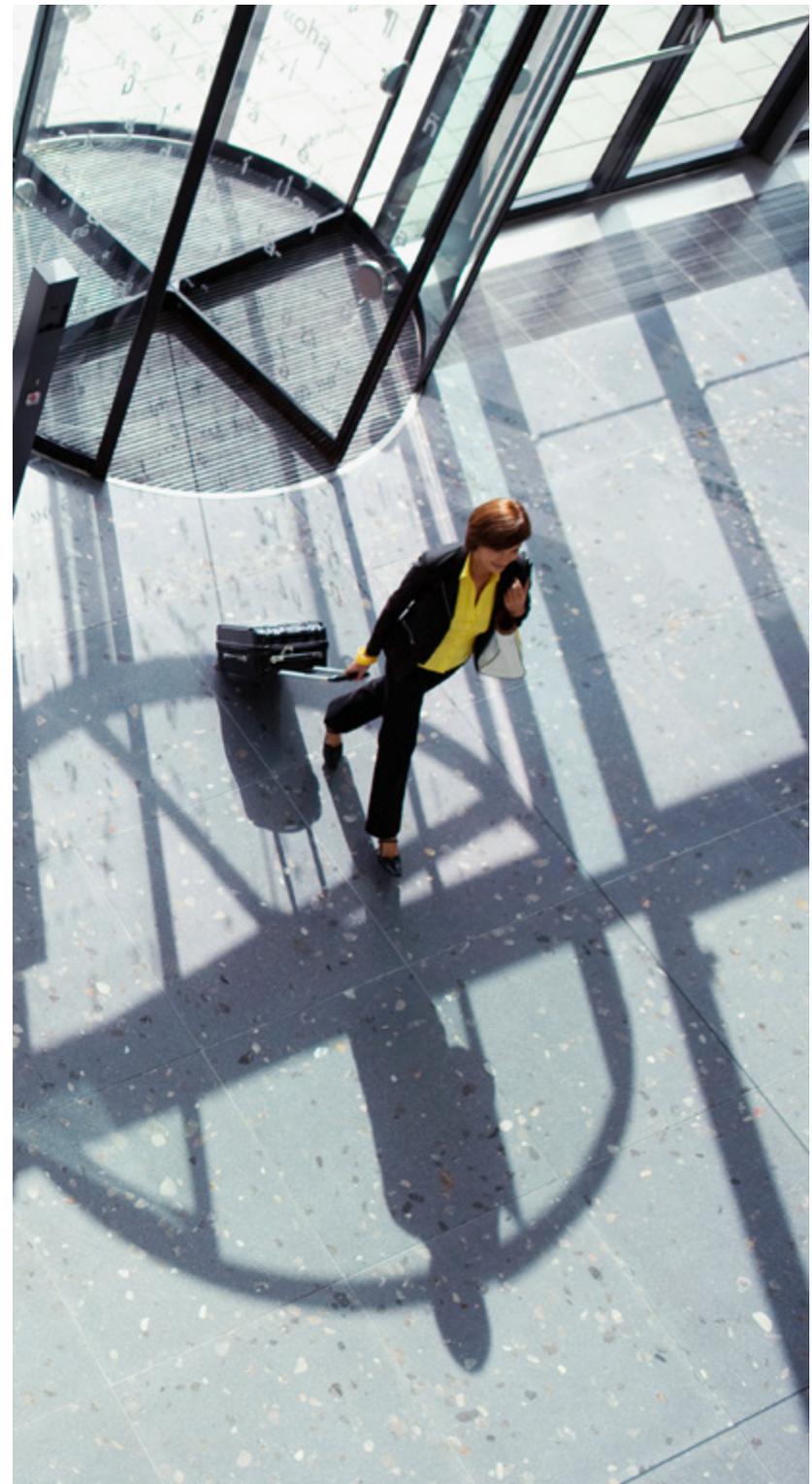
Deloitte has helped HR organisations in virtually every industry jump-start their HR transformation strategies, leveraging that experience to develop our HR FastForward solution.

Just as important, we bring an equally deep knowledge of SAP technology such as SAP® S/HANA integration, leading-edge platform extensions, and global deployment experience to every engagement. HR FastForward addresses virtually every aspect of the organisation's HR business needs during an implementation. How?

**Focused on outcomes:** Deloitte is the recognised consulting leader in HR and HR technology. With our extensive research arm and published works related to industry leading practices, we bring a perspective on the leading practices to leverage with the technology.

**“Now you see it”:** We provide a complete SAP SuccessFactors environment based on progressive HR processes enabled by SAP technology. This approach supports realtime decision-making—and the ability to demonstrate real impact.

**Self-sustaining:** With cloud, the roadmap continues to evolve as technology advances. With an array of tools, templates, and playbooks as part of the HRFF solution, your organisation can have the capability to manage and drive your unique roadmap.



# Pressing forward with HRFF

Don't just implement. Do it right.

HR FastForward is driven by business outcomes and enabled by SAP technology, enhanced HR processes, and behavioral insights. Many of our clients leverage HR FastForward to accelerate an implementation and to improve the quality of the solution. HRFF accomplishes this by focusing on enhancing the essentials while incorporating your organisation's unique business requirements. Where HRFF differentiates itself is in its ability to challenge typical HR processes, augment those processes with our leading research, and support the unique characteristics of your organisation.

Here's a look at our recommended approach for leveraging HR FastForward as part of your SAP SuccessFactors implementation:

## Focus on leading practices

During the requirements-gathering phase of our projects, leading practices and processes serve as the core foundation of our discussions. When an organisation is aware that peers in similar industries have successfully deployed similar processes, important cultural changes tend to take root, with key stakeholders gaining confidence in the approach.

## Don't start from scratch

Traditional project implementation approaches tend to take lots of time in the requirements-gathering and design phases. As a practical matter, these issues tend to be very similar within—and even across—industries. We find that it is better to modify existing templates than build them from scratch, to reach key milestones more quickly. Variations should be limited to critical, business-specific requirements or localisations.

## Prepare your people

New technology can introduce new ways of doing business that can be disruptive to end users. HR FastForward prepares organisations from Day One through golive, bringing key stakeholders to design and review conversations and having them serve as change enablers within the organisation. Our change management tools and templates can be used to drive these critical conversations throughout an implementation and afterwards. Testing and training templates already included in HR FastForward are instrumental in helping these users get on board fast.

## What an HR FastForward program includes

Activity-based HR process design based on leading/progressive practices segmented by HR service delivery roles



An end-to-end solution that leverages a fully modeled SAP SuccessFactors solution to develop initial prototypes



Toolkits designed to enable your organisation to gain full autonomy over your SAP SuccessFactors environment, providing you with playbooks to accommodate growth



## What to expect

Instead of starting with a “blank” sheet, Deloitte brings a defined perspective: - “Why won't THIS process work for you?”

On Day One, your organization can potentially benefit from experiencing SAP SuccessFactors in an optimal way, making refined adjustments versus starting from scratch

With a catalog of test scripts, configuration guidebooks, change management guidelines, and data modeling templates, your organisation can be equipped to continuously evolve with the SAP SuccessFactors roadmap

# Let's talk

Unlocking new value begins with a conversation—one that can define your transformation initiatives as well as your SAP SuccessFactors expectations. The true value from HR cloud technology begins when you leverage data, people, and processes effectively. We can help—and we can help you start seeing results sooner with HR FastForward.

We're ready to talk to you about which aspects of HR FastForward can potentially benefit your organisation the most and help pinpoint areas where you can get to work immediately, to facilitate a fast start.

Let's get the conversation started. Press forward.

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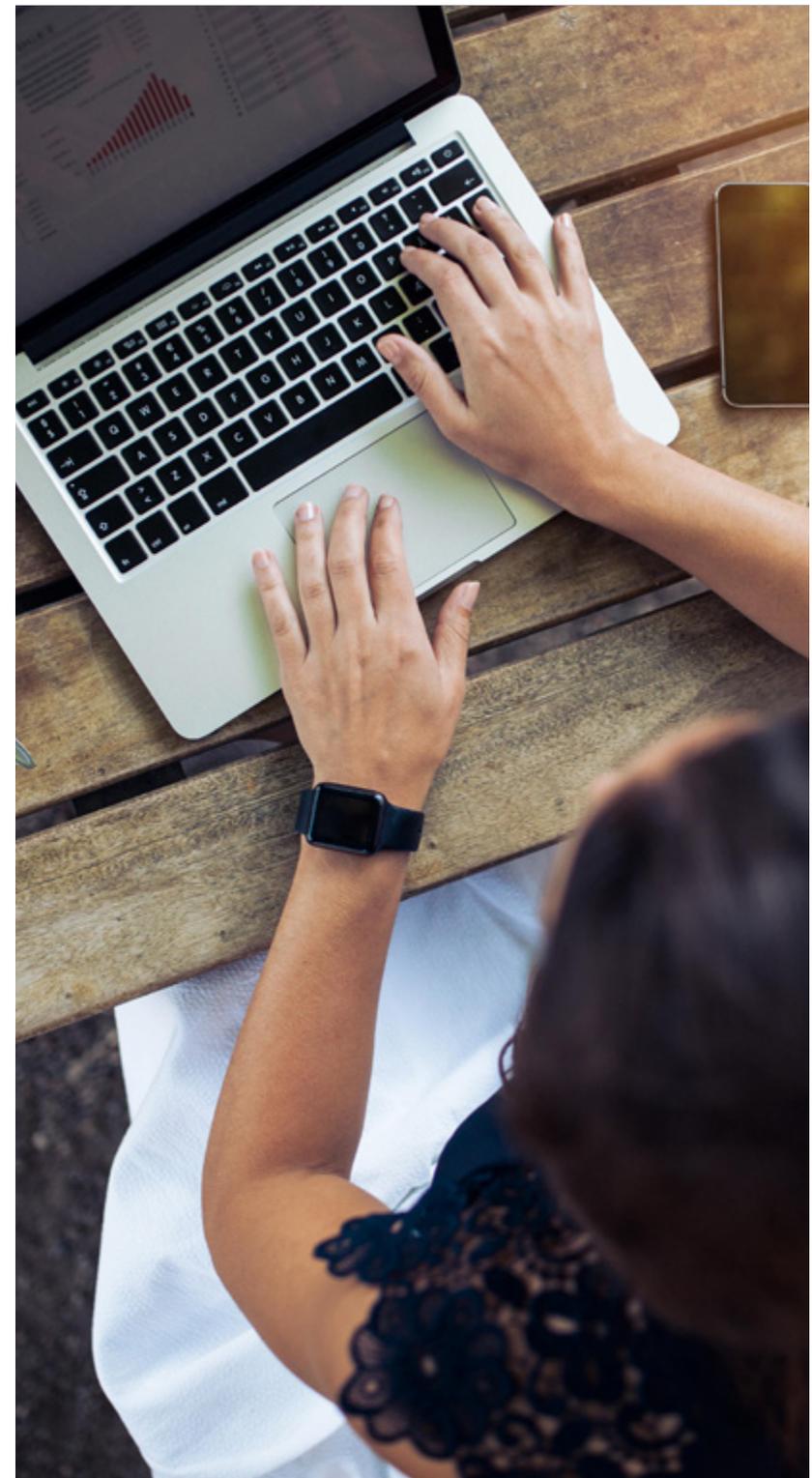
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