

# SuccessFactors in the marketplace

successfactors  
BUSINESS EXECUTION SOFTWARE

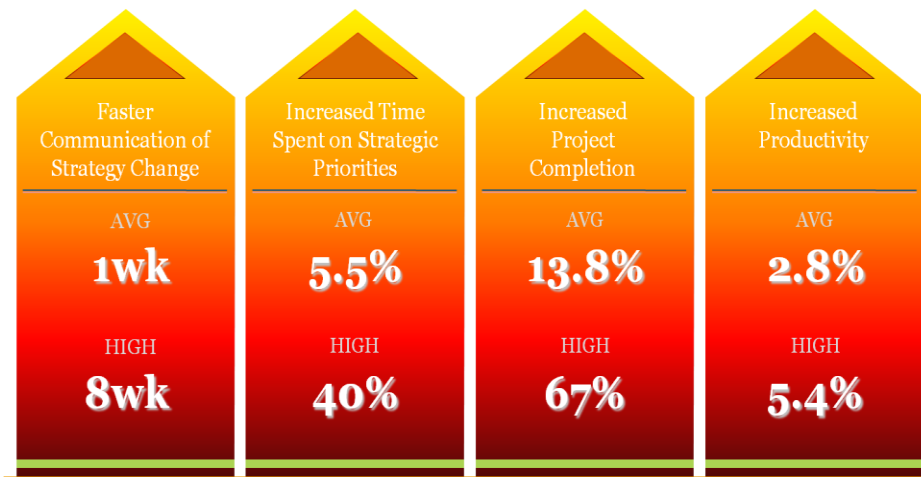
## SuccessFactors' Offerings

A sampling of the modules included in SuccessFactors' Business Execution Suite for enterprise-sized organizations

<b>Employee Profile &amp; Employee Central</b> Get and share a complete picture of your employees using social media tools and our next generation core HRIS solution	<b>Goal &amp; Performance Management</b> Align the efforts of your entire workforce with organizational objectives. Gain real-time, actionable insight into employee performance	<b>Recruiting</b> Be able to quickly and effectively collaborate to find better hires for your organization
<b>Learning</b> Employees gain access to the knowledge and skills they need-anytime, anywhere	<b>360 Review</b> Obtain feedback from multiple sources for a holistic view of your employees	<b>Succession Management</b> Build and cultivate bench strength to fill gaps today, tomorrow and beyond
<b>Workforce Planning &amp; Analytics</b> Plan today to ensure you have the workforce needed for the future and drive fact-based business decisions with reliable workforce insights	<b>Career &amp; Development Plan</b> Accelerate the development of future leaders to maximize value and opportunities	<b>Compensation</b> Pay-for-performance allows you to optimize your budget while showing a clear link between compensation and performance

The SuccessFactors suite is well positioned to increase your HR impact and drive more sustainable and accountable processes. Below are samples of the direct impact SuccessFactors has had on client organizations.

## Bridge the gap between Strategy and Execution Execute top and bottom line



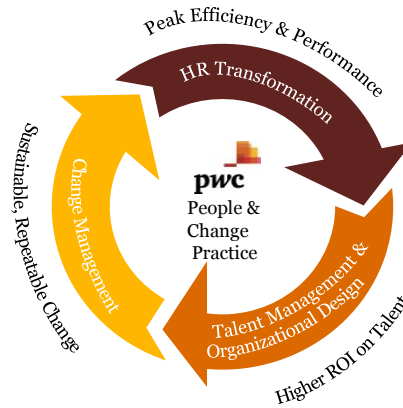
Source: Independent consultant research findings, June 2009. Study sampled 520 customers.

# PwC and SuccessFactors joint value proposition

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## PwC and SuccessFactors, Better Together

PwC's deep talent management and human capital expertise, combined with SuccessFactors' best-in-class, on-demand talent and performance management solution suite, are a winning solution for clients in need of full service talent management capability, enabled through technology



Success = Strategy + Execution

Successful Business Execution solutions demand world class software and services

## Together, PwC and SuccessFactors will create value for our clients through:

- Customized solution designed to meet the client's unique needs
- Change management and training support to increase technology adoption
- Timely and cost efficient implementations

## Benefits of our Holistic Approach

- **Higher success rate** - Implementations that are firmly aligned with the overall talent strategy, based on robust guiding principles and business-driven process design, and enabled through an integrated change management and training approach tend to result in higher adoption rates and long term client satisfaction.
- **Responds to client demand** - Common feedback from past implementations was clients' desire for more business consulting and strategic guidance prior to and during the implementation.
- **Same duration, greater service** - Clients experience greater business integration and a higher quality of implementation in the same duration as a traditional SuccessFactors system set up.
- **Broader opportunity** - Front-loading the approach with a strategic assessment positions the implementation in the broader context of the overall talent management strategy, thereby increasing opportunities for positioning additional SuccessFactors modules.

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**PwC & SuccessFactors**  
An Integrated Talent Management Solution Enabled Through Technology

**pwc**

## PwC in the marketplace

### Indicators your organizations may need PwC and SuccessFactors

When we can help	How we can assist
<ul style="list-style-type: none"> <li>New CXO</li> <li>Major change in business strategy</li> <li>M&amp;A</li> <li>New HR strategy and / or operating model</li> <li>Low HR credibility with the C-Suite</li> <li>Broken or non-integrated talent programs and processes</li> <li>Issues with low employee productivity and / or turnover</li> <li>Poor workforce planning analytical capabilities</li> <li>Global integration and / or implementation</li> </ul>	<ul style="list-style-type: none"> <li>Realign goals and target to fit the new business strategy and utilize the SuccessFactors software to cascade those priorities down throughout the organization</li> <li>Identify "Talent" and "Org Design" opportunities on existing HRT and Change Management / M&amp;A projects</li> <li>Outline succession plans and engage employees through the use of the SuccessFactors development and career oriented modules</li> <li>Identify talent gaps and create a specific learning plans to address needs</li> </ul>

**Kennedy Research, a leading analyst for the HR consulting industry has identified PwC as a Vanguard firm – amongst those with the broadest and deepest capabilities in the market.**

#### **Kennedy Research ranked PwC as the 3rd largest global HR Consulting business globally by revenue**

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#### **Kennedy Research ranked PwC as the 2nd largest HR Technology and Transformation Consulting business globally by revenue**

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#### **Kennedy Research ranked PwC as the 2nd largest Talent Management Consulting business globally by revenue**

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#### **IDC MarketScope: Worldwide Talent Related Business Consulting 2011 Vendor Analysis**

– IDC, "Worldwide, PwC is seen as among the most capable at helping clients leverage talent. It is also seen as among the most capable at challenging corporate culture and delivering innovation in talent related projects." © IDC. Reproduced under license

#### **To have a deeper conversation about integrating talent management at your organization, please contact:**

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## Driving performance through managing people

### PwC's Point-of-View

It's critical that you realize the full potential of your talent. Here's why... Your talent-related challenges in one or more of the following areas are likely preventing your business from delivering-to-strategy and realizing its potential.

Growth	How do I build the right capabilities for growth when the very drivers of economic value are shifting?
Globalization	How do I evolve from being US-centered to globally-focused?
Demographic shifts	How do I cope with the exit of the Baby Boomers from the workforce and generational changes in employee expectations?
Workforce capacity	How do I forecast the right level of capacity to meet customer need?
Organization design	How do I structure the business to effectively support market demands?
Resource planning	How do I get the right people in the right roles at the right times?
Capturing deal value	How do I realize rapid integration, cultural alignment and deal synergies?
Leadership strength	How do I fill a leadership pipeline for all the right positions?
Skill development	How do I foster continuous learning and development?

*At PwC, we believe that the right approach to optimizing your organization's talent can be built upon the following **foundations of effective talent management.***

<b>Alignment</b> <ul style="list-style-type: none"> <li>Matching your talent strategy to the strategy of your business.</li> </ul>	<b>Engagement</b> <ul style="list-style-type: none"> <li>Identifying your pivotal talent and engaging them effectively.</li> </ul>	<b>Measurement</b> <ul style="list-style-type: none"> <li>Grounding your talent programs in meaningful measurement.</li> </ul>
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*PwC takes a **holistic view of talent management**, we believe that it should be **fully integrated** to better support your business.*

#### 5 Steps to Integrate your Talent Strategy to your Business

**1.Strategic Alignment** – Consider whether your talent strategy fully supports your business plan. Are they 100% aligned?

**2.Pivotal Talent** – Know the pivotal roles in your organization - identify and target the roles that make the biggest impact to your business.

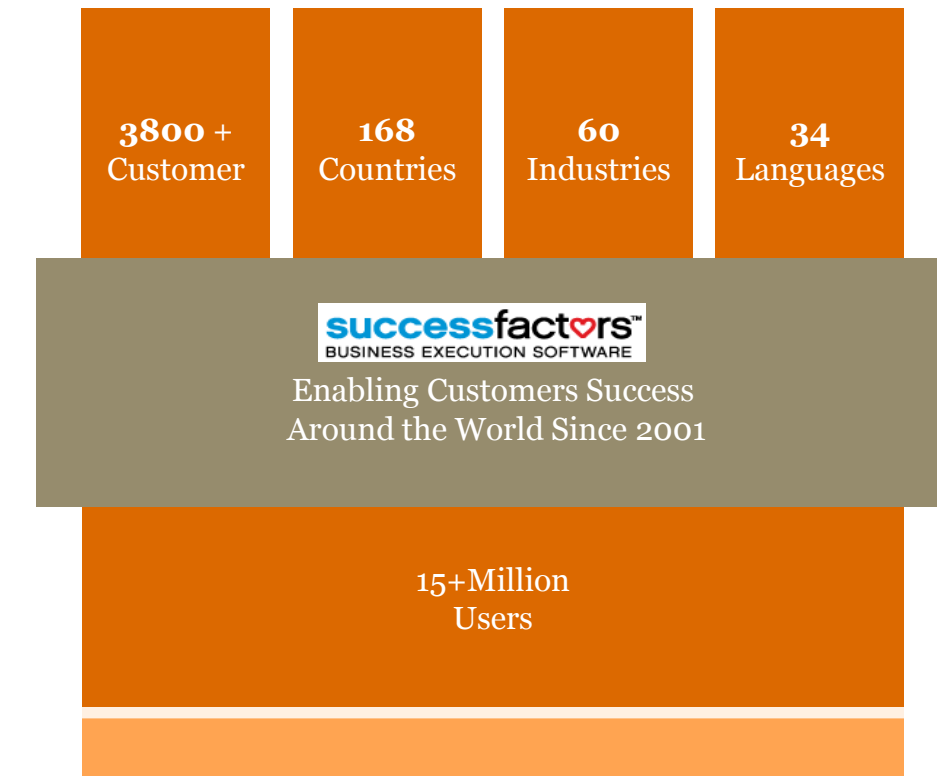
**3.Fill Skills Gap** – Identify and clarify the talent you have and the talent you need.

**4.People, Process, and Technology** – Manage your talent throughout the employee life cycle.

**5.Measure** – Underpin all of this with robust measurement, benchmarking, and analytics.

## Executing on the talent strategy

### SuccessFactors' Approach



SuccessFactors provides unique Integrated Business Execution Solutions to drive employees to execute on individual goals and organizational strategy – every day – setting the stage for even greater levels of success. SuccessFactors delivers real business impact by focusing on the three pillars of business execution:

- Business Alignment
- Team Execution
- People Performance

SuccessFactors provides a unique suite of Business Execution products created especially for Small Businesses. These software solutions are web-based, affordable, easy to implement and scalable – capable of growing with your company.