

IBM Services

IBM SAP SuccessFactors Reinvention for HR

Reinvent your organization
with people at the core

Services from IBM® SAP SuccessFactors Reinvention for HR are tailored to your dynamic needs and budget, helping provide innovation, optimization and global support.

Today the lines between customer experience and employee experience are blurred.

Employees demand a personalized, more consumer-like experience at work. And there is increasing evidence of a positive correlation between an improved people experience and an improved customer experience. If you want the experience on the outside to be great, then you need to work on a great experience on the inside as well, which begins with human resources (HR).

In changing or volatile business environments and global conditions, the importance of digitization is clear. And, given the continuous, fast pace of change, speed is the new business competency. Slower, traditional hiring models can increase risks.

It is essential that your teams have the ability to access systems whenever and wherever they need to. Managers must be able to quickly get the insights they need to attract, identify and retain top performers—and use that information to solve their most complex business problems.

An agile, self-reinventing, fast-learning workforce gives you the competitive advantage you need. IBM SAP SuccessFactors Reinvention for HR helps organizations meet these challenges with modernization, AI insights and design thinking.



IBM SAP SuccessFactors Reinvention for HR



Streamline and modernize applications for hybrid, multicloud environments



Use insights to attract and retain top performers



Building an adaptable, fast-learning workforce



Design for people at the center of every system and experience



Accelerate innovation and drive positive outcomes

About IBM SAP SuccessFactors Reinvention for HR

Progressive Chief Human Resource Officers (CHROs) are getting in front of disruption and rewriting the HR rules. They are reinventing and modernizing with tools and processes to accelerate a move from analog to digital and AI. They are attracting, retaining and engaging their people to drive positive outcomes. CHROs are unleashing a new HR operating model to create an agile and future-proof organization. Successful organizations are designing for people at the center of every system and experience—and are talent-centric and AI-powered.

IBM knows about HR reinvention because we have transformed our own business from the inside out. Responding to marketplace disruption as well as internal demand, we needed to reimagine our HR and become more agile at scale. Disruptive by design, we employed Design Thinking to unleash our talent's full potential and reinvent the employee experience overall.

Learning from our own transformation journey and experiences, we help other leading organizations reinvent. We've taken the best insights, tools and methods—having gone from a process-driven mindset to one that's employee-centric by integrating Design Thinking and agile methods—and brought them forward with IBM SAP SuccessFactors Reinvention for HR.

IBM SAP SuccessFactors Reinvention for HR is designed with people at the center. We start with the employee experience and embed that throughout our approach, resulting in an SAP SuccessFactors solution which is designed for success and wide adoption.

Powered by AI capabilities from IBM Watson® and influenced by the IBM journey, the IBM Design for Me approach fuels digital change throughout to create a shift from managing resistance to embracing change. It uses IBM Digital Change methodology, Change Insights dashboards and the IBM ThinkXChange platform.

Using Employee Experience Design, you'll define the HR vision and identify challenges and opportunities from the user perspective. Our Design Thinking principles help you shape the employee experience and incorporate leading practices. For example, social sentiment analysis can build a more transparent organization where employees are not simply consumers but co-creators of the organization.

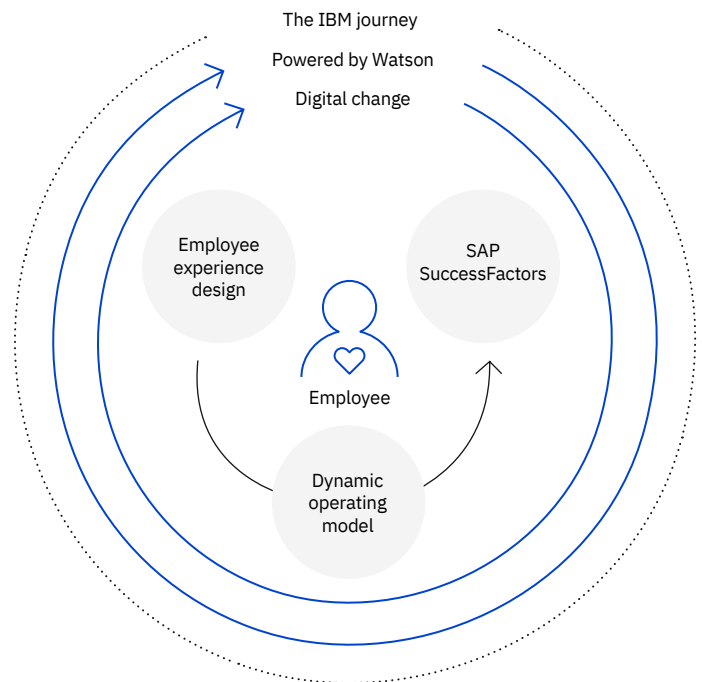


Figure 2: Design for Me approach

Why IBM?

Deploying SAP SuccessFactors is the right opportunity to reimagine HR, and IBM is a trusted business partner that brings SAP SuccessFactors experience to guide your success. Our expertise and approach help you continuously innovate and keep pace with business while driving positive outcomes. With proven expertise and innovative practices, IBM helps transform multinational organizations through ongoing strategic consulting services.

Are you ready to reinvent? At IBM, we believe the journey of adopting SAP SuccessFactors is just as important as the decision to choose SAP SuccessFactors. We know that the people you work with matter. IBM will collaborate with you as a trusted advisor, helping you reinvent your organization with people at the center.

IBM puts the power of innovative technology to work to modernize and reinvent human resources.

[Learn more →](#)

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