

# EY services drive HR business value with SAP/SuccessFactors

## Contact

**Eric Ernst**  
Executive Director, Ernst & Young LLP  
Advisory Services – Americas Human  
Capital Management Leader  
+1 312 879 6674  
eric.ernst@ey.com

## Business results through human resources (HR) solutions

An engaged and prepared workforce is critical to business success. Leading organizations invest wisely in technology that attracts, retains and develops top talent.

### Getting results from HR technology

Effectively designing, deploying and transitioning into new HR processes and solutions is vital. Without precision execution, our clients would not realize the full potential of their investment. Here are three common challenges encountered during the deployment of human capital and talent management solutions:



**Delivering a global framework... that remains flexible for local requirements**

Consistent business processes produce effective business operations. EY provides a global framework for global processes that remain flexible enough to accommodate local, regional and regulatory requirements.



**Adapting to cloud deployment trends**

The speed of implementing cloud technology can make it difficult to detangle legacy customizations and manage organizational change. This becomes more difficult when introducing new talent management systems and processes. EY brings experience, accelerators and leading practices to our program execution and delivery.



**Producing elegant data management and integration**

Cloud technology changes how companies access and leverage their data. Effective deployments create efficient data flow across other systems (such as 401(k), benefits and pension providers). They also promote engaging user experiences that rightfully place process activities and data transactions in the hands of end users. EY's deep technical experience aligns business process deliverables with right-way data flow.

## EY deploys all SAP and SuccessFactors solutions

EY's SAP Advisory practice spans all on-premise and software-as-a-service services. Using precision deployment controls and proprietary acceleration tools, EY deploys Human Capital and Talent Management solutions that drive fluid HR ownership, rapid user adoption, and clear business impact.

Unlike other firms, our practice is not retooled from older, on-premise methodologies. EY built its cloud HCM practices by attracting senior cloud delivery consultants and translating their experience into leading deployment methods, with accelerators and quality control tools to match.

The EY cloud methodology focuses on helping clients protect, optimize and grow their business through precision human capital and talent management. Through collaboration, program execution, and unmatched experience, EY provides a clear path to quick value and qualified success.

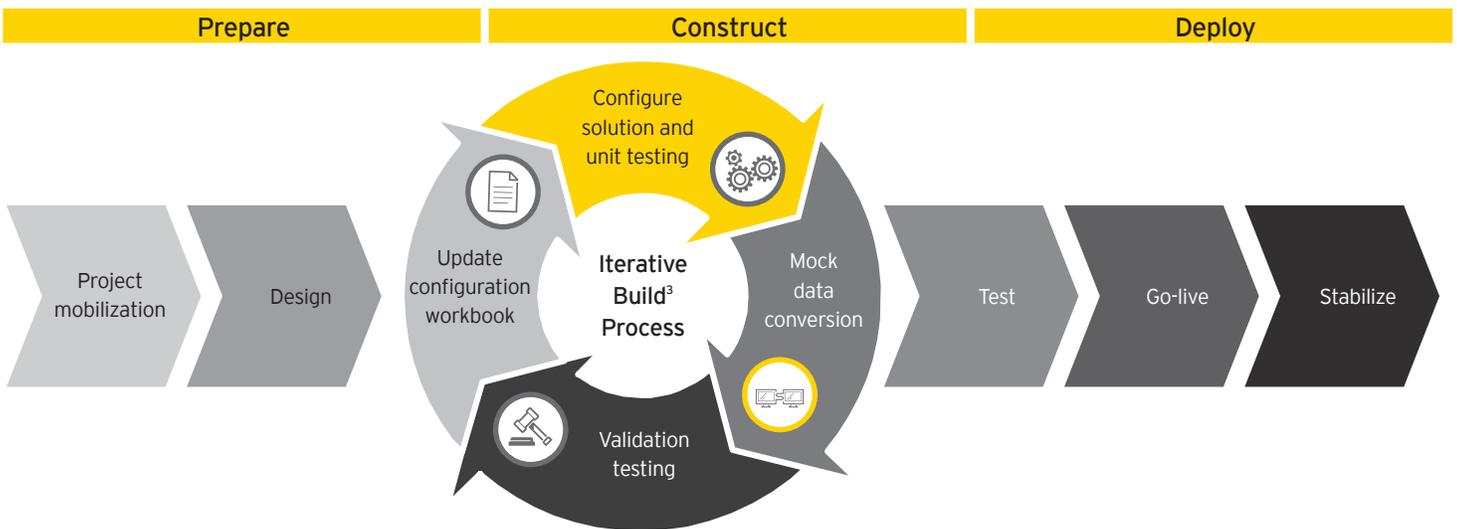
## The EY cloud methodology

Our cloud methodology outlines a proven framework for successful human capital management and talent management deployment. The approach starts with clarity of the scope, purpose and priority.

From this rapid preparation and design phase, we move to rapid iterations of solution prototyping. This drives an early understanding of the final solution and begins the transition of knowledge and ownership ahead of alternate approaches.

EY's leading-practice program control and extensive HR process knowledge bridge all phases – from prep to deployment – reducing the time to value.

## EY SuccessFactors implementation methodology



### The full-service experience of EY's SuccessFactors deployment services

Our SuccessFactors offerings include:

- ▶ System design, deployment and integration
- ▶ Business case development
- ▶ Solution and deployment vendor selections
- ▶ Current-state assessments
- ▶ Complete or partial HR transformation
- ▶ Talent management retooling
- ▶ HR data governance assessments
- ▶ Architectural review of HR Infrastructure
- ▶ HR process benchmarking
- ▶ HR service delivery assessments
- ▶ Quarterly enhancement appraisals

### EY is ready to deliver

EY offers our clients a right-fit team of seasoned professionals with a deep industry understanding. Our global reach allows us to assemble the right talent quickly across geographies and service lines.

We pledge responsiveness, sustained excellence and a truly global perspective born from multicultural diversity. Our experience with SAP and SuccessFactors translates into practical insight into what works and what doesn't.

EY | Assurance | Tax | Transactions | Advisory

#### About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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