



AspireHR Tips & Tricks

SuccessFactors Goals &
Development Updates



About AspireHR



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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



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Systems Integration & Preconfigured Solutions



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Proprietary Software



AspireHR Benefits™ Payroll LaunchSuite™ AspireHR SmartData™

Managed Services AMS/BPO & Support



for SAP SuccessFactors and Workforce Software



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Agenda



What's New with Goals & Development Planning

- Feature & Experience Demo
- How you will Benefit
- Upgrade Center
- Converting a Plan



Tips & Tricks



Q&A



Contact Information



Latest in Goals & Development Planning





Unified Goals vs. Future Roles

1. Business & Development goal **PLANS** are now unified on the **Goals** page under the Home button.

It is important to note the development plan still collects goals for developing **CURRENT** and **FUTURE** roles.

2. Other functionality for future roles is now in the **Development** area under the Home button, e.g., AI-suggested roles, role readiness assessments, competencies, and skills.

The screenshot shows two pages from the ASPIREHR system. The top page is the 'Goals' page, indicated by a red circle with the number '1' next to the 'Goals' dropdown menu. Below the menu, there are two tabs: 'Performance Goal' and 'Development Goal', both highlighted with a red box. The main content area shows a '2024 Goal Plan' for the period 'Jan 1, 2024 - Dec 31, 2024'. The bottom page is the 'Development' page, indicated by a red circle with the number '2' next to the 'Development' dropdown menu. Below the menu, there are three tabs: 'Career Worksheet', 'Career Path', and 'Mentoring', all highlighted with a red box.



Upgrade Benefits

1. Presented in Cards instead of a long list. Plan is less busy and more intuitive.
2. One-stop shop has a unified entry page for both **Business** and **Development** goals.

This inherently focuses on the **DIFFERENCE** between types of goals and lessens potential confusion.

3. Easier to spot critical information and make quick updates.
4. Easier to view and manage activities that help accomplish your goals.





Upgrade Center

1. Admins can enable the latest Goal Management (GM) in **Admin Center > Upgrade Center**.
2. Choose **the Latest Goal Management**.
3. The upgrade cannot be reversed.
4. It's important to upgrade in the **Test** first.

Admin Center / Upgrade Center **1**

Latest Goal Management **2**

Media content not available

Description **3**

Warning: This upgrade **CANNOT** be undone. You **CANNOT** revert back to an older version.

For Career Development Planning customers who have enabled Development Goals but haven't migrated from Job Description Manager to Job Profile Builder or Talent Intelligence Hub, you can upgrade to the latest Goal Management but can't use development goals with competencies.

4 **Disclaimer:** We recommend that you first test this feature in preview or test environments before enabling it for production environments. This feature targets those who use simpler goal functions and goal plan templates without complex configurations.

Please make sure that you're clear about the effects of this upgrade and the feature limitations. For details, see the latest Goal Management documentation on the [SAP Help Portal](#).

Share this feature

Please note:

- This change affects all users.

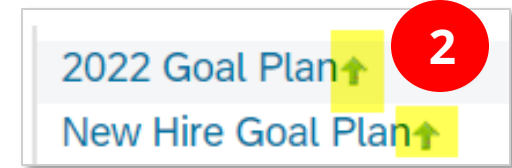


Convert a Plan

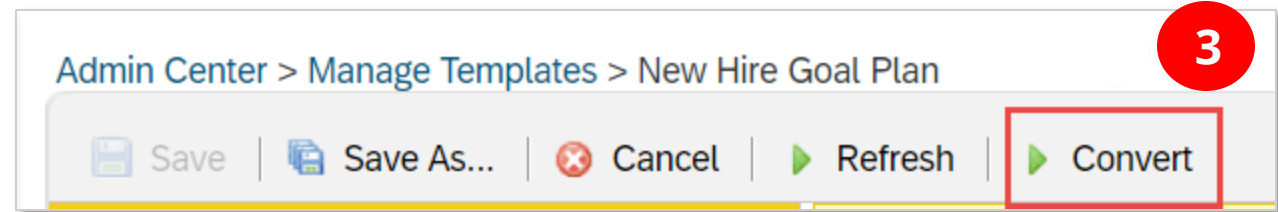
1. Convert existing goal plans, both business and development, in **Admin Center > Manage Templates**.



2. Note the **GREEN Up Arrow**, which indicates that a plan must be converted.

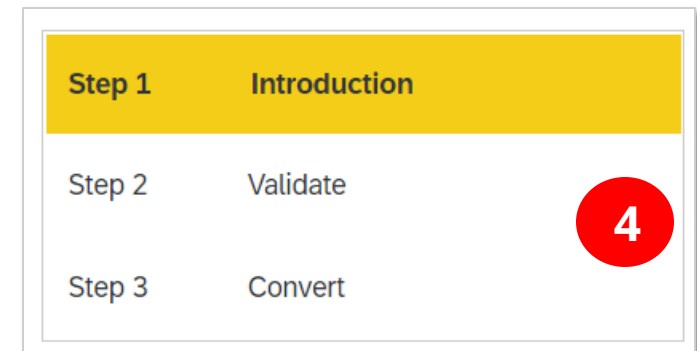


You can download a fresh plan from the Success Store, but that one will not have any config changes, nor will it automatically connect to other modules, e.g. Performance forms.



3. Open the template and click the **Convert** button.

4. Follow the 3-step process.



Converted plans will still connect to PM forms and CPM.

Afterward, inactivate plans that have **Backup** in the name.



Latest Goal Management Universal Push



2H 2024 Release Q&A

SAP SuccessFactors
Performance and Goals

General Update

**Latest Goals
Universal Push
in 2025**

Question

Can you remind us about the universal push plans for latest goals?
Are there any exceptions?

Answer

The latest version of goal management will be universally pushed in late March 2025. If you have not prepared to uptake the new version, please make plans to do as soon as possible. The only exception will be for customers that use development goals and have not yet migrated from JDM to JPB + TIH.



Trick & Tip #1





Status Field Text Color

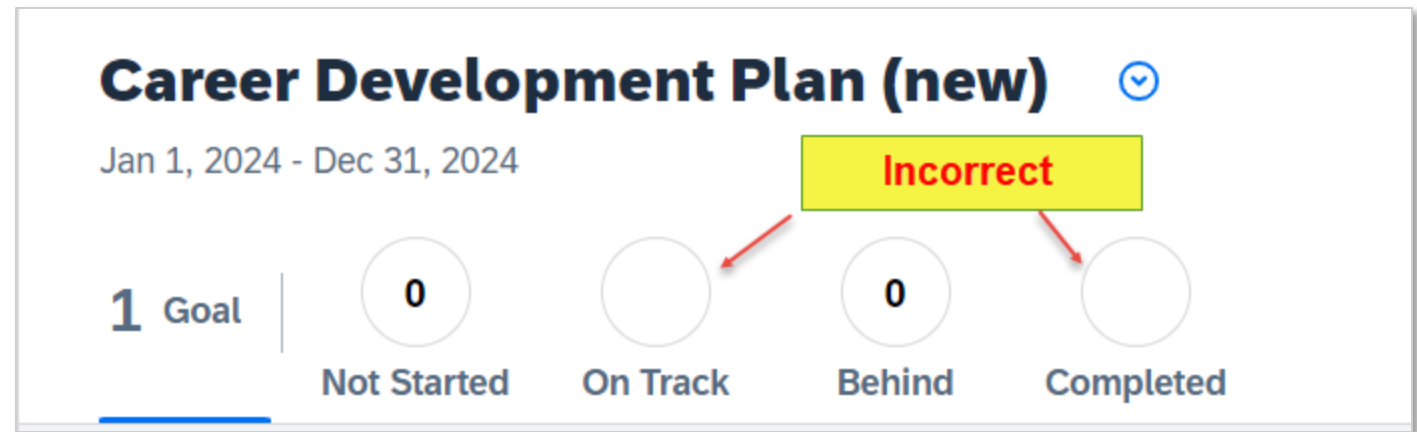
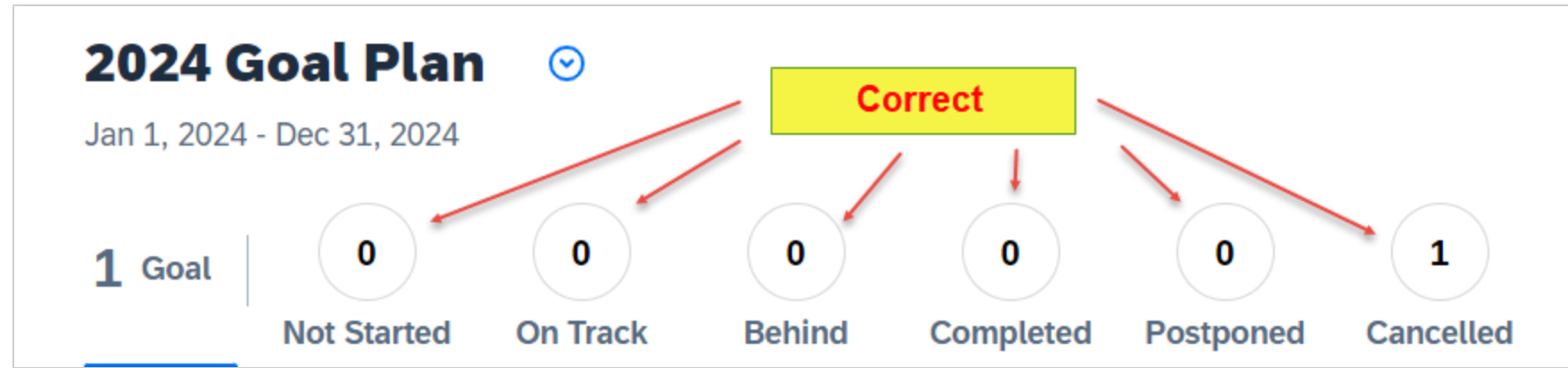
- Check the **Status** count for all statuses to ensure the count is displayed or a zero for every status.

Easy to miss if there are no goals in a particular status.

- In converted XML, all statuses have a **WHITE** background.

- Therefore, the TEXT COLOR cannot be white. Open a ticket with your Partner or SAP to make the text color **BLACK**.

- This can occur in either the **Business** or **Development** goal plan.





Status Field Text Color

1. This change must be done to the XML and uploaded in Provisioning.
2. Wherever the **color:white** is in the XML, the consultant will simply change white to black.

```
<enum-value value="At Risk" style="background:blue;color:white">
  <enum-label>At Risk</enum-label>
  <enum-label lang="ar_SA">خطر</enum-label>
  <enum-label lang="de_DE">Gefährdet</enum-label>
  <enum-label lang="es_ES">En riesgo</enum-label>
  <enum-label lang="fr_FR">À risque</enum-label>
  <enum-label lang="ja_JP">要注意</enum-label>
  <enum-label lang="ko_KR">위험</enum-label>
  <enum-label lang="nl_NL">In gevaar</enum-label>
  <enum-label lang="pt_BR">Em risco</enum-label>
  <enum-label lang="ru_RU">Под риском</enum-label>
  <enum-label lang="zh_CN">有风险</enum-label>
  <enum-label lang="zh_TW">有風險</enum-label>
</enum-value>
```



Trick & Tip #2





Non-Transcript Custom Learning Activities

1. Transcript is enabled in Provisioning for customers that have LMS integration.

- Transcript *(Available ONLY to customers with SF Learning and Siemens/Tyco!)*
 - Use default value for required field validation
 - Enable Add Learning Activity Manually
- 1

2. Transcript is turned off in Provisioning for customers that do not have the integration.

- Transcript *(Available ONLY to customers with SF Learning and Siemens/Tyco!)*
 - Use default value for required field validation
 - Enable Add Learning Activity Manually
- 2

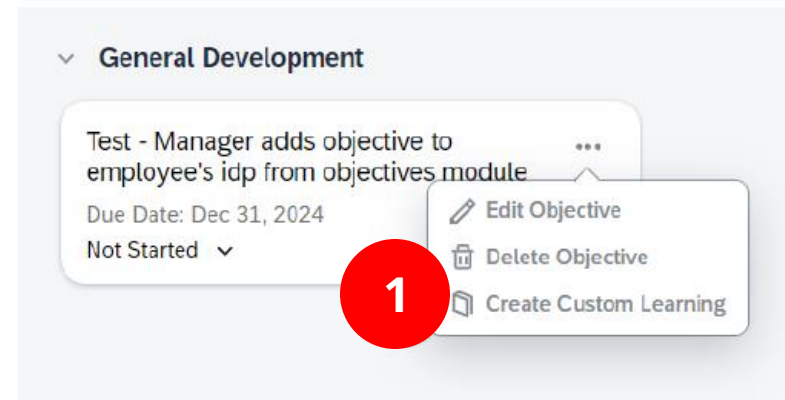
If Transcript is **NOT** enabled, some previously configured fields may look for that integration and not behave as expected.

If any fields are in the configuration, but not permissioned in the XML, the user will experience an error upon saving the custom Learning Activity.



Non-Transcript Custom Learning Activities

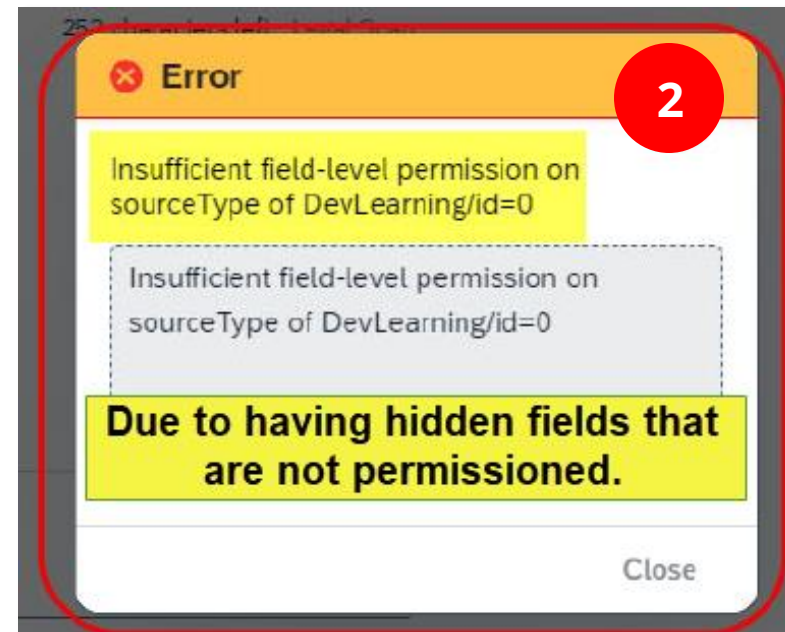
1. Create a Custom Learning activity, not connected to Transcript in Provisioning.



2. It is common in configuration to **HIDE** fields instead of removing the XML.

With the upgrade, fields need to be either permissioned or removed.

If they are not, the user will experience an error upon Saving.





Q&A

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Thank You

