



Transition to the Cloud, A Different Approach

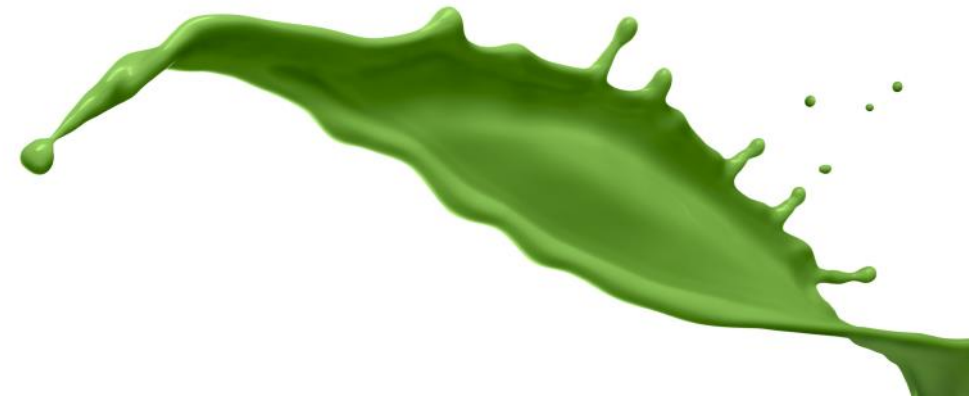
Rick Herschberg, Product Manager, Deloitte Consulting LLP



The Challenge: Part I Status Quo

Many organizations aren't ready to move to the cloud for **all** of their HR-related functions at one time.

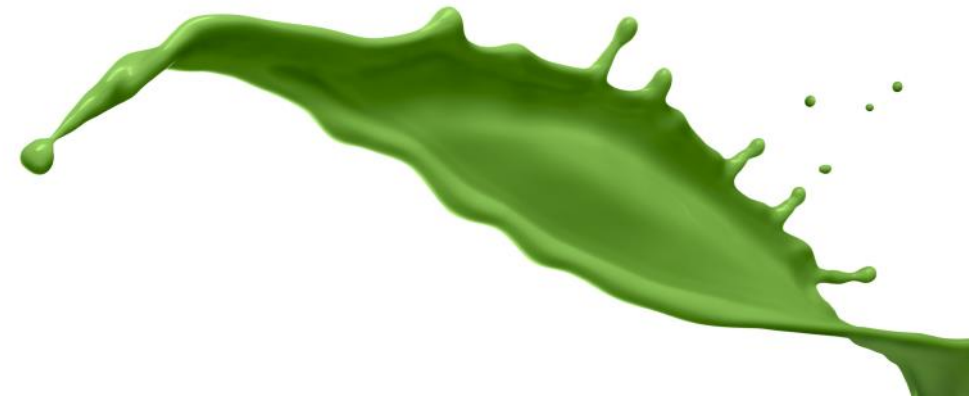
Some organizations have **significant investments in their on-premise SAP** Human Capital Management (HCM) solution and want to proceed toward the cloud at their own pace.



The Challenge: Part II Workers are on the move

As employees use more mobile and cloud based solutions in their personal lives, they **expect an easy to use experience** when using internal HR systems.

There is an expectation for **HR functionality to extend to mobile platforms**—so employees can access relevant information and perform basic HR activities regardless of their device or location.



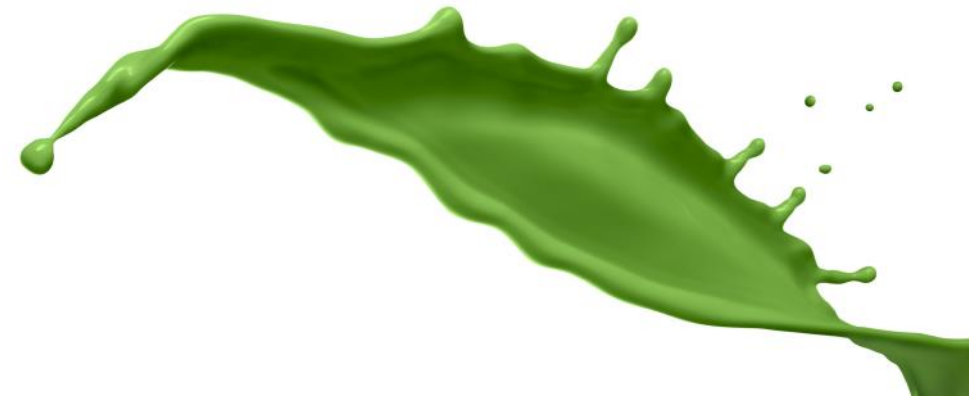
The Challenge: Part III Your Workforce is Changing

According to Deloitte's 2016 Human Capital Trends report, nearly **50% of the workforce are Millennials.**

“Young people anticipate working for many employers and demand an enriching experience at every stage”¹.

It is crucial to consider interim and **quick-win options** to keep your **workforce engaged** while you weigh options and decide on a long-term option.

¹Deloitte “Human Capital Trends Survey 2016”, March 2016

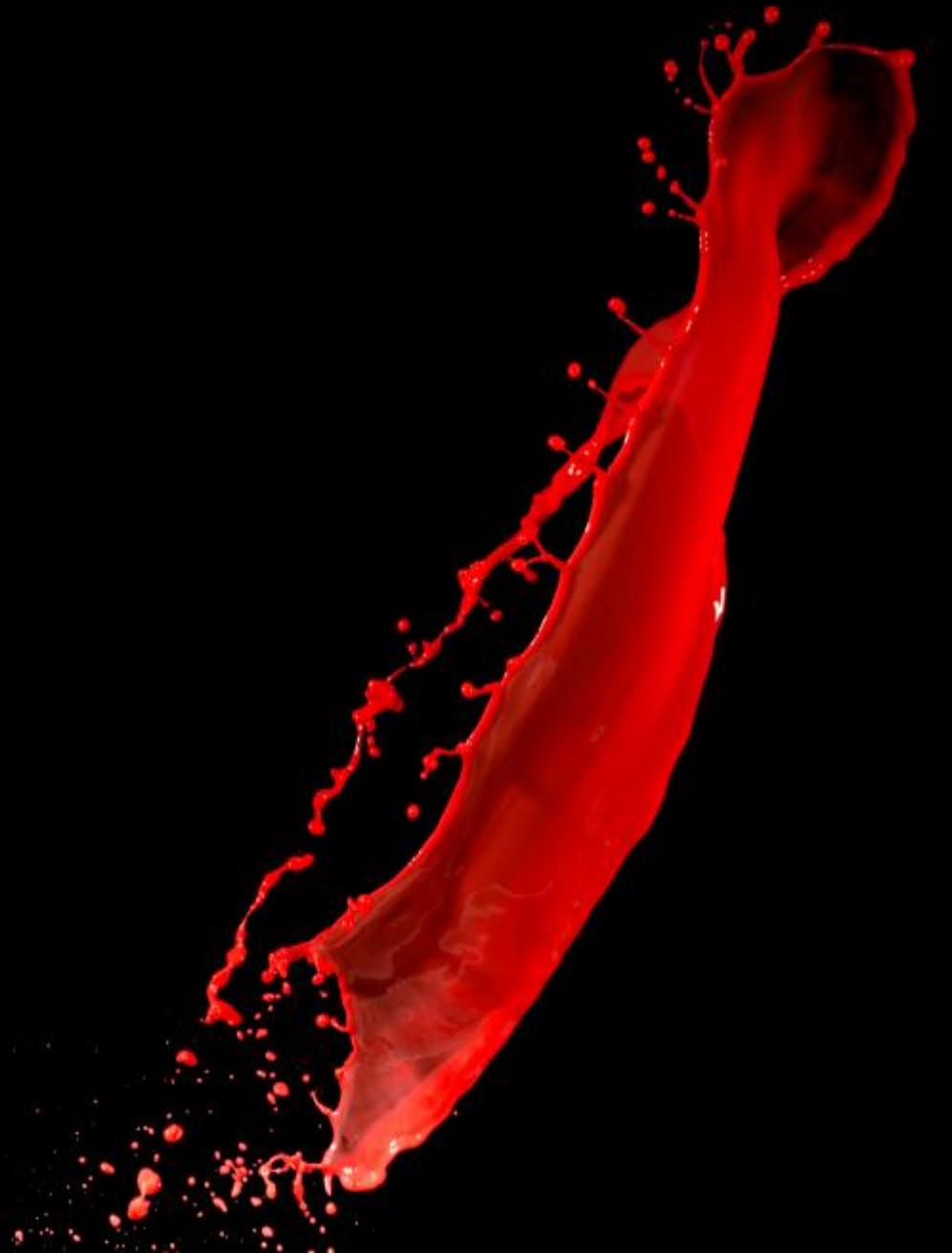


The Challenge Behind the Challenge

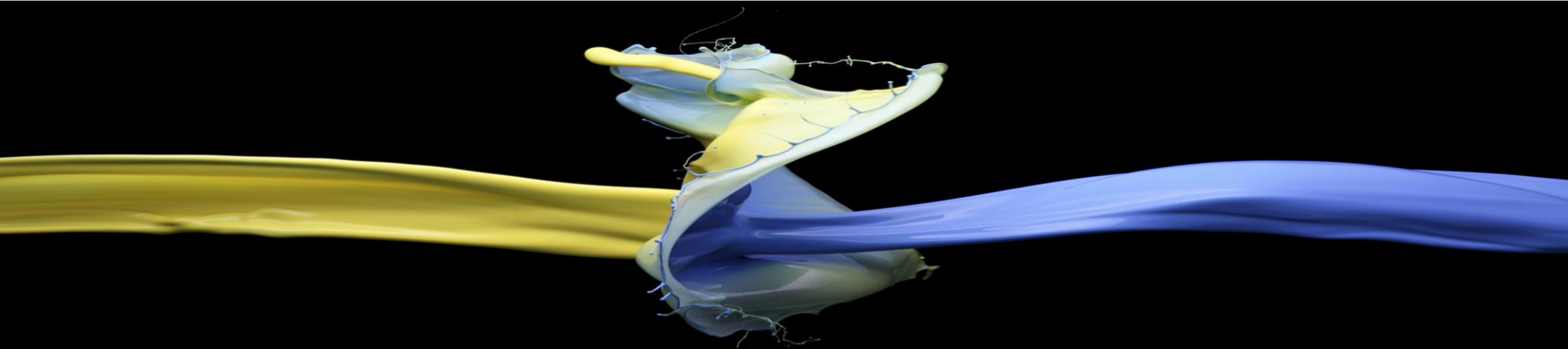
The new challenge lies in meeting the demands of your workforce and making the HR experience one that engages employees, bolsters the workforce, and enhances productivity.

Without immediate plans to move to the cloud, how will you meet the demands of your workforce?

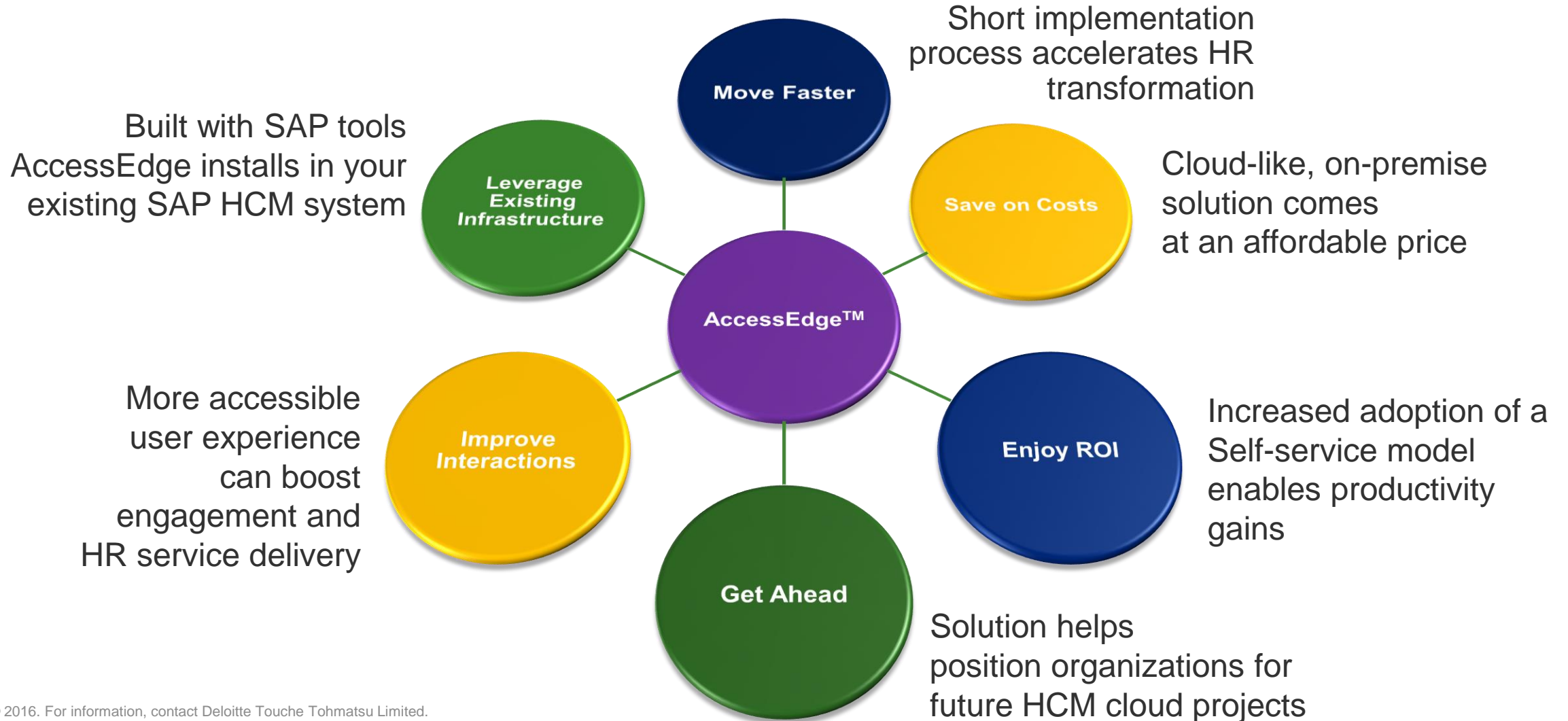
Will your workforce wait?



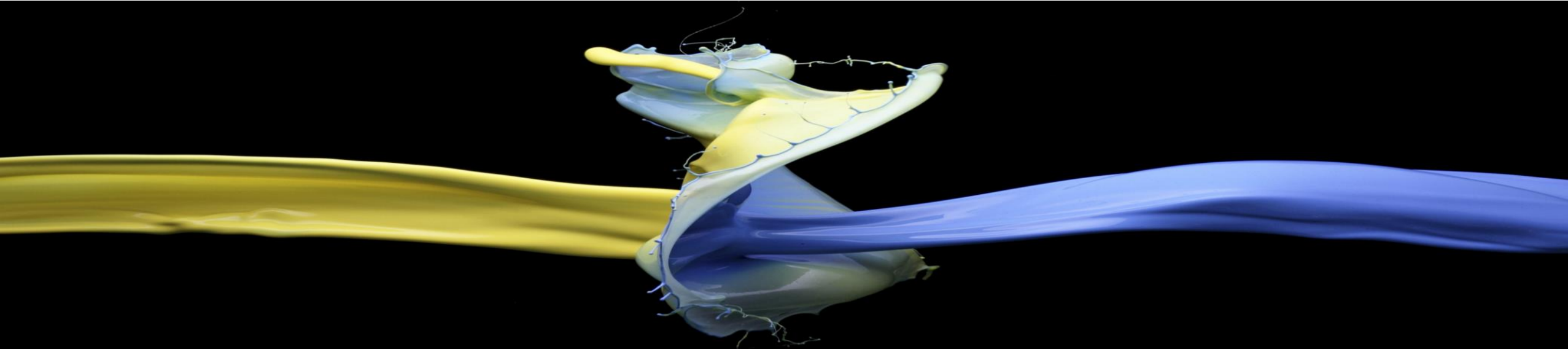
Introducing Deloitte's AccessEdge™ Solution



AccessEdge™ leverages Deloitte's HR process design and HCM implementation experience to rapidly deliver meaningful results.

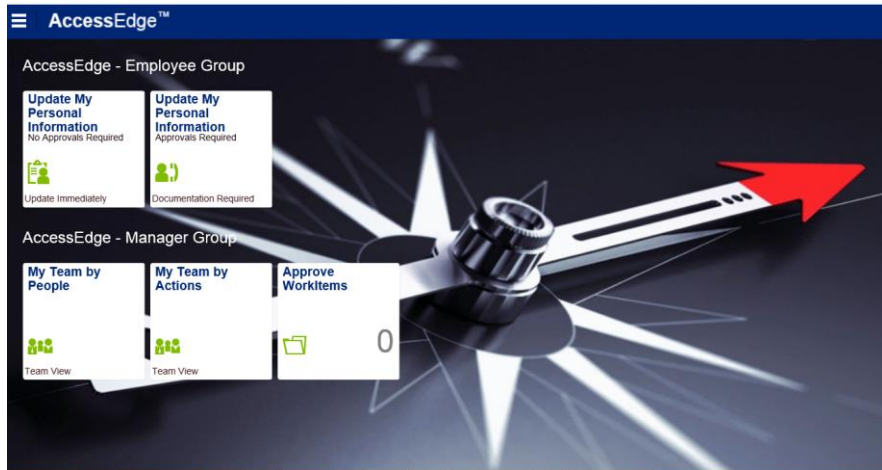


AccessEdge™ Demo

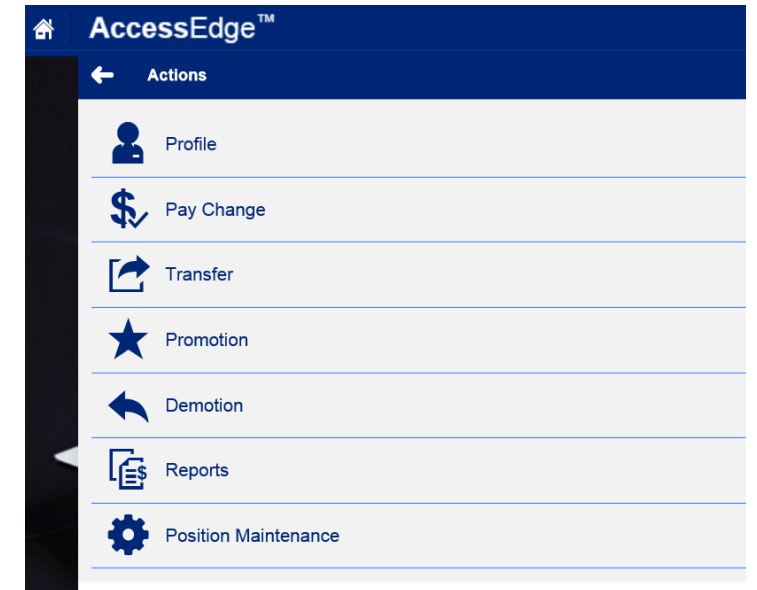


AccessEdge™ Demo

1. Improved user interface and mobility



2. Table-driven workflow and screen fields



3. Personnel action forms

A screenshot of the 'Employee Address' form in the AccessEdge mobile application. The form has a dark blue header with a back arrow and the text 'Employee Address'. Below the header, there are four circular icons representing different sections: 'Addresses', 'Bank Details', 'Dependents', and 'Emergency ...'. The main content area features a 'Welcome' message with a circular profile picture of Rick Herschberg and his name below it. Below the profile picture, there is a 'Permanent Residence' section with a pencil icon for editing. This section contains a table of address details:

Effective Date:	01/11/2009	Care of:	
Address Line 1:	678 South Bank Highway	Address Line 2:	
City:	Boston	State:	Massachusetts
Zip Code:	02116	Country:	USA
Area Code:	000	Telephone:	

AccessEdge™ ESS & MSS Overview

Core Functionality - all services are enabled for access from Phone, Tablet and PC devices.

Employee Self Service

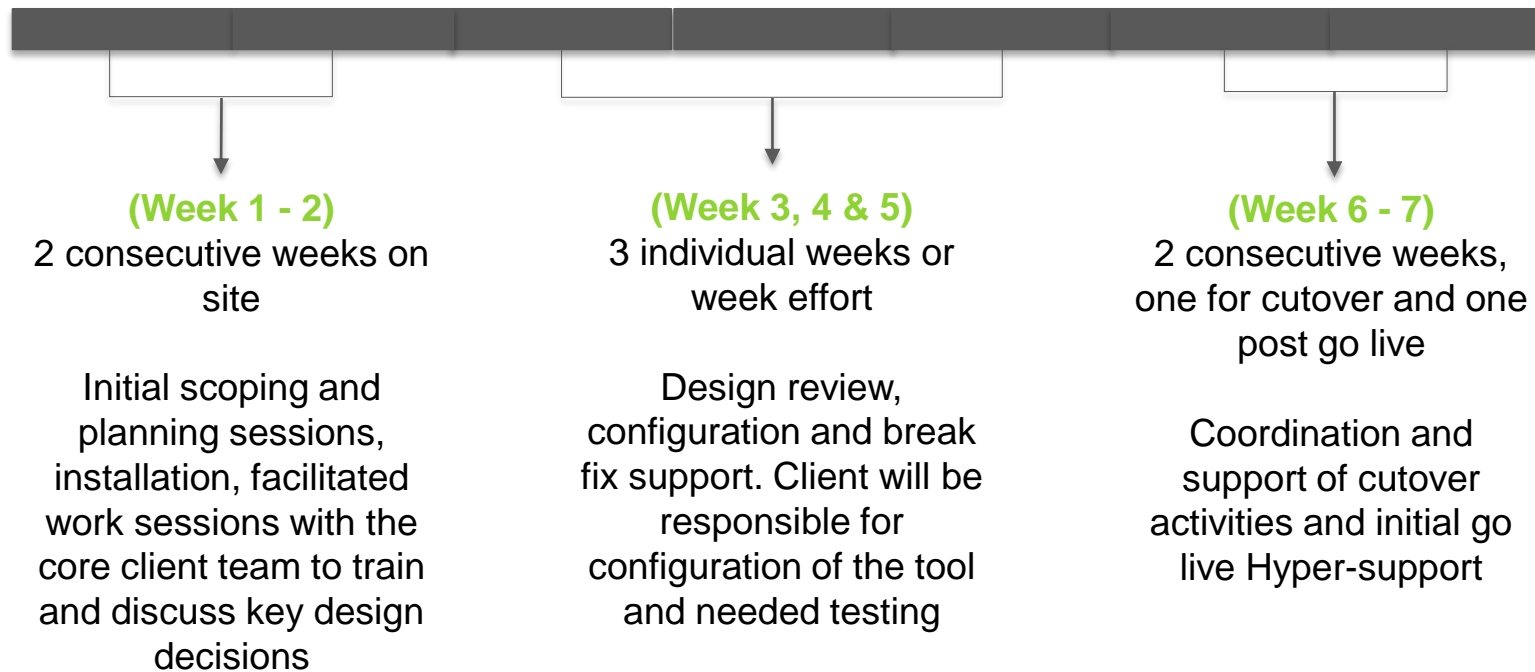
- 1) Direct update – Infotypes, subtypes, fields, field titles and on screen edits are all configurable:
 - Address
 - Bank details
 - Dependents
 - Emergency contact
 - Self Identification information
 - Etc.
- 2) Infotype(s) update using forms – Any existing or delivered employee form can be mobilized and integrated into the product using this framework
- 3) Workflow – Multi-step configurable workflow for all forms for approvals, escalations and notifications.
- 4) Localization – Multi-country and multi-language support for all screens and forms.
- 5) Process Browser - allows user to view forms in process and to check status and content.

Manager Self Service

- 1) Manager update – Organized by person or by action allows manager to control navigation:
 - Access to the same employee data as outlined in the employee service, but with separate configuration settings to limit access for managers
 - Pay change form
 - Transfer form
 - Promotion form
 - Demotion form
 - Two manager reports:
 - Accrual balance report to view teams' vacation and other accrual balances
 - Time sheet status to review missing time entry for a manager's team
- 2) Position maintenance form
- 3) Workflow – Multi-step configurable workflow for all forms for approvals, escalations and notifications.

Overview of Implementation & Support Services

Sample Implementation Timeline: 7 weeks



Support Services

- Purchasing a subscription to our AMS services will give access to periodic updates from our roadmap adding a number of additional features within the year as well as support for related questions or issues.
- AMS services can provide support for ongoing config/break fix as well as relevant training of the project team

Contact Us



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