



Key Updates SAP SuccessFactors 2H Release

10.22.2024

Agenda



Executive Introduction
with Kevin Chase, CEO



Employee Central
with Hugh White



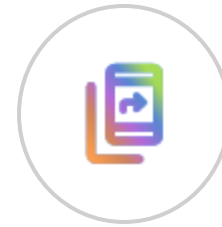
EC Benefits
with Hugh White



Employee Central Time
with Hugh White & Naveen Ramba



Recruiting
with Gary Fanucci



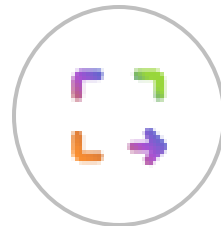
Onboarding
with Luky Lee



Compensation
with Steve Heyer



Performance & Goals
with Jessica Dimaano



Succession & Development
with Diane Caruso



Learning
with Troy Duncan

Meet the Team



Kevin Chase
CEO & President
Dallas, Texas



Hugh White
Practice Leader Employee Central
& Solution Expert
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About AspireHR



About AspireHR



About AspireHR

Since 1997, we've helped businesses digitally transform with innovative HCM software and services that simplify processes and deliver amazing employee experiences.

-  **700+** HCM Projects Globally
-  **300+** Corporate Clients
-  **185+** Countries Served
-  **85+** AMS/BPO Support Clients
-  **25+** Years Serving HR Industry



Strategic Partnerships



Our Software & Services

Systems Integration & Preconfigured Solutions



for SAP SuccessFactors & Workforce Software

Proprietary Software



AspireHR Benefits™ Payroll LaunchSuite™ AspireHR SmartData™

Managed Services AMS/BPO & Support



for SAP SuccessFactors and Workforce Software



2H 2024 Release Highlights





Employee Central

Enhancements for Employee Central

Enhancements in the New Release

New People Profile – Categories and Summary Cards (Customer Configured)

- Personal, Job and Compensation Information Categories that are organized by Cards
- Time Management, Information, Time Sheet Summary, Upcoming Time Off and Account Balances
- NOTE: Edit/History option is available from New People Profile, however navigation is to legacy People Profile at this time

AI Generated Insights into Compensation (Customer Configured)

- Compensation History including Base Salary, One-Time Payments and Positions within Existing Ranges
- Job Progression, Tenure, Promotions, Role Changes
- Pay Band Position
- NOTE: AI Insights will not provide or suggest Employee changes

Support Digital Signatures in Document Generation via DocuSign (Customer Configured)

Pending Workflows page replaces Pending Requests

- Optimize user experience by providing access to Employee/Position Information, Links to Requests awaiting Approval

Employee Central – New People Profile



The screenshot displays the 'New People Profile' interface in Employee Central. The desktop view shows a profile for Geoff Hill, a Production Director, with various data sections: Personal Information, Biographical Information, Addresses, Contact Information, and National ID Information. The mobile views show the profile as it appears on a smartphone, with a 'Full Profile' and 'Personal Data' screen.

Desktop View: People Profile

Personal Data

Personal Information

- First Name: Geoff
- Last Name: Hill
- Suffix: Mr.
- Preferred Name: Geoff Hill
- Country/Region Specific Information: United States

Biographical Information

- Person ID: 802981
- Date Of Birth: Oct 20, 1991
- Country Of Birth: United States

Addresses

- Address Type: -
- Country: -
- Address (Line 1): -

Contact Information

- Business**: + 732 955-1222
- Business**: Geoff.Hill@astrumap.com

National ID Information

- Country: United States
- Address ID Card Type: Social Security Number
- National ID: 000-72-1729
- is Primary: Yes

Mobile View: Full Profile

- 14:29
- Geoff Hill
- Production Director
- New Brunswick (310-2008)
- Personal Data
- Job Data
- Compensation
- Time Management
- Performance and Goals
- Learning and Development

Mobile View: Personal Data

- 19:54
- Geoff Hill
- Production Director
- Personal Information
- First Name: Geoff
- Last Name: Hill
- Suffix: Mr.
- Preferred Name: Geoff
- Global Information: United States
- Biographical Information
- Person ID: 802981
- Date Of Birth: Oct 20, 1991



Employee Central Benefits

Enhancements for Employee Central Global Benefits

Enhancements in the New Release

Employee Benefits Overview replaces current Overview (Customer Configured)

- Including Benefit Actions such as Open Enrollment, Report Life Event, Manage Family Members and Beneficiaries and Print Benefits Statement
- Benefit Summary, Enrolled Benefits and Benefits to Enroll In
- Help and Resources related to Benefit Offerings

Benefit Enrollment Task from Home Page and Module Picker (Customer Configured)

Waive Benefit (Opt Out) at the Benefit Level before enrollment (Automatically On)

Support Benefits with different Currencies, impacts “Your Cost” section and displays the different currencies (Automatically On)

Administration

- User Permission granularity, View Benefits, Enroll/Edit Benefits and Claims
- Access Benefits Master Data job from Scheduled Job Manager, previously only available in Benefits Admin
- Insurance and Pension related fields on Benefits Object Deprecated May 2025, impacts API's and Reports.

Employee Central Benefits – Benefits Overview



Benefits Overview

Hello, Geoff Hill
Manage benefits for you and your dependents with ease

Benefit Actions

- Change Your 2024 Benefit Selections**
Due in 7 days
Enrolled
- Enroll in 2025 Open Enrollment Benefits**
Due in 37 days
Pending Submission
- Report a Life Event**
- Manage Family Members**
- View Benefits Statement**

Benefits Summary

Enrolled Benefits (2 of 2) Current Upcoming

- Health Savings Account**
Effective From: Sep 13, 2024
- Health Care Insurance**
Effective From: Sep 13, 2024

[View All](#)

Benefits Available To Enroll

- Identity Theft and Fraud Protection Insurance** 55 days remaining
- Pet Insurance** 55 days remaining
- Critical Illness Insurance** 55 days remaining
- Accidental Insurance** 55 days remaining

[View All](#)

Help and Resources

Important Links (4 of 9)

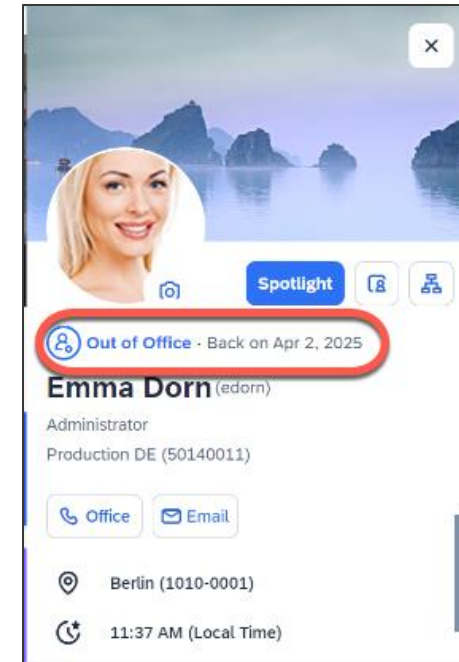
- [Insurance Policy](#)
- [Pension Regulations](#)
- [Aetna Health Site](#)

Employee Central Time

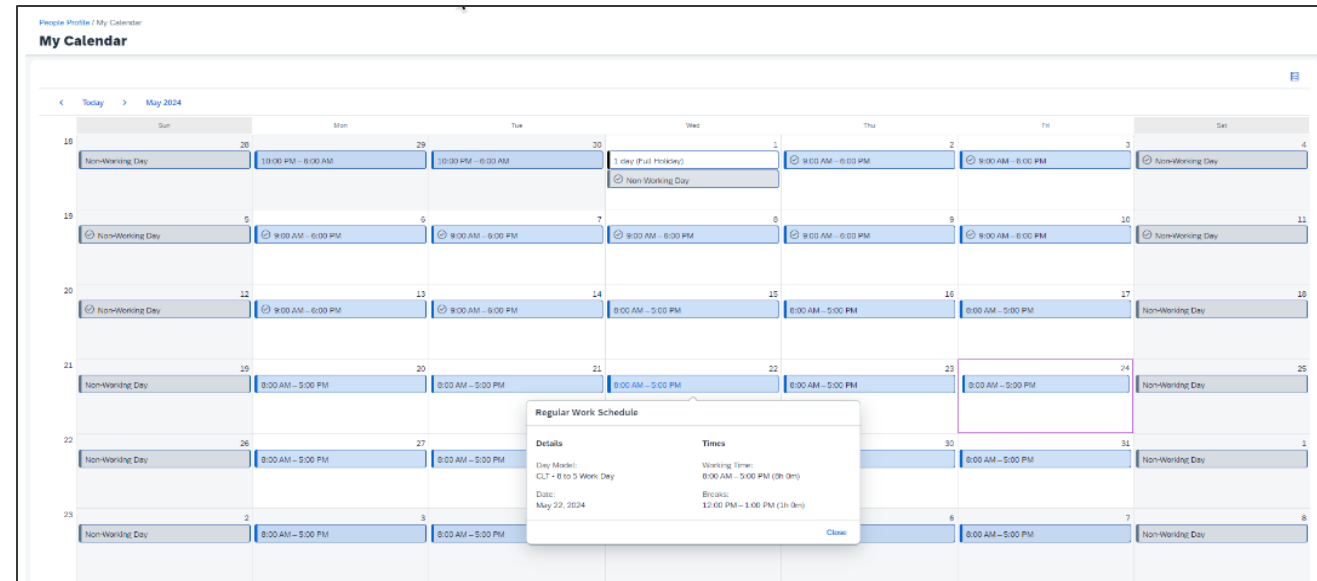


Time off

- Enhancements to Out of Office Indicator on the Latest People Profile and Org Chart.



- My Calendar UI as Employee Self-Service.





- o Create Temporary Work Schedule Employee Self-Service UI.

| Day | Date | Category* | Start Time* | End Time* | Breaks | Duration |
|-----|-------------------|-----------------|-------------|-----------|------------------------|----------|
| 1 | Wednesday, Jul 31 | Planned Hours | 8:00 AM | 5:00 PM | 3 breaks (1 hr 15 min) | 8h 0m |
| 2 | Thursday, Aug 1 | Planned Hours | 8:00 AM | 5:00 PM | 3 breaks (1 hr 15 min) | 8h 0m |
| 3 | Friday, Aug 2 | Non-Working Day | | | Define Breaks | |
| 4 | Saturday, Aug 3 | Non-Working Day | | | Define Breaks | |
| 5 | Sunday, Aug 4 | Planned Hours | 8:00 AM | 5:00 PM | 3 breaks (1 hr 15 min) | 8h 0m |
| 6 | Monday, Aug 5 | Planned Hours | 8:00 AM | 5:00 PM | 3 breaks (1 hr 15 min) | 8h 0m |
| 7 | Tuesday, Aug 6 | Planned Hours | 8:00 AM | 5:00 PM | 3 breaks (1 hr 15 min) | 8h 0m |

- o Temporary Holiday Calendar



- Monthly Time Sheets and Calendar View in Time Sheet UI (Universal Feature).

Time Sheet for Jan 28 - Feb 3, 2024

Employee Name: [Redacted] Planned Working Time: 3 hr 30 min Recorded Working Time: 52 hr 45 min Status: To Be Submitted

Calendar View: February 2024

| Day | Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|---------------------------------|--------------------------------|--------------------------------|---------------------------------|--------------------------------|--------------------------------|---------------------------------|
| 5 | Non-Working Day Working time | Working Time (imported) | Working time Overtime | Working time Standard Break | Working time Standard Break | Working time Standard Break | Non-Working Day Working time |
| 6 | Non-Working Day | | Working time Standard Break | | Working time Standard Break | Working time Standard Break | Non-Working Day |
| 7 | Non-Working Day Working time | Working time Standard Break | Working time Standard Break | Valentine's Day Working time | Working time Standard Break | Working time Standard Break | Non-Working Day Working time |
| 8 | Non-Working Day | Standard Break | Standard Break | Standard Break | Standard Break | Non-Working Day | Non-Working Day |

- Time Sheet Approval Center is Generally Available.

Time Sheet Approval Centre

| Employee | Period | Status | Planned | Recorded | Absences | Difference | Key Facts | Alerts | Related Approvals |
|------------|---------------------------|-----------------|-----------|-----------|-----------|------------|--|--------|-------------------|
| [Employee] | 24 Jun 2024 - 30 Jun 2024 | To Be Approved | 40:00 hrs | 26:30 hrs | | -13:30 hrs | Allowances: 3:00 hrs Premium Overtime: 1:45 hrs | | Approve |
| [Employee] | 24 Jun 2024 - 30 Jun 2024 | To Be Submitted | 45:00 hrs | 34:00 hrs | 18:00 hrs | 7:00 hrs | Allowances: Outside Bandwidth | 2 | Approve |
| [Employee] | 1 Jul 2024 - 7 Jul 2024 | To Be Submitted | 40:00 hrs | 30:10 hrs | 11:30 hrs | 1:40 hrs | Allowances: 8:00 hrs Premium Overtime: 1:45 hrs Working Time: -9:50 hrs | 0/2 | Approve |
| [Employee] | 1 Jul 2024 - 7 Jul 2024 | To Be Approved | 45:00 hrs | 9:50 hrs | 27:00 hrs | -8:10 hrs | Allowances: 3:00 hrs Outside Bandwidth | 1 | Approve |
| [Employee] | 15 Jul 2024 - 21 Jul 2024 | To Be Approved | 40:00 hrs | 27:00 hrs | | -13:00 hrs | Allowances: 3:00 hrs Premium Overtime: 3:30 hrs Working Time: -13:00 hrs | | Approve |

- Business Rules in Time Valuation (General Availability) - Decision by and Calculation by.



Recruiting

Enhancements for Recruiting Management and Recruiting Marketing

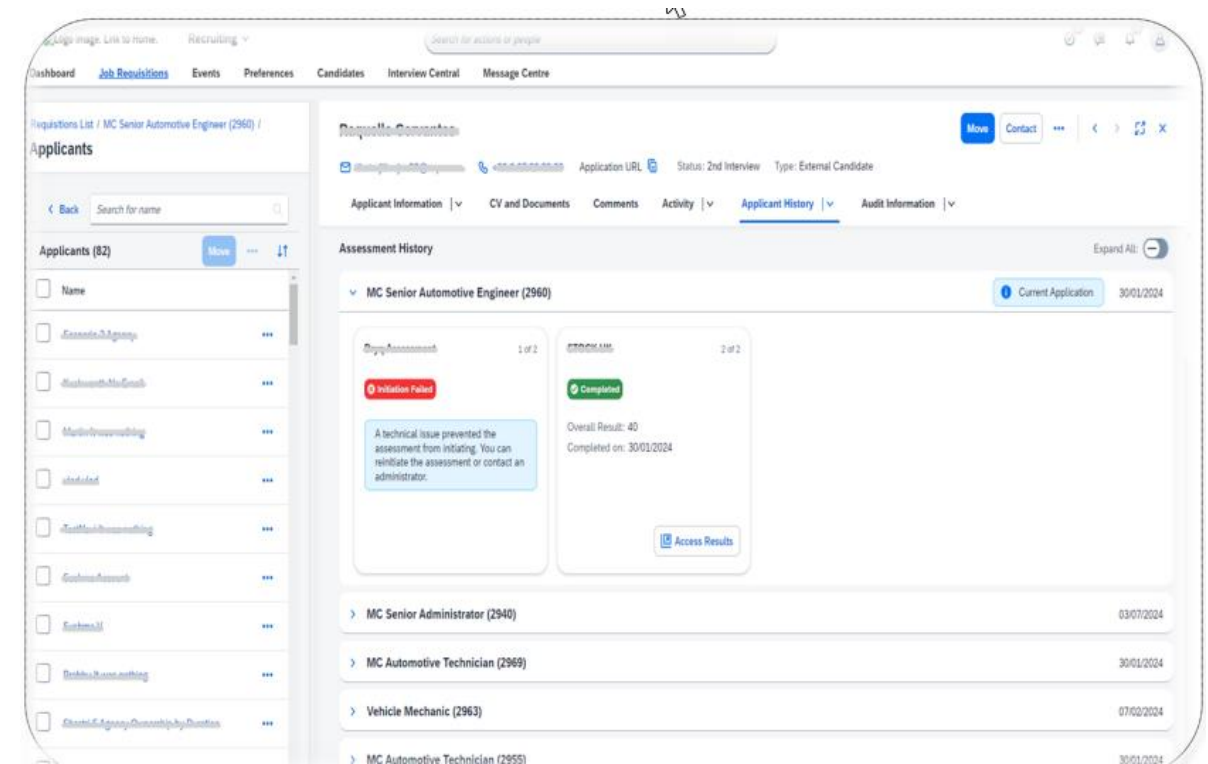
Enhancements in the New Release

Applicant Workbench Enhancements

- Historical assessment results and screening question view
- Enhanced document download capacity
- Onboarding initiation status and action summary (enhanced view) w/applicant eligibility feature

Single Sender E-mail Notifications

- All e-mails now honor the customized single sender configuration
- Improved e-mail security and enforced verification for e-mails sent through recruiting





Recruiting

Enhancements for Recruiting Management and Recruiting Marketing

Enhancements in the New Release

AI Assisted Skills Matching for Recruiting Users

- Recruiting users can identify skills within the job requisition to be used to automatically screen/filter candidates
- Ability to easily generate reports on candidates/applicants' skills

AI assisted Enhanced Job Search Experience - Candidate Facing job Recommendations

- Candidate can upload their resume directly on the career site and receive job recommendations based on AI skills match
- Skills Cloud feature now built into the Job Layout page with in RMK

The screenshot displays a job search interface with a search bar at the top. Below the search bar, there are two main sections: 'Skills Matching' and 'Recommended Jobs'. The 'Skills Matching' section shows a list of skills that have been identified for a candidate, including 'Java Platform Enterprise Edition (J2EE)', 'JavaScript (Programming Language)', 'ReactJS', 'Kubernetes', 'AngularJS', 'Java (Programming Language)', 'Cascading Style Sheets (CSS)', 'Object-Oriented Software Development', 'HTML', 'Web Applications', 'SQL Databases', 'Git', 'Restful APIs', 'MongoDB', 'Hibernate (Java)', 'Front End Software Development', 'Spring-boot', 'Web Development', 'Microservices', and 'Spring Framework'. The 'Recommended Jobs' section shows a list of job requisitions, all for 'DevOps Engineer' roles, with details such as 'Multiple Locations', 'Request Number', and 'Posting Start Date'. Below the main interface, there is a 'Skills Matching' section with a 'Upload Your Resume' button and a 'Get Started' button.



Recruiting

Enhancements for Recruiting Management and Recruiting Marketing

Enhancements in the New Release

People Analytics Reporting Improvements

- Ability to create story reports for recruiting audit tables
 - ✓ Candidate Profile Audit Trail
 - ✓ Application History Audit Trail
 - ✓ Job Requisition Audit Trail
 - ✓ Job Posting Audit Trail
 - ✓ Job Requisition Approval Date
 - ✓ Candidate and Applicant Skills
 - ✓ Job Location In Requisition

The image displays three screenshots of SAP recruiting audit tables. The top screenshot is titled 'Job Posting Audit History' and shows a table with columns for Count, Job Requisition ID, New Posting Start Date, New Posting Status, Old Posting Start Date, Old Posting Status, Posting ID, and Posting Type. The middle screenshot is titled 'Applicant Skill' and shows a table with columns for Job Requisition ID, Application ID, First Name, Last Name, Skill, Skill Extraction Status, and Skill Validated. The bottom screenshot is titled 'Job Location' and shows a table with columns for Count, Job location Code, Job Location Name, and Primary Job Location.

| | A | B | C | D | E | F | G | H |
|---|-------|--------------------|--------------------------|--------------------|--------------------------|--------------------|------------|------------------|
| 1 | Count | Job Requisition ID | New Posting Start Date | New Posting Status | Old Posting Start Date | Old Posting Status | Posting ID | Posting Type |
| 2 | 1 | 17,121 | Oct 6, 2020 6:08:00 AM | Posted | -- | Not Posted | 13,302 | Internal Posting |
| 3 | 1 | 18,953 | Aug 14, 2020 10:00:29 AM | Posted | -- | Not Posted | 14,806 | Internal Posting |
| 4 | 1 | 18,953 | Aug 14, 2020 10:00:30 AM | Posted | -- | Not Posted | 14,853 | External Posting |
| 5 | 1 | 19,180 | -- | Not Posted | Aug 14, 2020 10:07:32 AM | Posted | 15,092 | Internal Posting |
| 6 | 1 | 19,180 | -- | Not Posted | Aug 14, 2020 10:07:33 AM | Posted | 15,089 | External Posting |

| | A | B | C | D | E | F | G |
|----|--------------------|----------------|------------|-----------|-----------------|-------------------------|-----------------|
| 1 | Job Requisition ID | Application ID | First Name | Last Name | SKILL | Skill Extraction Status | Skill Validated |
| 2 | 25.728 | 54.116 | | | Leadership | Completed | NO |
| 3 | 25.728 | 54.116 | | | Team Management | Completed | NO |
| 4 | 25.730 | 54.111 | | | Ruby | Completed | YES |
| 5 | 25.730 | 54.111 | | | Web Development | Completed | YES |
| 6 | 25.730 | 54.117 | | | Leadership | Completed | NO |
| 7 | 25.730 | 54.117 | | | Team Management | Completed | NO |
| 8 | 25.731 | 54.113 | | | Research Skills | Completed | YES |
| 9 | 25.731 | 54.113 | | | Self Motivation | Completed | YES |
| 10 | 25.731 | 54.114 | | | DevOps | Completed | YES |
| | 25.731 | 54.114 | | | Microservices | Completed | YES |

| | A | B | C | D |
|---|-------|--------------------|---------------------------------|----------------------|
| 1 | Count | Job location Code | Job Location Name | Primary Job Location |
| 2 | 1 | SAP Canada | SAP Canada, Inc. Calgary | No |
| 3 | 1 | SAP Canada | SAP Canada, Inc. Calgary | No |
| 4 | 1 | SAP-LABS-INDIA-BOM | SAP Labs India Pvt. Ltd. Mumbai | No |
| 5 | 1 | SAP-LABS-INDIA-BOM | SAP Labs India Pvt. Ltd. Mumbai | Yes |
| | 1 | SAP_CHINA | SAP Beijing | |



Onboarding

Enhancement for Onboarding

Enhancements in the New Release

Enhancements to Onboarding Dashboard

- Additional Filters: Location, Department and Division
- Additional Hire Type options: Rehire with New Employment, Rehire with Old Employment , Legal Entity Transfer, Concurrent Employment, Global Assignment

New Compliance Forms

- USA
 - California WTPA
 - New York LS58 WTPA
 - Voluntary Self-Identification of Veteran Status (VEVRAA)
 - Illinois' IL W-4 Spanish Form
- Canada
 - TD1-IN
- India
 - Form – 11 (Employees' Provident Fund Organization)
 - Form 26(6) – Joint Declaration of EPF Scheme

Ability to search new hires upon initiation of Onboarding in the People Search

Onboarding Support for Concurrent Employment

- Initiate from SF Employee Central with start date of employment set in the future



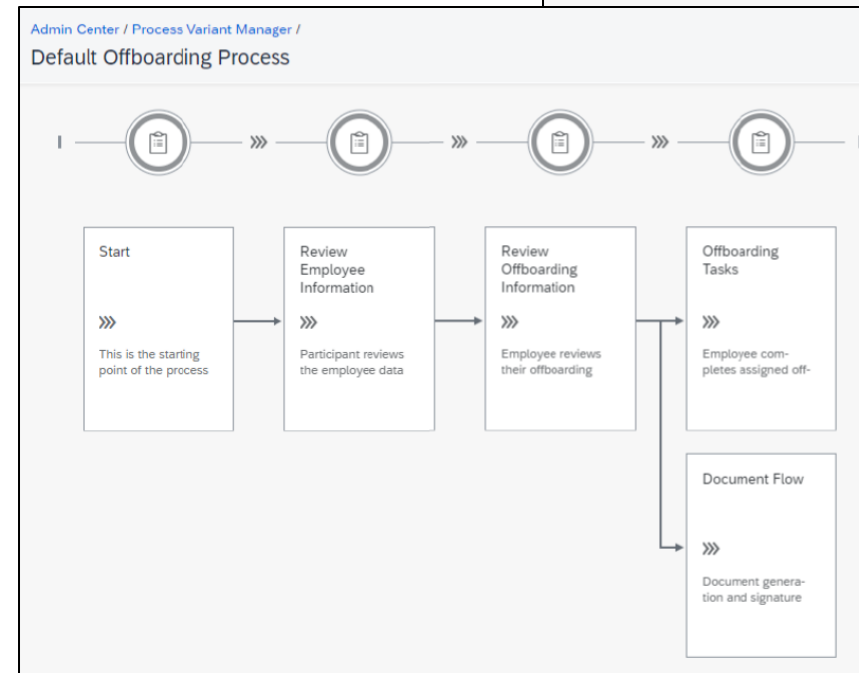
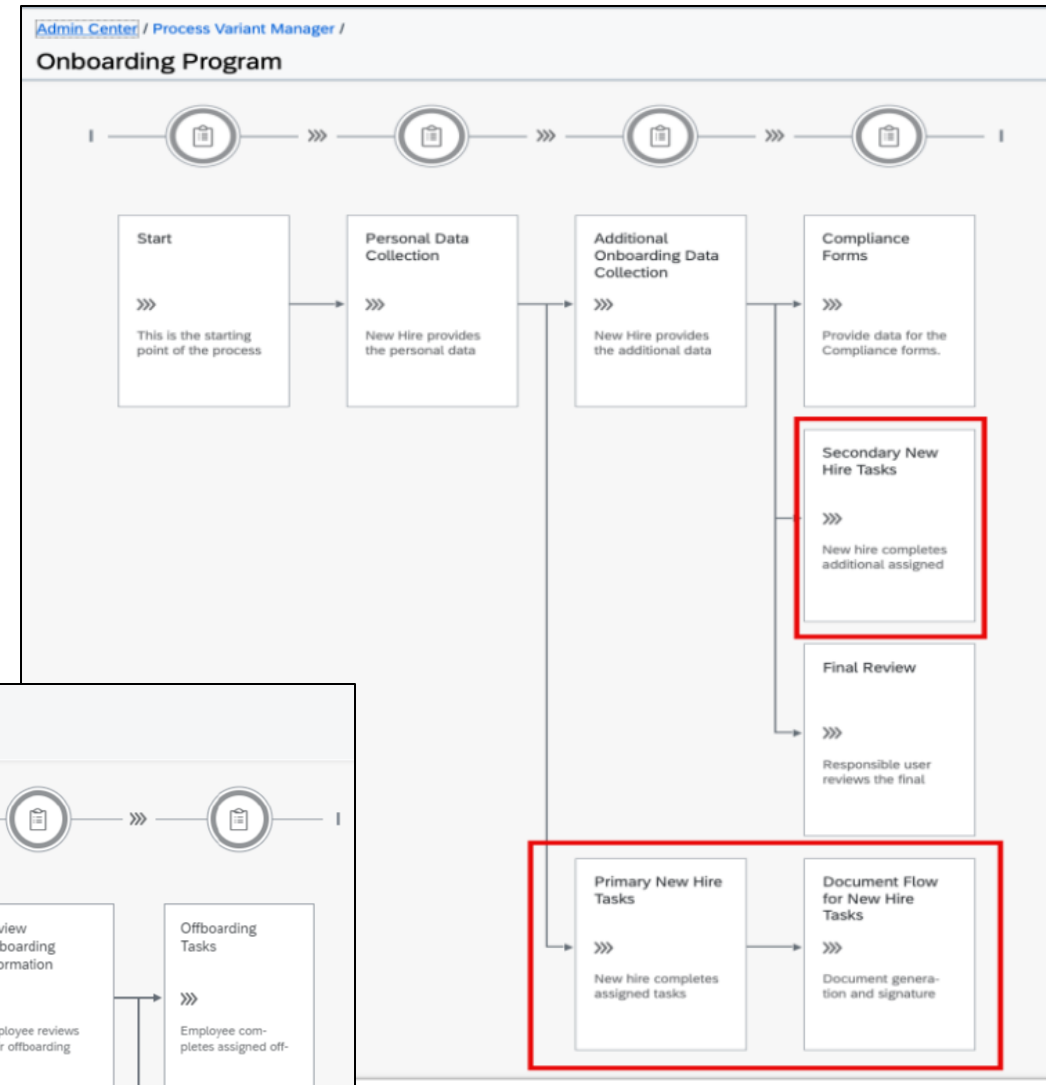
Onboarding

Enhancement for Onboarding

Enhancements in the New Release

Enhancements to Process Variant Manager

- Ability to split the New Hire Tasks into two separate blocks: Primary New Hire Tasks and Secondary New Hire Tasks
- Ability to configure Document Flow for New Hire Tasks step
- Ability to configure Offboarding Process Flow



Onboarding

Enhancement for Onboarding

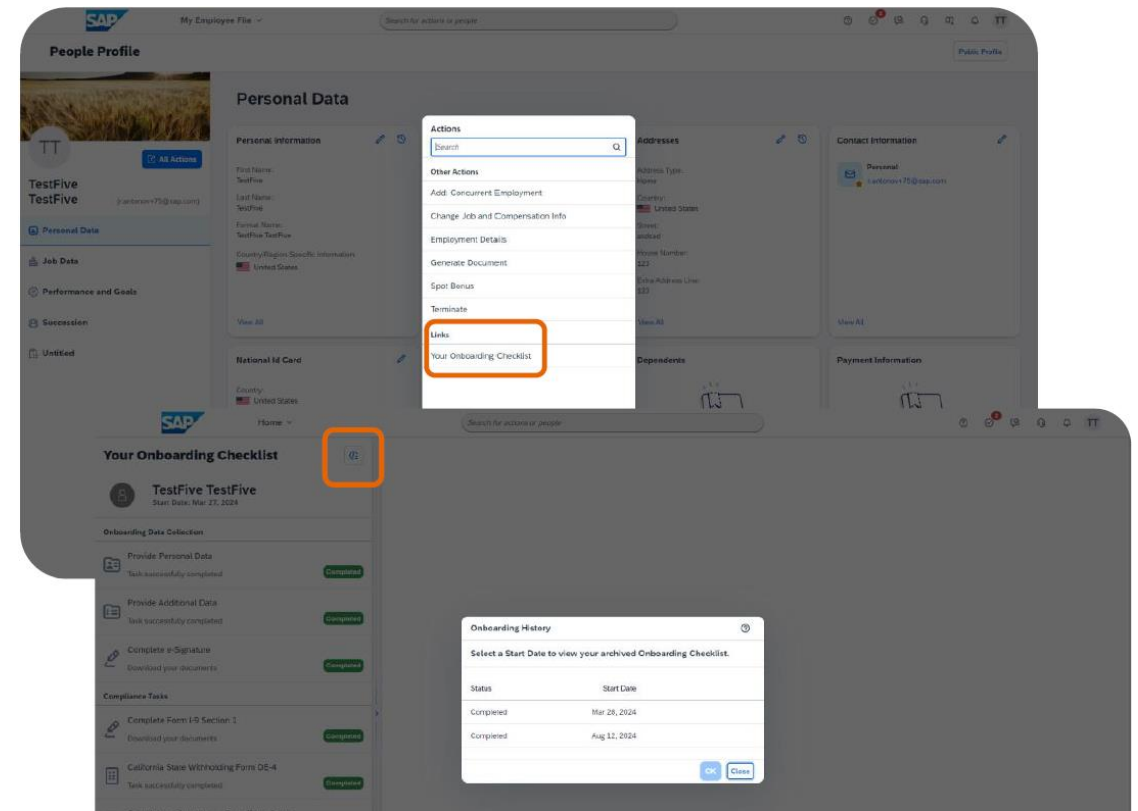
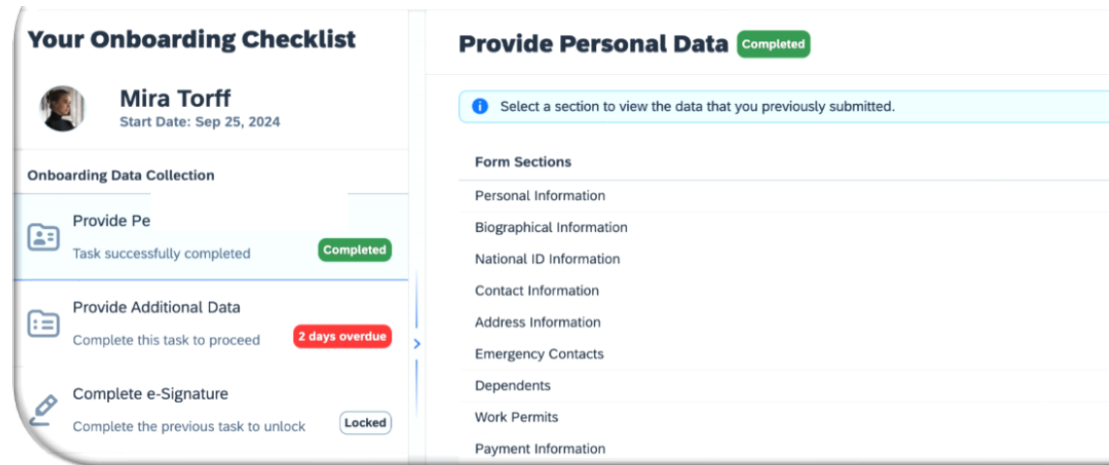
Enhancements in the New Release

Enhancements to New Hire Onboarding Journey

- Display of avatar, name and hire date on the Your Onboarding Checklist page
- Ability for new hires to view personal data submitted post completion of the Provide Personal Data step

Access to Past Onboarding Checklists

- Allows employees to access and view all their historical Onboarding information and documents from the latest People Profile





Onboarding

Enhancement for Onboarding

Enhancements in the New Release

Additional Enhancements to Internal Hire Process

- Supports workflows
 - Ability to trigger workflow upon initiating Onboarding from Recruiting
 - Ability to leverage existing workflow rules used in EC MSS data updates
- Supports cross-entity business rules
- Supports position updates rules
 - Position to Job Info Sync
 - Position follow-up activities
- Initiate internal hire process using the new Trigger Onboarding Process rule function, instead of the “Transfer” event rule

The screenshot displays the ASPIREHR application interface for an internal candidate. At the top, there is a navigation bar with a 'Move' button, a 'Contact' button, and a three-dot menu. Below this, the candidate's details are shown: 'Application URL' with a link icon, 'Status: Ready To Hire', and 'Type: Internal Candidate'. A red warning icon and the text 'Added to Requisition' are visible in the top right corner. The main content area is divided into several sections: 'Applicant Information', 'Resume and Documents', 'Comments', 'Activity' (which is the active tab), 'Applicant History', and 'Audit Information'. The 'Activity' section is further divided into three sub-sections: 'Correspondence', 'Interview Results', and 'Onboarding'. The 'Correspondence' section has a table with columns for 'Initiator', 'Type', 'Subject', and 'Most Recent Message', but it currently shows 'No data available'. The 'Interview Results' section has a 'View All Applicant Ratings' link and a message stating 'This applicant has not yet been rated.'. The 'Onboarding' section shows 'Request Submitted By:', 'Request Submitted On:', 'Status: Workflow Pending' (with a blue status indicator), and 'Reason:'.

Onboarding

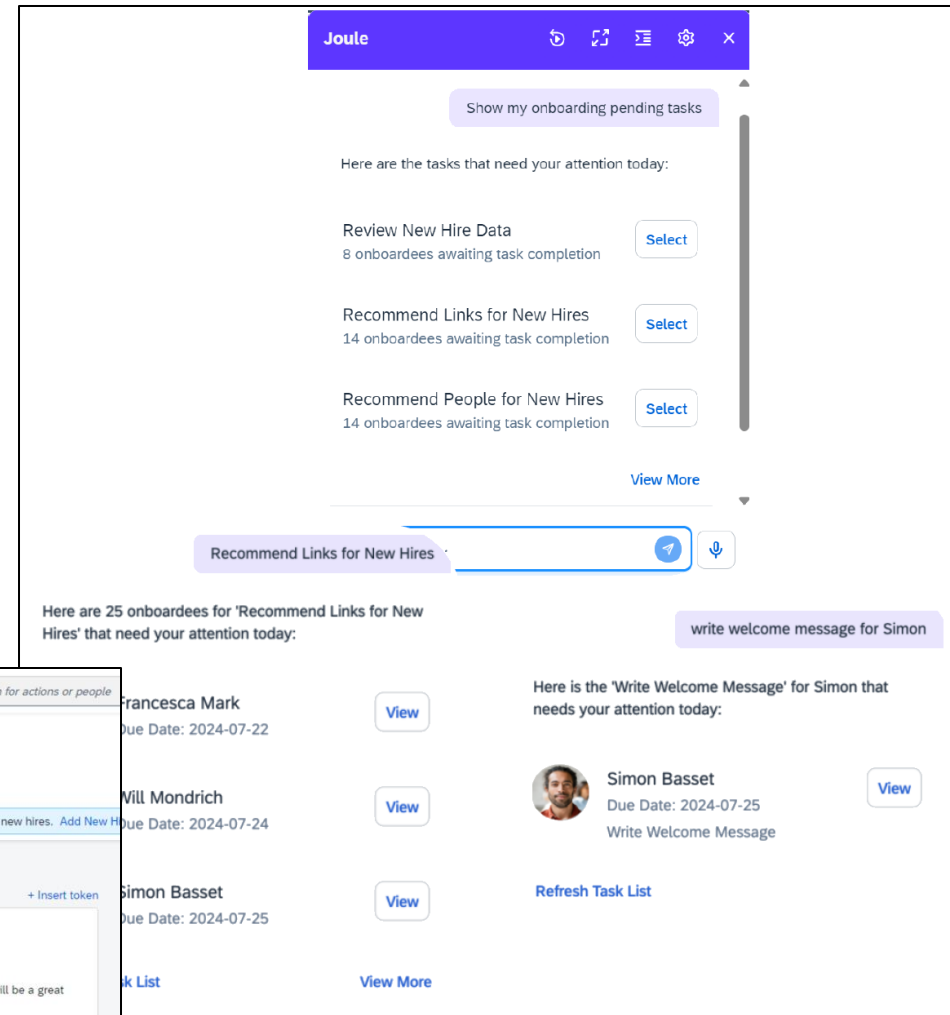
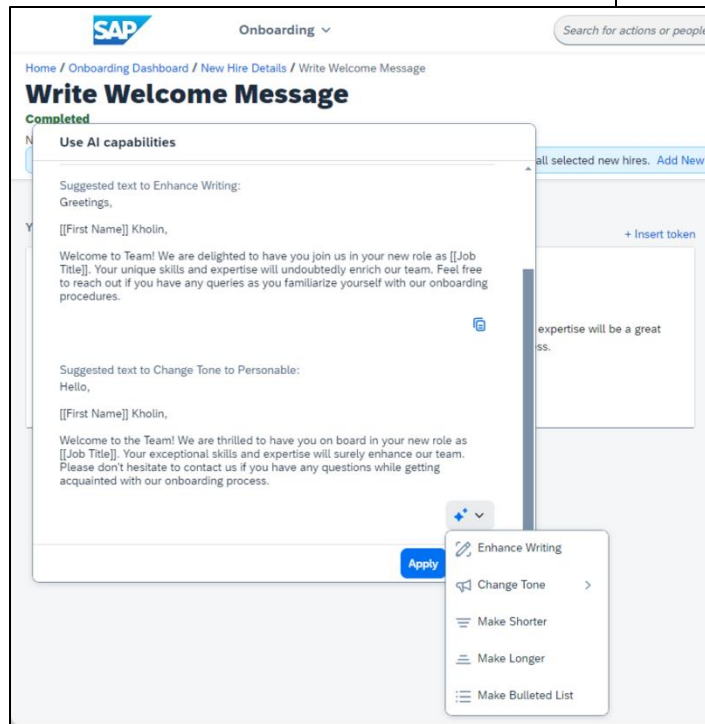
Enhancement for Onboarding

Enhancements in the New Release

AI-assisted Writing

- Available in Welcome Message, Farewell Message, Buddy Messages and 30, 60, 90-Day Goals
- Change tone, make it shorter, make it longer or into a bulleted list. Translate into their local language.

Onboarding Support for SAP Joule





Compensation

Enhancements for Compensation, Variable Pay, Total Compensation, Reward & Recognition

Top 5 Enhancements in the New Release

Standard statements are portable across instances

- Export as XML to create a portable standard file that can be further edited in the Statement Editor

Executive Review permission based on route map step

- Set permission in the template for each relevant permission role for each step

Approver of Reward and Recognition can change award amount

- Technical configuration required to enable in MDF object and in workflow

Export from Executive Review based on Columns selected

- Salary tab file includes only the data that was selected to view

Refresh Employee History by employee

- Provides another option to refresh only selected employee data

Miscellaneous goodies

- Open Instructions panel or open Budget panel by default when opening worksheet
- Localization of conditions for fields and sections in the Statement Editor
- Enhancements to the latest My Forms page



Compensation

Screenshots of the new enhancements

Export Statement Template

Select a file type to export. Note that only templates created with XML files are editable in the Statement Editor. You will no longer be able to edit the statement template created after importing an XSL file into the editor.

File Type:

XML
 XSL

Show/Hide Columns

| Sections | Columns |
|------------------------------|---|
| Employee Information (8) | <input checked="" type="checkbox"/> Select All |
| Current Pay Information (10) | <input checked="" type="checkbox"/> Job Title |
| Rating (1) | <input checked="" type="checkbox"/> Country |
| Guidelines (2) | <input checked="" type="checkbox"/> Person ID |
| Merit (3) | <input checked="" type="checkbox"/> Job Level |
| Adjustment (2) | <input checked="" type="checkbox"/> Job Title (Code) |
| Promotion (3) | <input checked="" type="checkbox"/> Legal Entity |
| Bonus Information (4) | <input checked="" type="checkbox"/> Geo Zone |
| Final Salary (7) | <input checked="" type="checkbox"/> Date of Hire/Rehire |
| Budgeting Fields (5) | |
| Reporting Fields (8) | |
| Publishing Fields (6) | |

Role-Based Permissions based on Route Steps for Executive Review

If you modify the Route Map after configuring "Role-Based Permissions Based on Route Steps for Executive Review", then the configured permissions might not work as expected. For example, if you modify the Route Map Step ID, the configured permissions no longer apply to the existing worksheets for the modified route step.

| Manage Role-Based Permissions Edit | | | | | | | |
|--|-----------------|-----------------------------|-------------------|------------------------------|----------------------------|-----------------------------|-----------------------------|
| Permission Roles | All Route Steps | Salary - Validation Preview | Salary - Planning | Salary - Review and Approval | Salary - Comp Admin Review | Salary - Executive Approval | Salary - Planning Completed |
| EC Partner Administrator | No Selection | No Selection | No Selection | No Selection | No Selection | No Selection | No Selection |
| Compensation - Administrator | No Selection | No Selection | No Selection | No Selection | No Selection | No Selection | No Selection |
| Compensation - Planner | No Selection | Read-Only | Edit | Edit | Edit | Read-Only | Read-Only |

Import Associate History from Employee Central

Use the import process to transfer employee information from Employee Central to this Variable.

We recommend that you run Employee Central History Process in Full Import Mode if you have recommendation applies to both Global and Program-Level Eligibility rules. Running the process in Full Import Mode will import all records.

The last successful run for Employee Central History Processor Job was at: Mon Feb 19 14:40:00 UTC 2018

Cancel

Please choose appropriate settings for importing employee history records:

Import only changed records

By Last Run Date
 By Employee Name [Upload File](#)

Do not Update Completed Forms

Run Bonus Calculation & Update Launched Forms



Performance and Goals

Enhancements for Performance and Goals Management

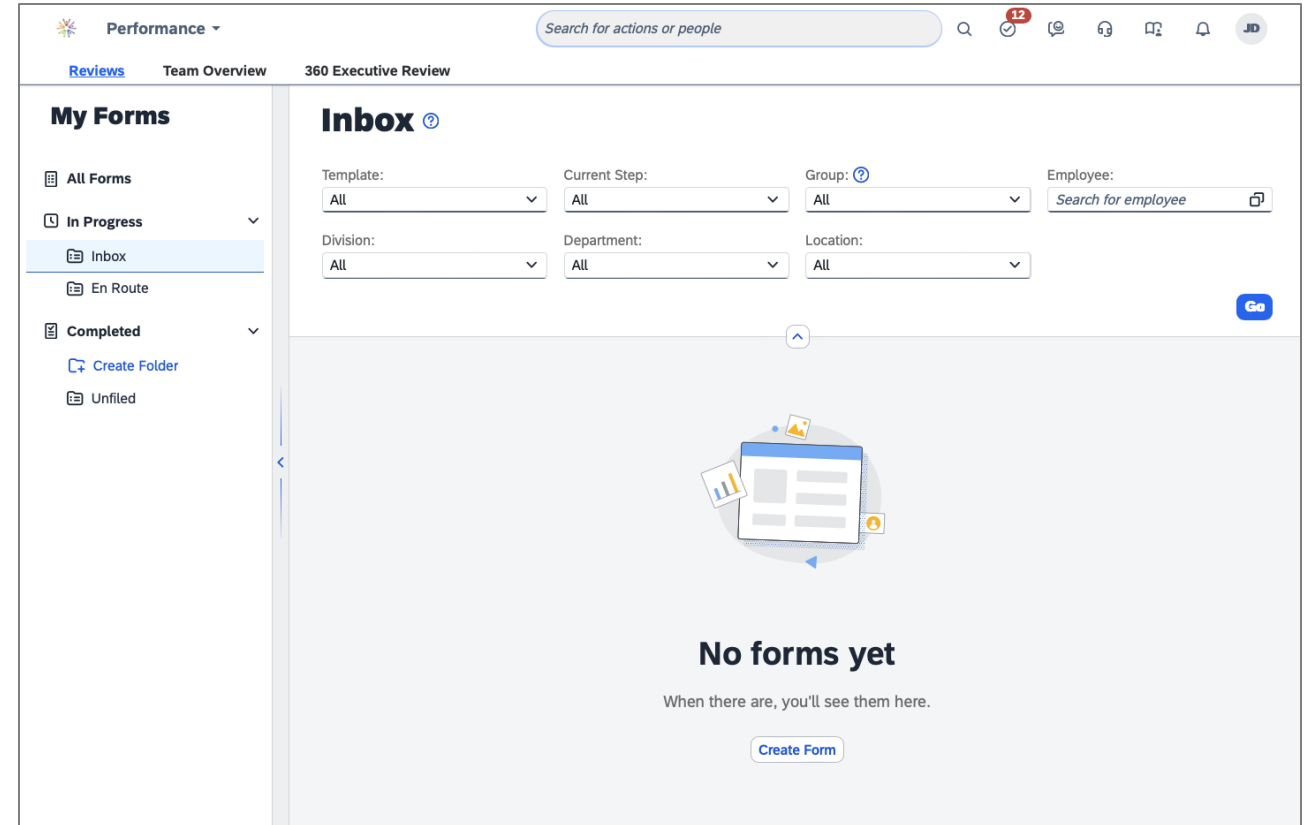
Enhancements in the New Release

Delegation in Performance Forms

AI-Assisted Features in 360 Reviews

- Summary
- Comments
- Feedback

Latest Goals Universal Push: Late March 2025



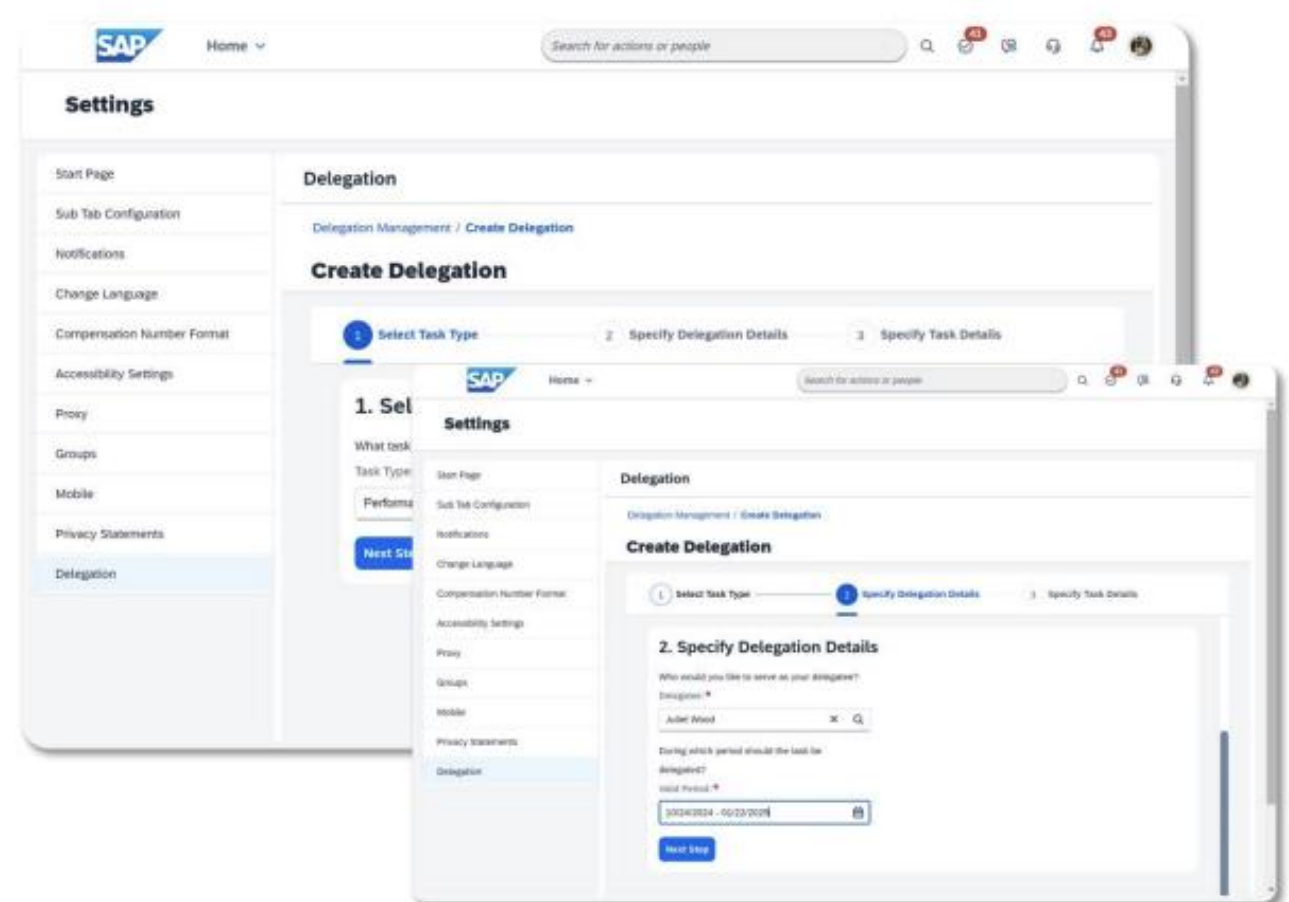


Performance and Goals

Enhancements for Performance and Goals Management

Delegation in Performance Forms

- Allows managers to delegate others as appraisers in the performance form.
- Creates flexible manager self-service experience for appointing someone as a formal reviewer during a performance process.
- Support organizations that operate in fluid, high cross functional dynamic teams.





Performance and Goals

Enhancements for Performance and Goals Management

AI-Assisted Features in 360 Reviews

Use generative AI to:

- Summarize complex feedback.
- Generate comments based on ratings provided.
- Improve feedback by considering the provided ratings.

The screenshot displays a SAP Performance 360 Review report for Geoff Hill. The report is titled "Detailed 360 Report of 360 Reviews Form Assisted 360 Summary". It includes sections for "Overall Insights for 360 Report", "Employee Summary", "Key Points", and "Suggestions for Improvement". A pop-up window titled "Decision Making/Judgment - Insights" is overlaid, showing a list of topics and suggestions for improvement.

The screenshot displays a SAP Performance 360 Review form for Geoff Hill. The form is titled "360 Multi-Rater Form for Geoff Hill". It includes sections for "Route Map", "Employee Information", "Introduction", "Competency Feedback", "Strengths", "Development Opportunities", and "Overall Average Rating". A dropdown menu is open, showing suggestions for improvement.

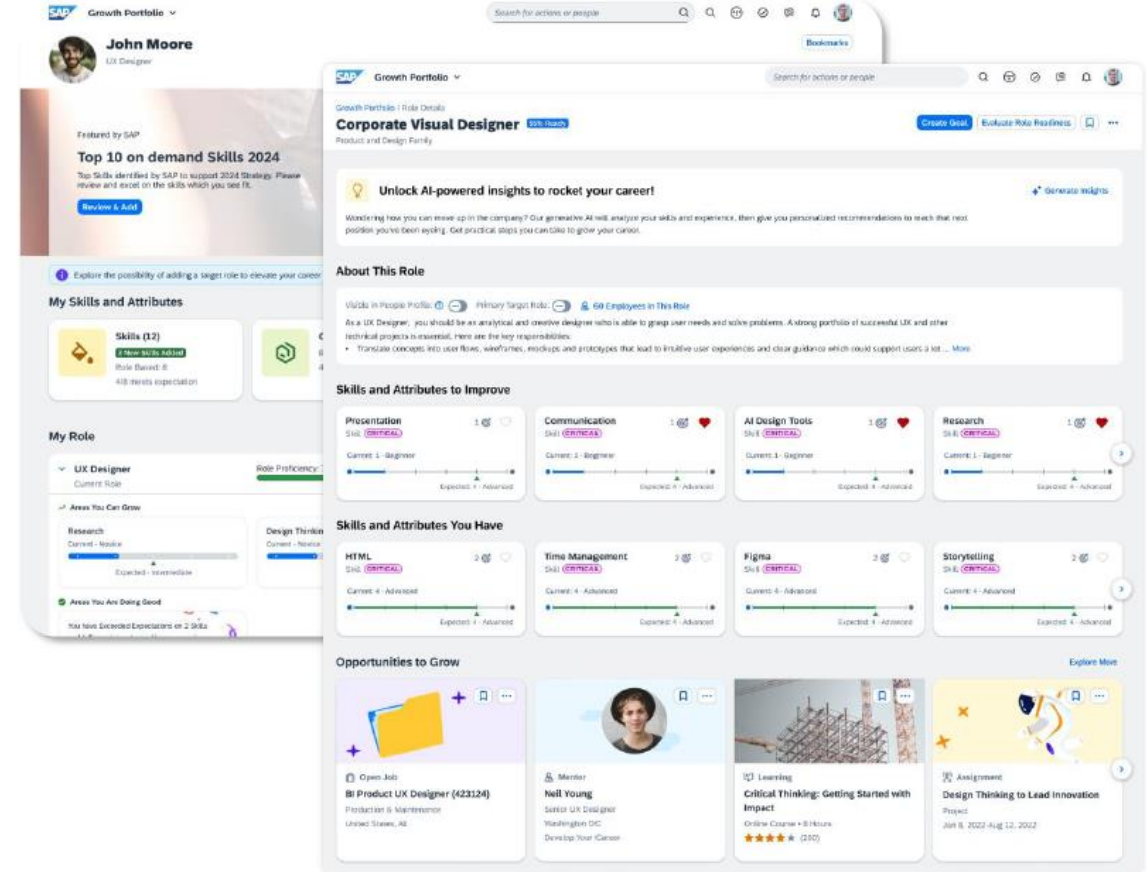


Succession and Development

Enhancements for Succession and Development

Career & Talent Development Experience

- Easily understand what's expected, where you currently stand and get a clear path on where you want to be.
- Navigate your career with integrated guidance through the Growth Portfolio, Career Development and Opportunity Marketplace.
- Leverage AI to better understand aspired roles and get action-oriented development guidance.
- Discover tailored career paths and skill-based career role recommendations.





Succession and Development

Enhancements for Succession and Development

AI-Assisted Career Insights

- Use AI to provide efficient employee development guidance for Target roles.
- Allows users to better understand their roles and set new targets with confidence.
- Action Oriented development guidance guides next steps and development goals.

The screenshot displays the SAP Growth Portfolio interface for an HR Professional role. The page features a navigation bar with the SAP logo, 'Growth Portfolio', and a search bar. Below the navigation, the role 'HR Professional' is highlighted with a '80% Ready' badge. The main content area is titled 'Boost your career with AI-powered insights!' and includes a warning message: 'Insights will not be saved on the Role Details page.' The page is divided into three main sections: 'Summary', 'Suggestions for Improvement', and 'Communication and Interpersonal Skills'. Each section provides detailed text and a list of skills and attributes. For example, the 'Communication and Interpersonal Skills' section lists skills like 'Communicating Effectively' and 'Interacting with People at Different Levels', along with keywords like 'Communication' and 'Interpersonal'. The 'Talent Management' section lists skills like 'Assembling Talent' and 'Interviewing, Recruitment'. The 'HR Compliance and Policy Management' section lists skills like 'Regulatory Compliance' and 'Knowledge of Labor Relations, Human Resources'. Each section also includes a 'Suggested development goal' and a 'Create Goal' button. A disclaimer at the bottom states: 'The content is generated using AI capabilities. Although AI can process large amounts of data, it may have limited understanding of the context for specific words and phrases, complex human emotions and nuances in language. It's important to consider these constraints when interpreting the outcomes from the consolidated insights.'



Succession and Development

Enhancements for Succession and Development

- **Succession planners can now add successors from the talent pool sections on the position card in the Succession Org Chart or the Position Tile view.**
- **In the Career Worksheet template, you can give more roles, such as manager and HR, permission to launch role readiness forms for an employee's target role.**
- **Mentoring administrators and program owners can remove mentors and mentees from in-progress open enrollment and unsupervised programs.**
- **With the integration of the MS Teams Integration, there are new cards for easier notifications.**
 - Talent Pool Nominees – review and approve pending nominations to a talent pool
 - Mentoring Request – approve or decline mentoring requests sent by mentees

Learning

Refreshed Managers View

- Streamlined Manager View
- **New:** Remind team members of overdue training
- Review and take some actions on the learning activities of subordinates
- Use bulk actions to assign and manage training for your team
- Access Employee's profile preview and spotlight

The screenshot displays the SAP Learning interface. At the top, there's a search bar for actions or people. Below it, the 'Team View' section lists team members: Romeo Dejohn (Sr Global People Operations, Needs Attention), Charles Braun (Sr Global People Operations, Needs Attention), Shirley Lee (Sr Global People Operations), Kara Gibbs (Sr Global People Operations), and Alex Martin (Sr Global People Operations). The 'Learning Activities' section shows 'Required Learning (30)', 'Important Learning (12)', and 'Invest in Myself (7)'. A 'Review and Send Reminder' dialog box is open, asking if the user wants to send an overdue training completion reminder to the following team members: Amanda Wilson, Charles Braun, Romeo Dejohn, and another Romeo Dejohn. The dialog also includes a 'Copy me' checkbox and 'Send' and 'Cancel' buttons. The background shows various learning activities like 'Quality Assurance and Process Improvement Training' (Security Awareness, 1 Day Overdue) and 'Operations Research Technique' (1 Day Overdue).

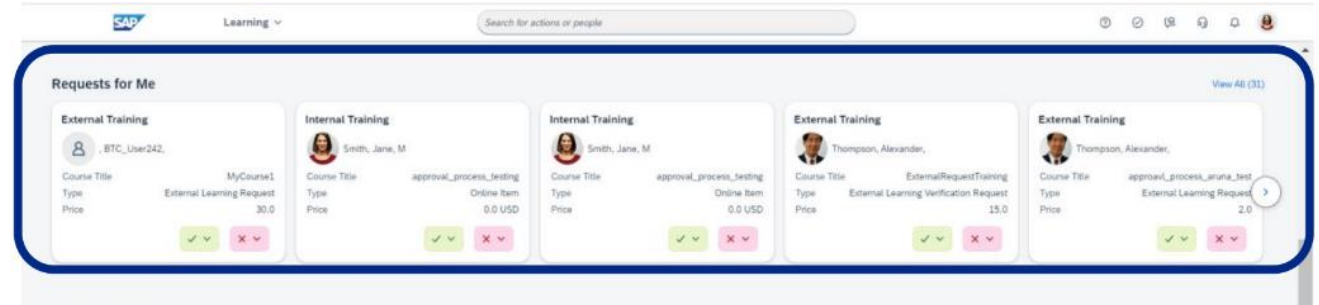




Learning

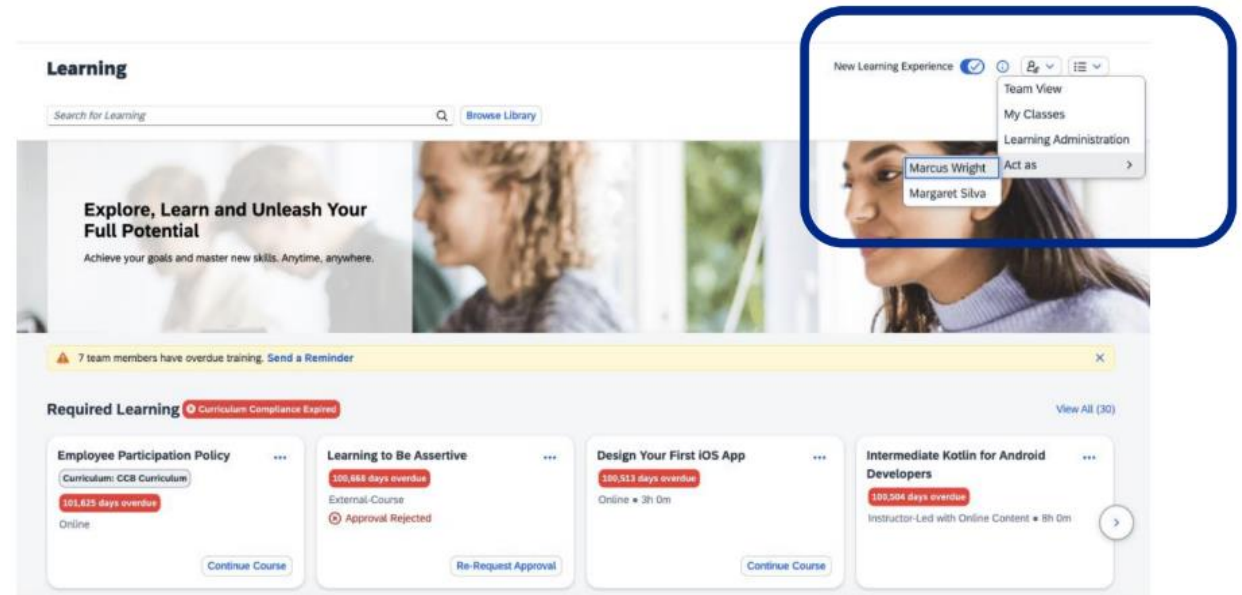
Approvals in Learning Home Page

- Approvals can be done from Learning Home Page
- Consistent Interaction
- Flow consistent with Approval cards on universal home page



Delegate Experience

- If a user has been assigned as a delegate, then the user can act as the delegator from the new home page
- Access delegator's new homepage based on permissions given by the delegator.
- Delegate will see message strip on all pages that they access in delegate mode to inform them that they are in delegate mode.
- They can return to their homepage by clicking 'Return to my Learning'

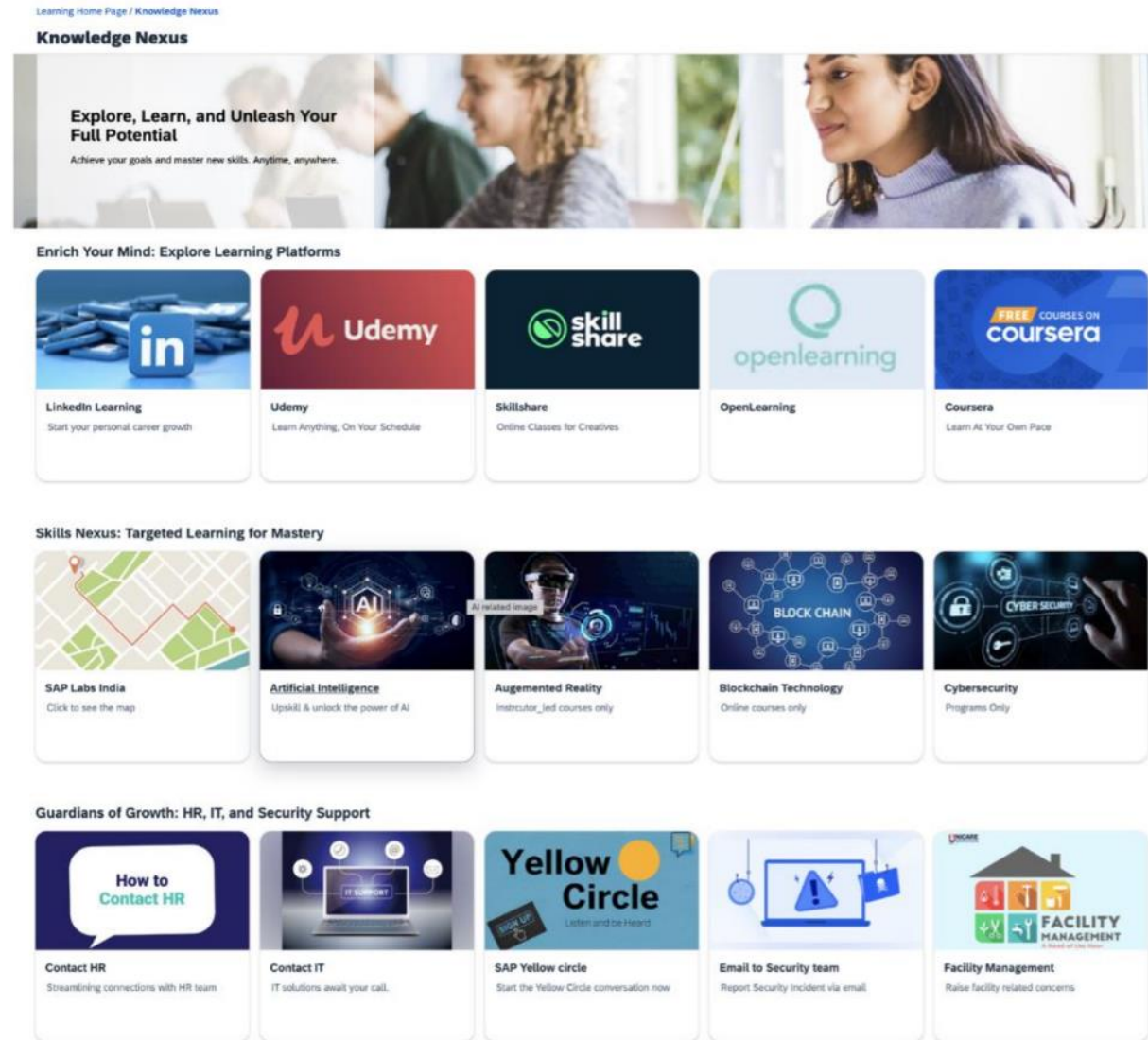




Learning

Custom Pages

- Simpler administration experience
- Expanded capabilities to create engaging experiences.
- Admins can pick up already created banners and custom cards.
- Banners will sit on the top with various sections/ swim lanes of custom cards below.

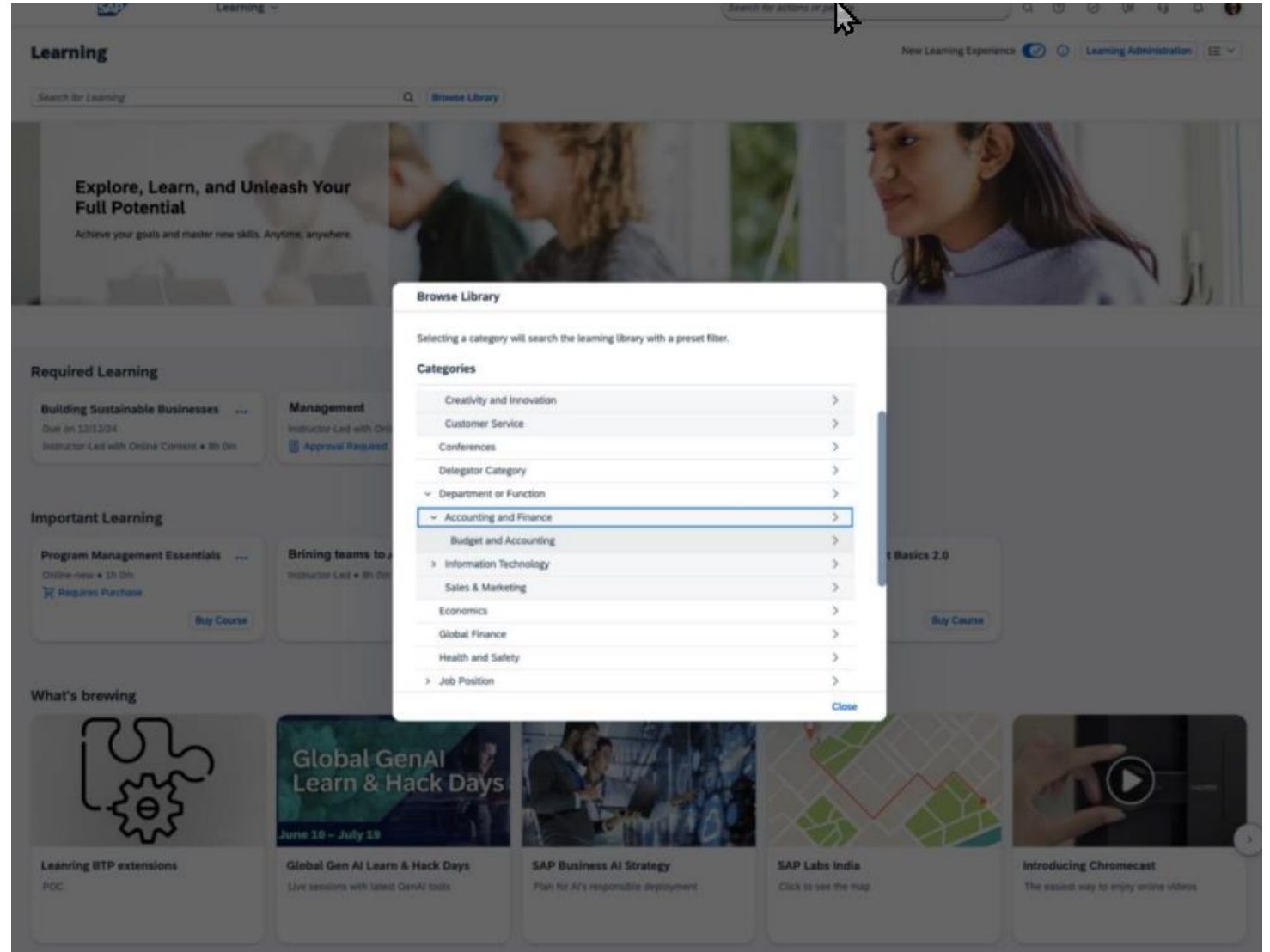




Learning

Browse by Categories

- Faster search using categories
- Discover learning without entering keywords





Learning

Generative AI: Versatile Writing Assistant

- The AI-assisted writing tool uses generative AI capabilities to assist with writing tasks
- The interactive tool can be leveraged to enhance multiple aspects of writing such as clarity or conciseness
- In 2H 2024, the writing assistant will be available in the title & description fields for items, curricula, programs, collections, and quick guides

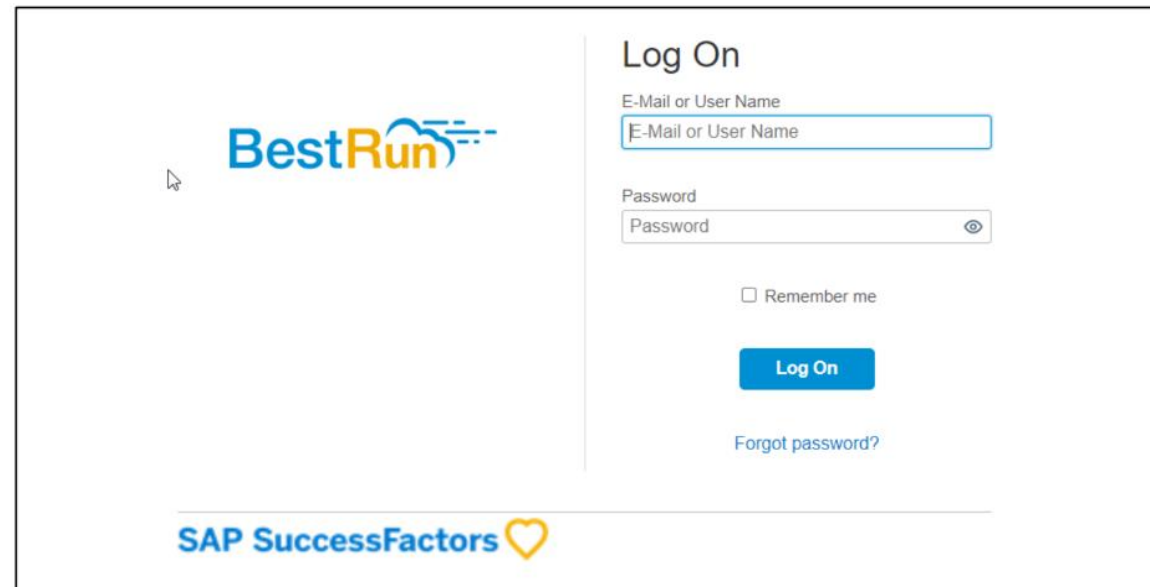
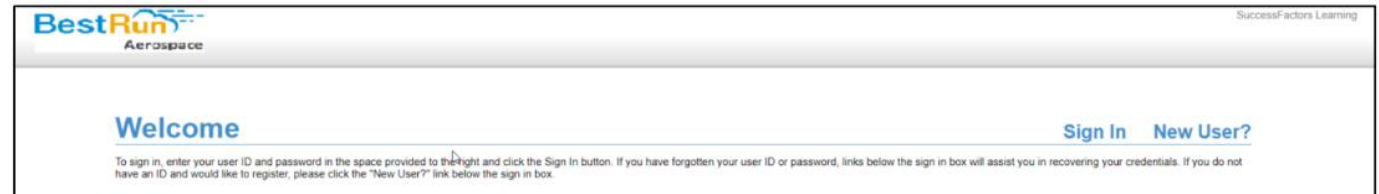
The screenshot displays the SAP Learning Administration interface. The main content area shows the details for an item titled "Deep Learning for Natural Language Processing" (ID: 1308). A context menu is open over the description field, with the "Enhance Writing" option selected. The menu also includes "Change Tone", "Make Shorter", "Make Longer", "Create Bulleted List", and "Text Analyzer". The description text reads: "This will not only have a deep understanding of the applications of deep learning in NLP but also the skills to contribute to the development of advanced natural language technologies. This course is ideal for aspiring engineers, and AI researchers who are passionate about the most exciting and impactful areas of AI." The interface includes a left-hand navigation menu with options like Home, Manage User Learning, Learning Activities, Items, Classes, Programs, Curricula, Curriculum Requirements, Collections, External Links, Libraries, Competencies, and Class Groups. The top navigation bar shows "Admin Center" and a search bar for actions or people. The bottom right corner has "Save" and "Cancel" buttons.



Learning

User Learning Native Sign-In Deprecation

- Native user authentication in SuccessFactors Learning and Integrated External Learner authentication in SuccessFactors Platform will be deleted in the next release. Learning-only users in a tenant that has not been migrated to SAP Cloud Identity Services will lose access on November 15, 2024.
- Migrate to SAP Cloud Identity Services Identity Authentication (IAS) which also allows for SSO and multi-factor authentication.





Q&A

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