



“The Antwerp public sector” partners with Capgemini to meet its future Talent Management needs

The Case

Established in 2003, Digipolis is a representative association that advises entities in the cities of Antwerp and Ghent in Belgium for their Information, Communication and Telecommunications (ICT) initiatives.

Digipolis realized that it had to enhance its operations and provide superior services to its clients. Hence, Digipolis performed a market survey in 2012 to identify a Talent Management solution for six of its clients, the Antwerp public organizations: Stad, OCMW, Kinderopvang, Stedelijk Onderwijs, Digipolis and Zorgbedrijf.

The Solution

Digipolis identified the following employee lifecycle Talent Management processes as essential to the solution framework: recruiting, learning, performance, development actions and career planning.

After in-depth evaluations of multiple products and vendors, the six organizations unanimously chose the SuccessFactors BizX Talent Management Suite as their preferred solution. This decision followed

an intensive review and selection process. SuccessFactors' BizX Talent Management Suite was chosen on the basis of:

- An iterative 'Empower' project approach (in the meantime adapted to BizXpert)
- A low cost ownership pattern
- User Experience
- Industry best practices featured in the solution

The Partner

Digipolis chose Capgemini as its implementation partner for their Software-as-a-Service (SaaS) Talent Management implementation -- not just for the system implementation but also for project management and business transformation services.

With its proven track record in SuccessFactors implementations, the availability of a certified team with an extensive history of successful HCM consulting projects, Capgemini was the preferred choice as the strategic implementation partner for Digipolis.

The Result

The project was split into two different implementations in parallel, in 2 different instances. The following SuccessFactors modules began in November 2012 and the full roll-out will be completed by end of November 2013:

- Employee Profile
- Goals
- Performance, 360°, Calibration
- Recruiting
- Career Development
- Learning

Following the SuccessFactors implementation, Digipolis and its clients will be able to leverage the power of Cloud and SaaS by using a world class integrated solution for all their talent processes.

Talent Management will now be a more efficient, easy to use activity with fewer paper transactions, reduced maintenance, and increased flexibility for HR functions.

Finally, SuccessFactors allows Digipolis and the Antwerp public organizations to anticipate and meet the future needs of the organization and its workforce via mobile, social media applications, and most importantly allowing them to benefit from an integrated and user friendly solution.

For more information on this project, please contact:

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About Capgemini

With more than 125,000 people in 44 countries, Capgemini is one of the world's foremost providers of consulting, technology and outsourcing services. The Group reported 2012 global revenues of EUR 10.3 billion.

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.

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About Digipolis

Based in Belgium, Digipolis is an IT partner that offers total solutions for the various departments of the cities and CPAs of Antwerp and Ghent. Digipolis is a broker-consultant-architect who advises, actively searching for the appropriate ICT solutions and anticipating the needs of its partners. Digipolis is seen as an extension of city and CPAs with competence in the field of ICT, enabling the organization to act in the name of both cities and municipalities.

More information is available at:
www.digipolis.be