



## SAP Cloud HCM - SuccessFactors

### Take Human Capital Management to the cloud

Today, Human Resources (HR) departments are facing multiple challenges to fit the requirements of a changing workforce. Multiple generations of workers, different employment contracts, and older HR systems all make it difficult for HR professionals to support company goals with HR information and strategy.

#### Focus your employees in the same direction

Up to five generations of workers may be employed by a single company, all with different ways of working and different contract types. With older HR systems, it is difficult for HR professionals to identify and recognize high performers, ensure that employees at all levels are contributing to the company strategy, or prepare and plan for succession as the company grows.

They are expected to manage more employee data, produce reports and analytics that support the business strategy, and develop and optimize workforce skills, quality, and utilization. However, traditional HR software was not designed with those demands in mind.

Advancements in technology and standardization in the cloud are moving companies away from a traditional Enterprise Resource Management (ERP) implementation, in favor of a simpler, easier, and faster approach that accommodates growth in scope, size and quality.

As SAP's Human Capital Management (HCM) solution for the cloud, SuccessFactors is a fully integrated solution that provides a holistic view of employees. Being able to assess the workforce from end-to-end bridges the gap from strategy to performance.

As a cloud-based application, HR professionals benefit from standardized tools, decreased errors and time, and a global

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system of record that scales with the company, all protected by the top cloud security protocols on the internet.

### Feel secure with Ciber HCM expertise

When you need to transform your Human Capital Management (HCM) from tactical to strategic initiatives, you require a partner that knows your system inside and out. With best-in-class knowledge of HCM processes and integration, Ciber is well equipped to help you, no matter what your HCM environment looks like.

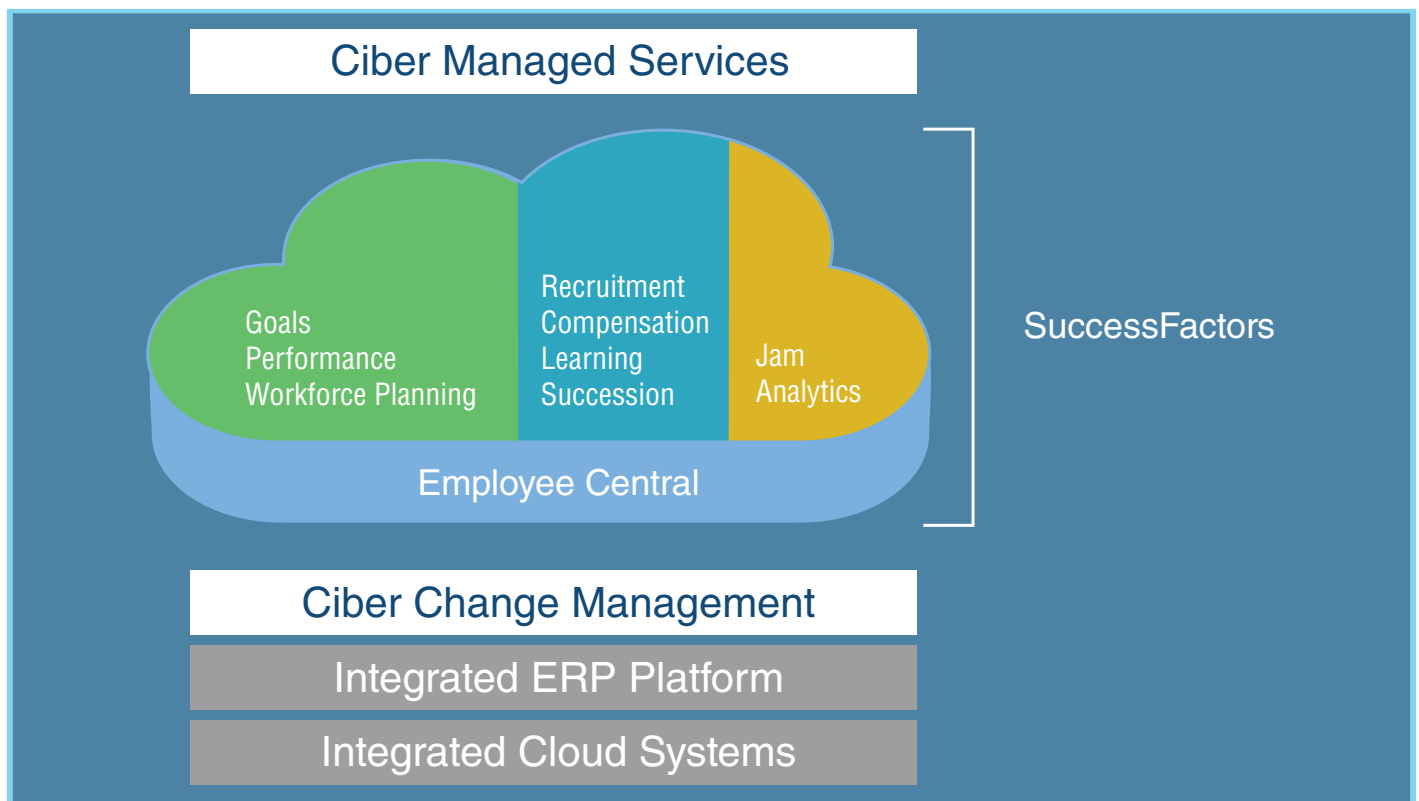
Ciber is a global IT consulting company with HCM experts and certified SuccessFactors consultants that can help you define the right path for improvement, identify the components that add the most value, and select the most relevant delivery model as best suited to your landscape. Ciber works with SuccessFactors, an SAP company, to deliver strategic business alignment across the organization for all size businesses.

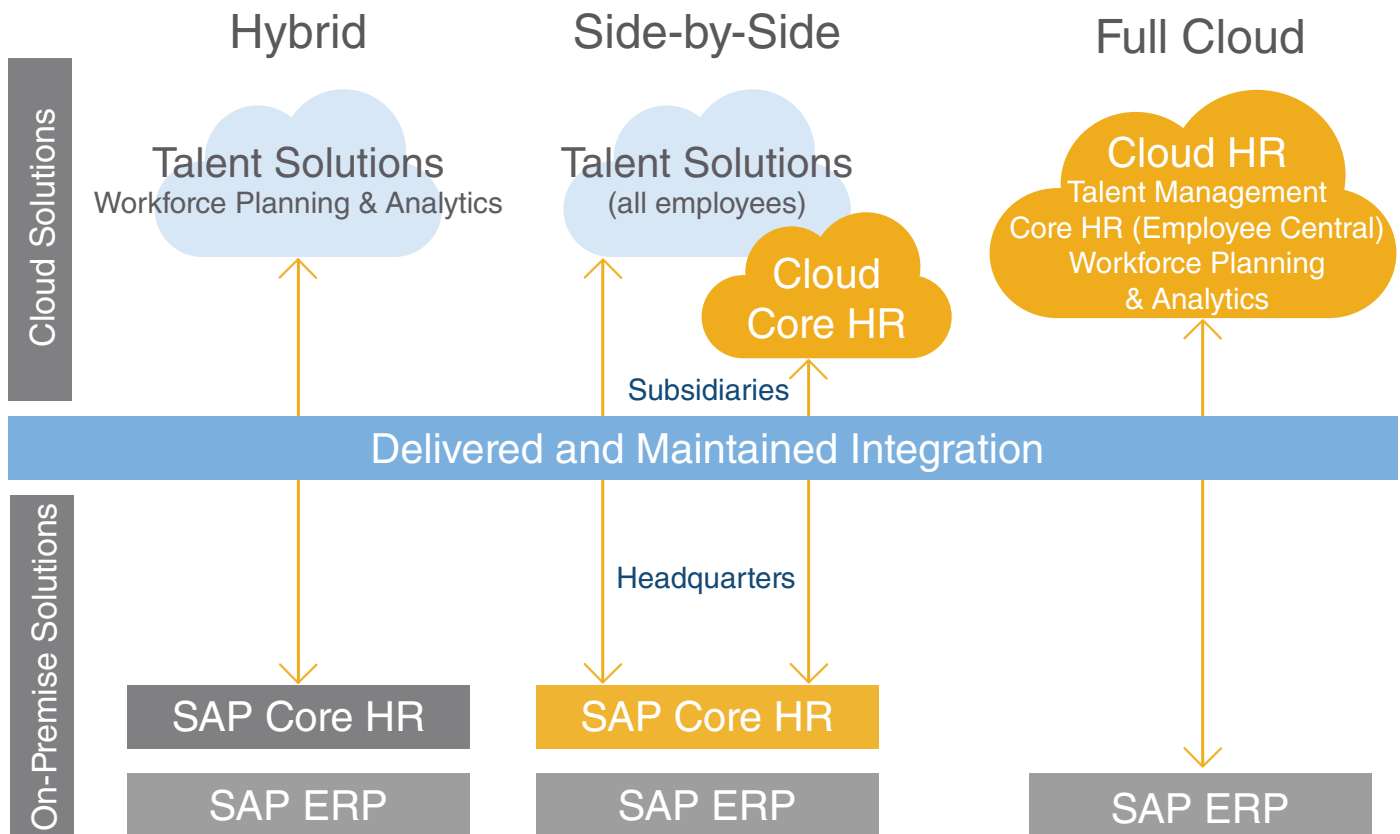
We pair your current technology with the best technology available and connect SuccessFactors to your existing ERP and other business systems. We leverage the support of our in-house technology experts in SAP, Oracle, Microsoft, Salesforce, and Infor to ensure an end-to-end, seamless process integration. Regardless of your location, existing HCM infrastructure or software, Ciber can plan, build, and run the SuccessFactors solution seamlessly into your preferred environment.

### Agility with the top ranked cloud HCM solution

With the acquisition of SuccessFactors, the top-ranked HCM SaaS solution by Gartner and Forrester, SAP became an HCM leader. By making SuccessFactors a central part of its cloud solutions, they focused on an HCM solution with the agility of the cloud and innovation at the core. As a longtime SAP partner with certified SuccessFactors consultants, Ciber is committed to helping clients take advantage of some or all of this powerful HCM solution.

A complete HCM solution: Ciber SuccessFactors HCM solution stack





Three environments that highlight the flexibility of cloud HCM

SuccessFactors software is an end-to-end, cloud-based suite covering HCM core functionality while also delivering advanced, configurable solutions like talent management, recruiting, compensation, workforce planning, and learning. These standalone or bundled modules are designed to bridge the gap from strategy to performance by aligning people and processes with the corporate business strategy and can scale as the organization grows. With actionable, real-time insights and built-in reporting and analytics, organizations can empower their managers to not only develop and retain top talent, but also help find and develop “hidden” potential in your organization.

### Cover all bases with Ciber’s consulting services

Ciber’s expert project manager and business analyst professionals deliver first-class solutions, maximize the success and user adoption of your new system with Change and Training management and help you optimize use, functionality, and availability through Managed Services.

- Planning and Implementation Services:**  
 Developing the right strategy and execution plan for your HCM implementation is a cornerstone for an HCM project. Evaluating the alignment of the system landscape, scoping the requirements and future processes have to be aligned with potential business process management and optimization and IT service processes and consulting.
- Change Management:**  
 Preparing for change and providing ample training are important for the successful adoption of any new technology. Ciber leads your employees through the change process and helps them adapt to and adopt the required business change.
- Managed Services:**  
 With the availability of Ciber Managed Services, support doesn’t end with the implementation, This HCM lifecycle

service provides access to top application management and infrastructure management capabilities, with highly specialized support operating within compliant environments. Clients benefit from the latest operating and delivery models, including cloud computing.

## Capture the power of Ciber and SuccessFactors

Not all companies need to replace their entire HCM system. Often, they want the functionality of only a few modules to add to their existing HCM environment. Because Ciber has seasoned consultants for many different ERP systems, we can offer the flexibility of different scenarios:

- Hybrid HCM solution:

In this situation, the core HR system and ERP system are maintained on-premise, while additional modules are accessed in the cloud.

- Two-tier HCM solution:

In a two tier environment, the client maintains the core HR and ERP systems of their choice on-premise, while remote offices and subsidiaries have their HR systems in the cloud. Additional modules, like Talent Solutions can also reside in the cloud.

- Full cloud HCM solution:

A full cloud HCM solution connects seamlessly to the clients' ERP of their choice. All modules, or just a few, can be added for robust HCM functionality.

We know the specific challenges that come with being a mid-sized company because we are one. Our medium size strength allows us to provide the depth of expertise globally along with the attention and flexibility of a smaller company. With those strengths and our experience across industries, we can help your company achieve the competitive edge it needs to succeed.

## About Ciber, Inc.

Ciber is a global IT consulting company with about 6,500 consultants in North America, Europe and Asia/Pacific, and approximately \$1 billion in annual business. Ciber partners with organizations to develop technology strategies and solutions that deliver tangibles business value. Founded in 1974, the company trades on the New York Stock Exchange (NYSE: CBR). For more information, visit [www.Ciber.com](http://www.Ciber.com).