

SAP/SuccessFactors for HCM

HCM EDGE (Capgemini's solution based on SAP HCM and SuccessFactors)



Critical Business Issue

Human resources leadership is a difficult job. If you're a senior HR manager, you're expected to reduce costs, while still supporting the business. That means managing and developing your talent, providing services to your workforce, and maximizing return on your investments in technology.

Information technology is a big part of the equation. Whether you lead HR or IT — your company's IT investment is expected to deliver greater strategic value for less, while continuing to provide reliable and compliant operations. With typical IT budgets split 30:70 between strategic and operational spend, every new HR technology decision you make can have a significant impact on your long-term return on investments — and human capital.

Capgemini and SAP Approach

If you are interested in a long-term sustainable approach to HR IT — it's time to talk to Capgemini and SAP. By incrementally leveraging Capgemini's HCM EDGE solution for SAP Human Capital Management or SuccessFactors, you can rapidly and progressively free HR staff for value-added strategic work, give HR the foundation for better talent management, and enable unparalleled workforce analytics.



People matter, results count.

HCM EDGE includes:

- Leading practices from hundreds of domestic and global implementations
- Proven solutions for HR processes, organization structures, reporting, and security
- Simplified user interfaces to accelerate adoption and training.

4 Steps to Accelerated HR Excellence

Step 1: Expert Virtual Roundtable (1 hour)

Your HR team gathers every week to discuss key issues. Why not invite an expert? Capgemini experts will join your team for an hour-long conference call. They will provide valuable insight into human capital management best practices, research, and how other companies have gone from “good to great.”

Step 2: Complimentary Assessment Workshop

If your enterprise is grappling with workforce visibility and IT cost containment, invite Capgemini to perform a complimentary onsite value assessment of your current HR

Unique to Capgemini’s strategic SAP HCM implementation services is HCM EDGE, a reference solution that enables Capgemini to deliver greater value, faster, and with less risk. In fact, Capgemini’s implementation timelines are on average three months shorter than industry norm, and Capgemini can deliver a US HR/payroll solution in as little as 6 months!*

* Based on scope confirmation from the Assessment Workshop

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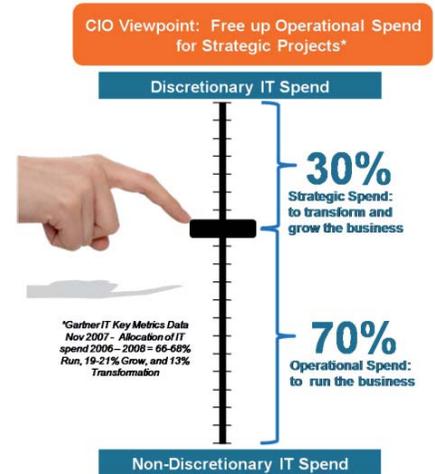
technology landscape. The workshop may provide surprising insight. In the course of the workshop, you may uncover immediate cost savings and process improvement opportunities.

Step 3: Complimentary Deployment Roadmap Review

As a result of the workshop, Capgemini will customize a strategic deployment roadmap (e.g., On-premise, In the Cloud, As a Service(SAAS)) that incorporates the applicable components of HCM EDGE. It’s a way of determining how you go from where you are to where you want to be. Together, we will review a cost effective, business content rich solution approach for your enterprise that charts a path to the highest, fastest value.

Step 4: Value-based Implementation (16 Weeks+)

When the value of an investment in a new workforce management solution is clear, it’s time to discuss a rapid deployment. Capgemini offers a fixed-price fixed-time implementation. In as little as 4 months (5 months with payroll)*, your enterprise will begin seeing the power of Capgemini’s experience driven template solution for fast tracking to HR excellence.




About Capgemini

With almost 145,000 people in over 40 countries, Capgemini is one of the world’s foremost providers of consulting, technology and outsourcing services. The Group reported 2014 global revenues of EUR 10.573 billion (almost \$12.8 billion USD).

Together with its clients, Capgemini creates and delivers business and technology solutions that fit their needs and drive the results they want.

A deeply multicultural organization, Capgemini has developed its own way of working, the Collaborative Business Experience™, and draws on Rightshore®, its worldwide delivery model.

Learn more about us at www.capgemini.com

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