

greiner

# SUCCESSFACTORS

**HR Digitalization**

**What is the key to success?**

FOW Ost, 16.05.2024

Gerald Senn

OUR COMPANY\_Greiner at a glance

Serving  
customers  
around  
the globe

120  
locations

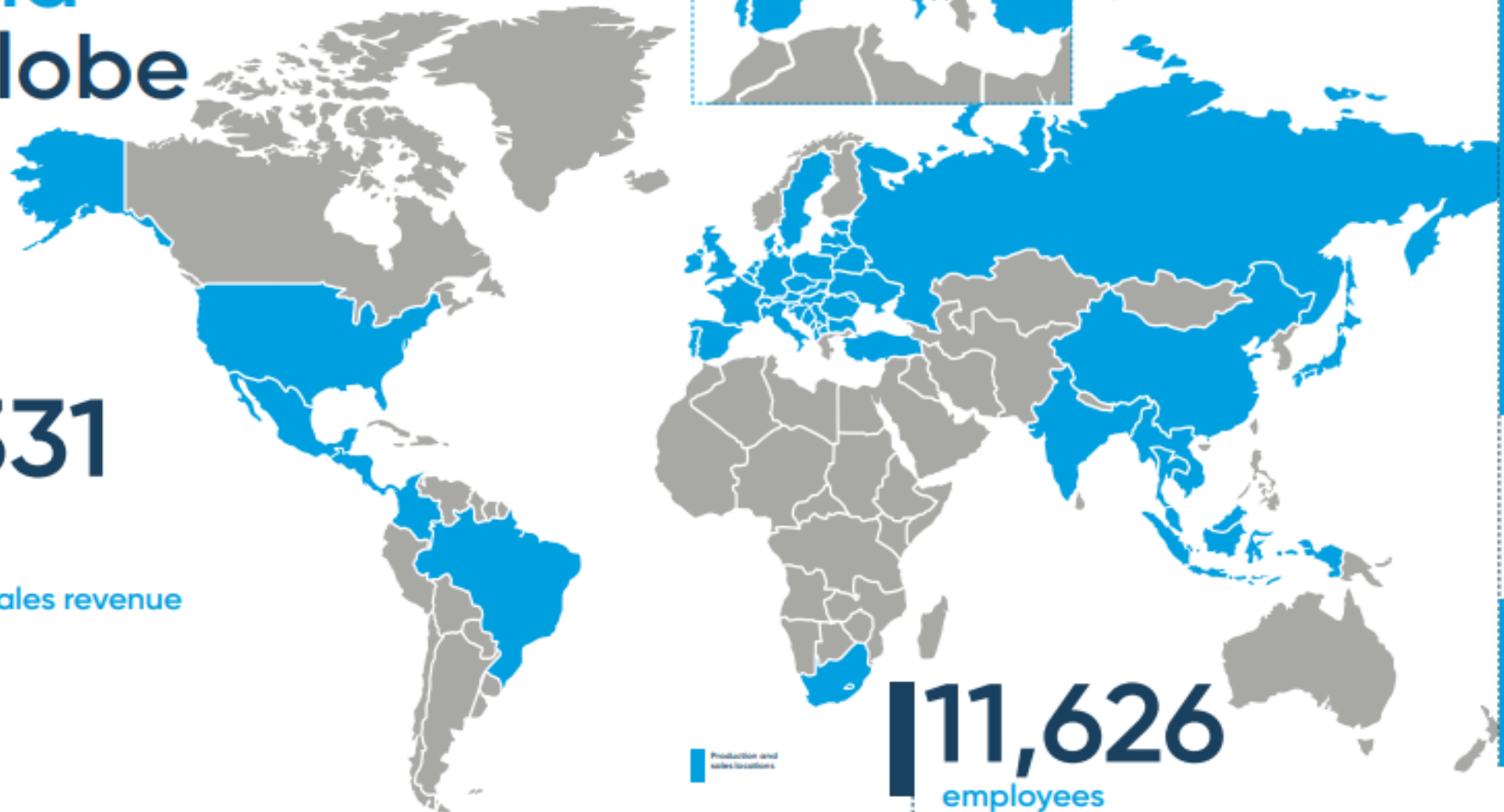


IN  
34  
COUNTRIES

2.331  
BN

euros in sales revenue

in 2022



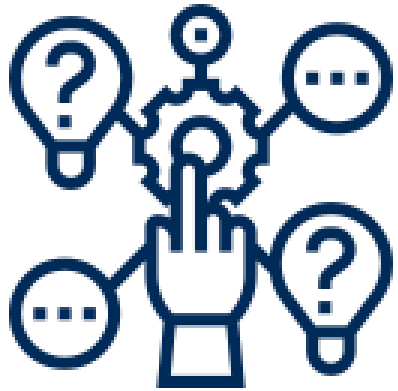
11,626  
employees

Production and  
sales locations



# What are we working towards?

# Where we started: Greiner @ 2021



- Missing global HR reporting & measurement of KPI's (HR excellence, DE&I, Compliance, ..)
- Missing globally standardized HR core processes
- "my.greiner" rolled out in 5 countries (out of 34)

# What are we working towards?

## What is the project?

The implementation of a **global, fully integrated and compliant HR IT solution** that focusses on state-of-the-art people related processes used by the whole Greiner Group

Why are  
we changing?

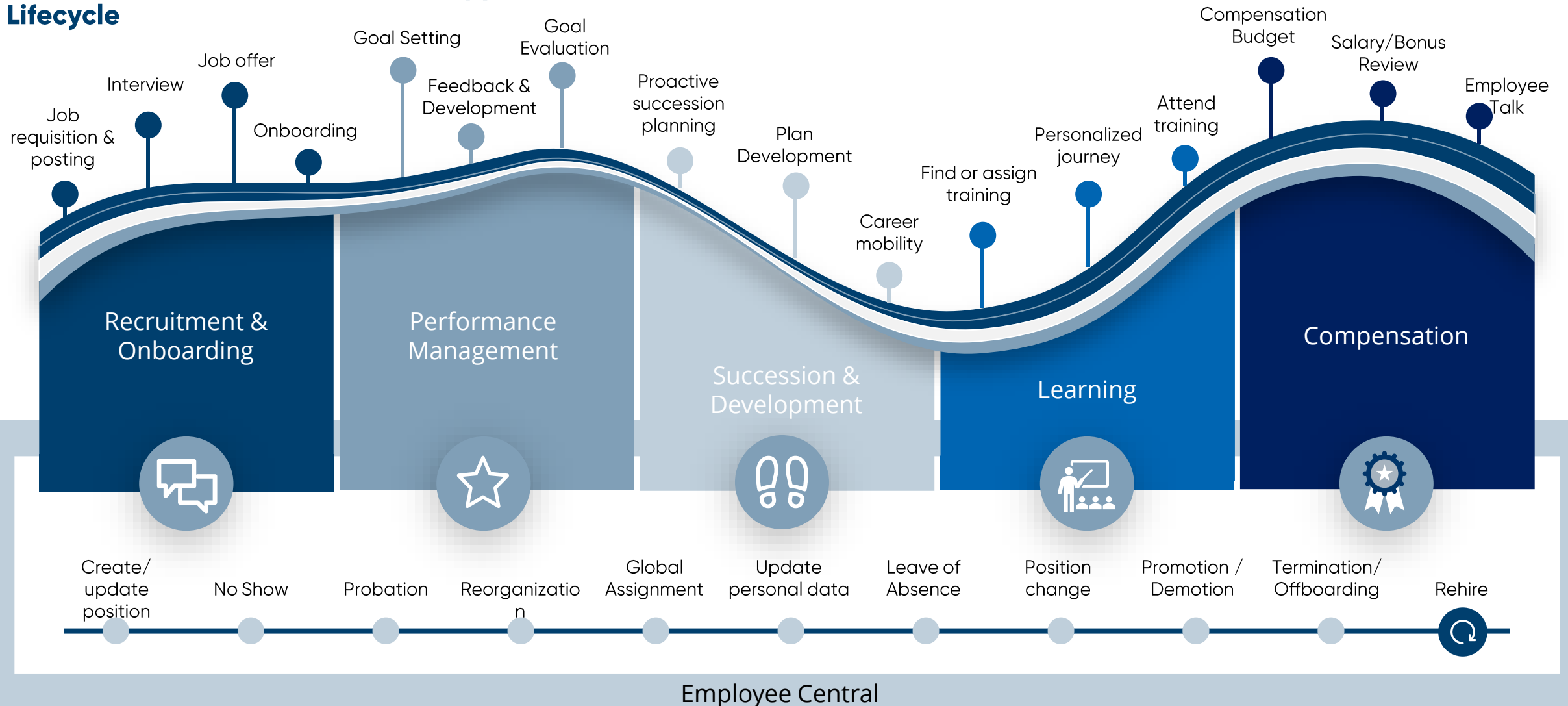


## Organizational benefits

1. Become **future-proof** and digitize HR (*Digital*)
2. Achieve the biggest competitive advantage and boost the **employee experience** (*People*)
3. Contribute to **shaping our company culture** worldwide as expected by our shareholders (*Culture*)

# Employee Lifecycle in SuccessFactors

Greiner SuccessFactors modules support the entire Lifecycle



# General benefits of SuccessFactors



Improved **user experience & efficiency**  
(for employees, managers, HR)



Better quality in  
**HR services with ONE HR standard**



Better **insights**  
through people analytics



Global  
transparency and  
**common understanding** in  
people related  
processes



**Self-service**  
opportunities for  
employees &  
managers

# Principles

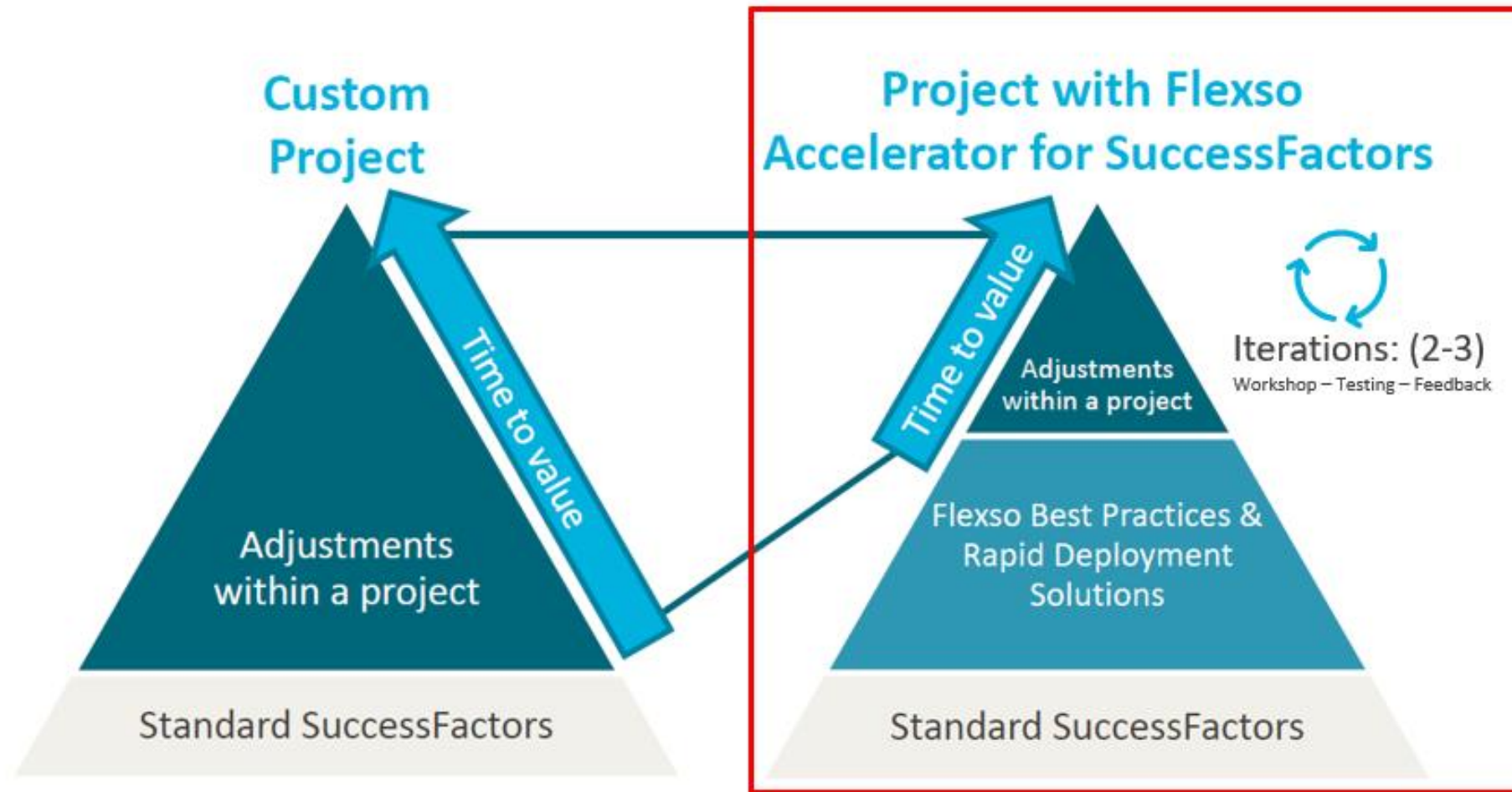
- !! HR topics/processes are our common priority
- !! Global Greiner approach & tool
- !! Standard of SAP SF is the basis for the Greiner Group standard
- !! Divisional differences only in case of legal requirements or different business needs (to be stated and approved)
- !! Efficiency in costs, resources and time
- !! Technical implementation principle:  
SAP SuccessFactors Employee Central (EC) as Leading system





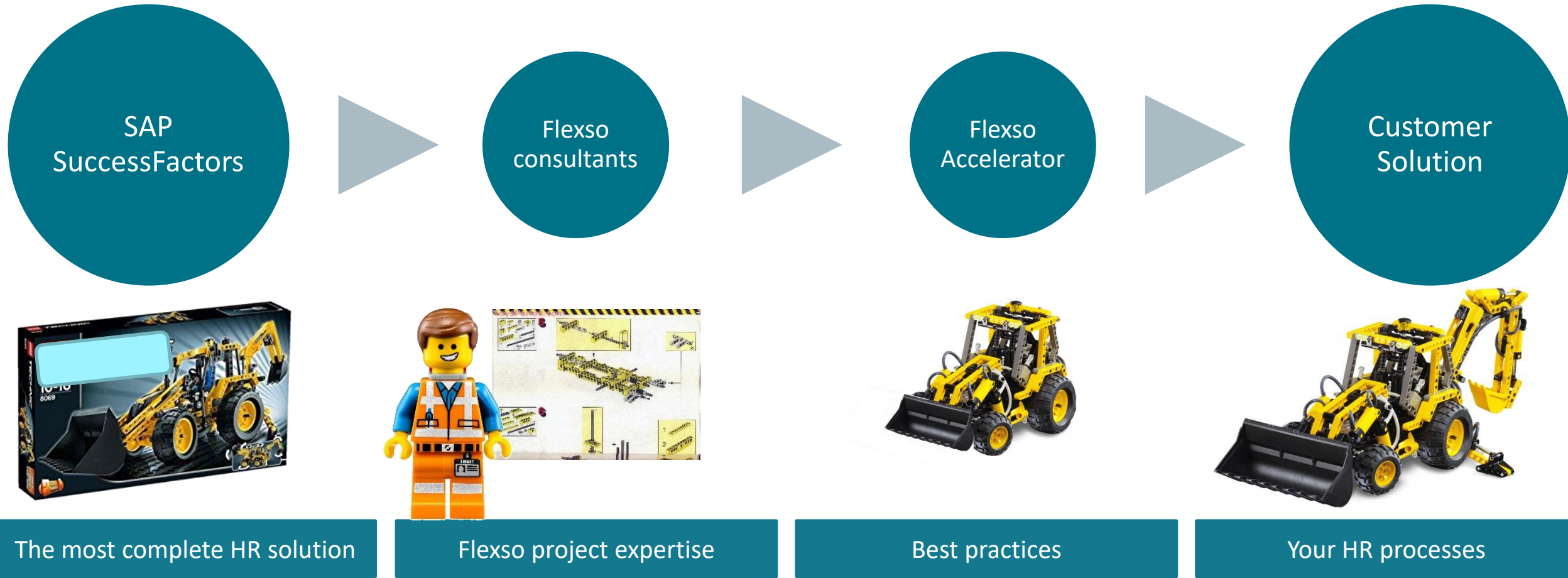
# Flexso best practises approach for SuccessFactors

Address both standard and unique needs

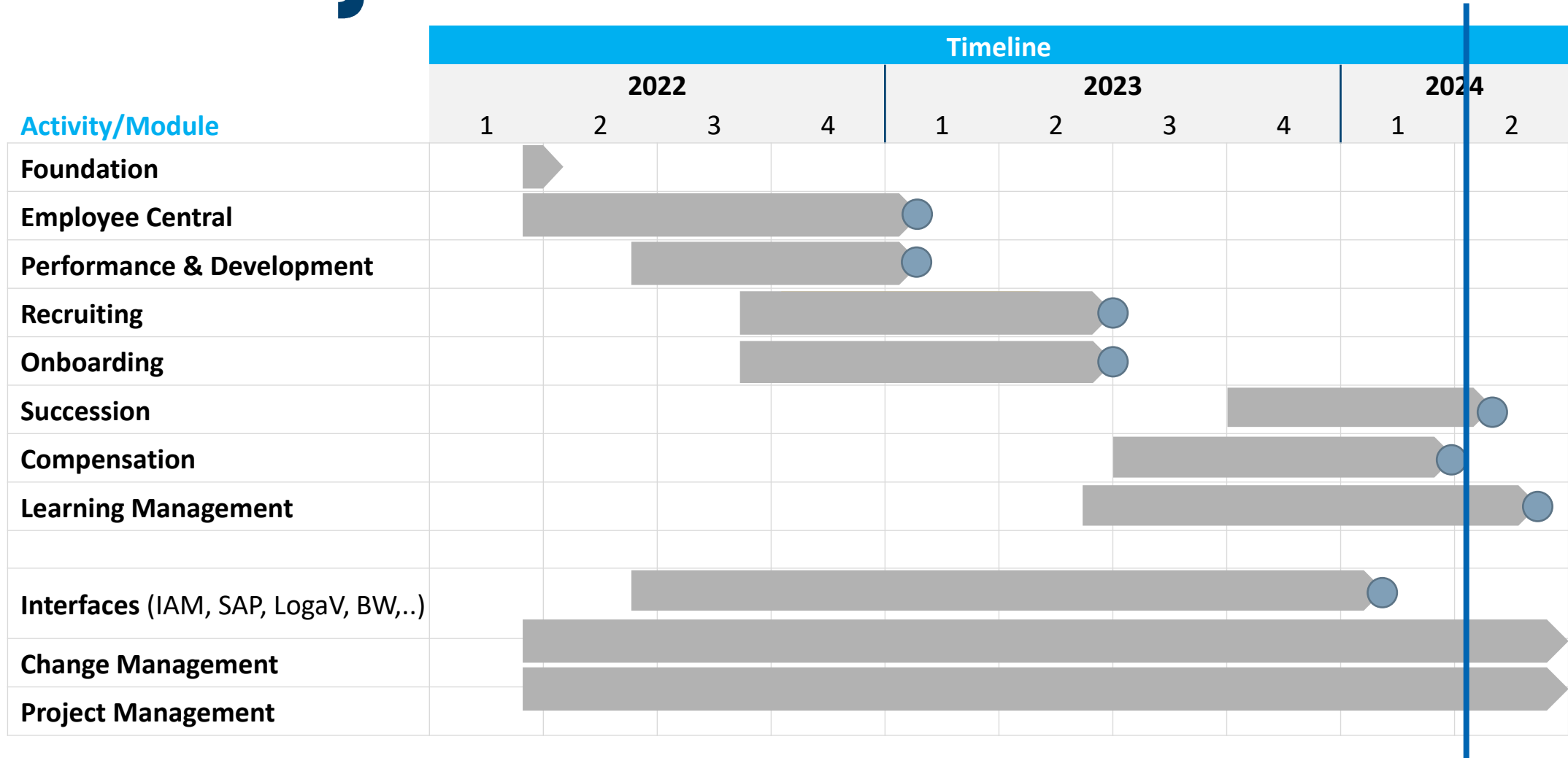


# Best Practices & Flexso Accelerators

Best practice approach

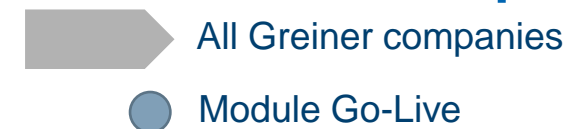


# SF Project Timeline

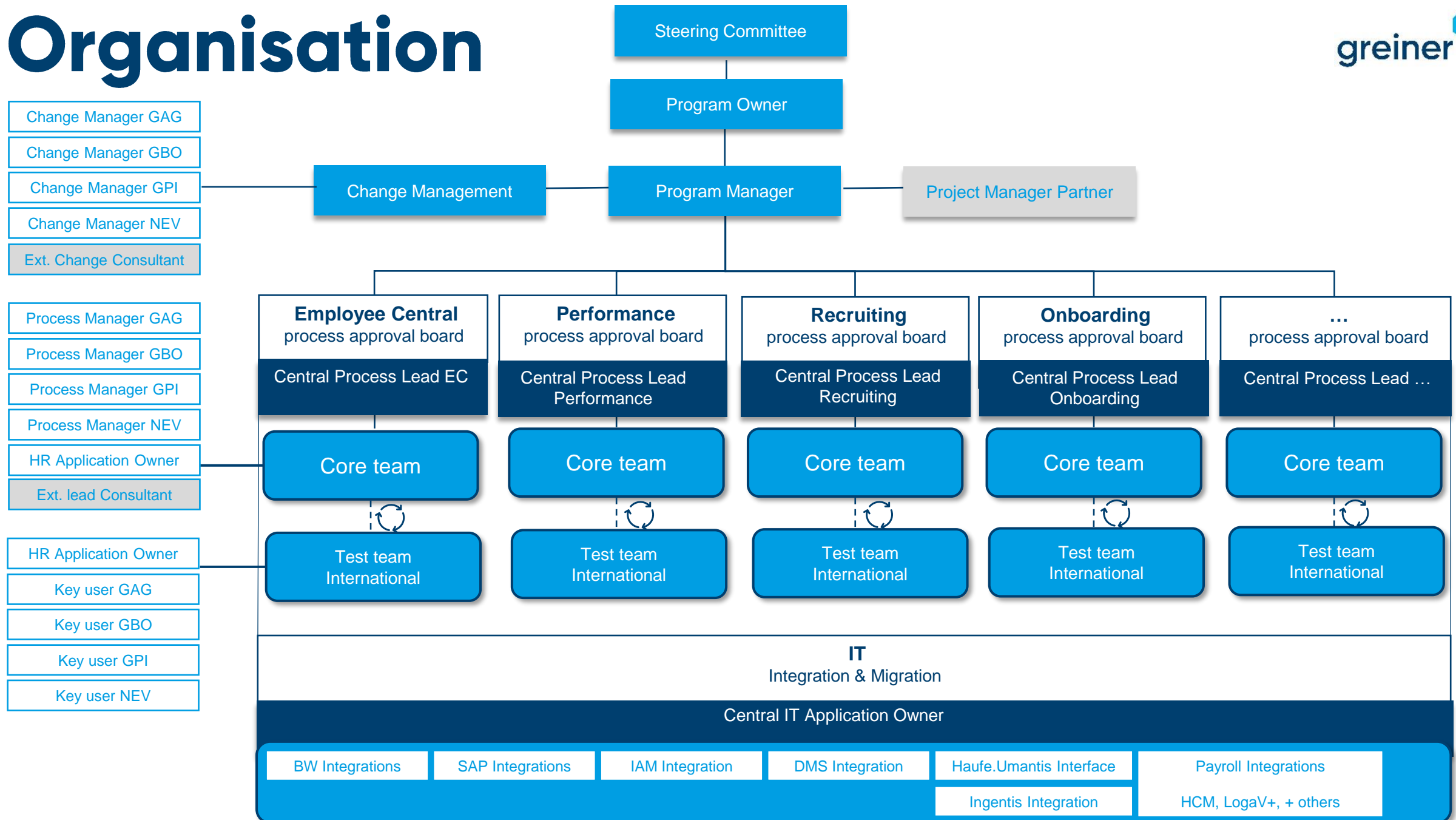


Every SF module will be analyzed/configured

- at the same time & together by all divisions
- till the ,technical go live'-readiness
- the actual ,functional go-live' date can partly differ by divisions

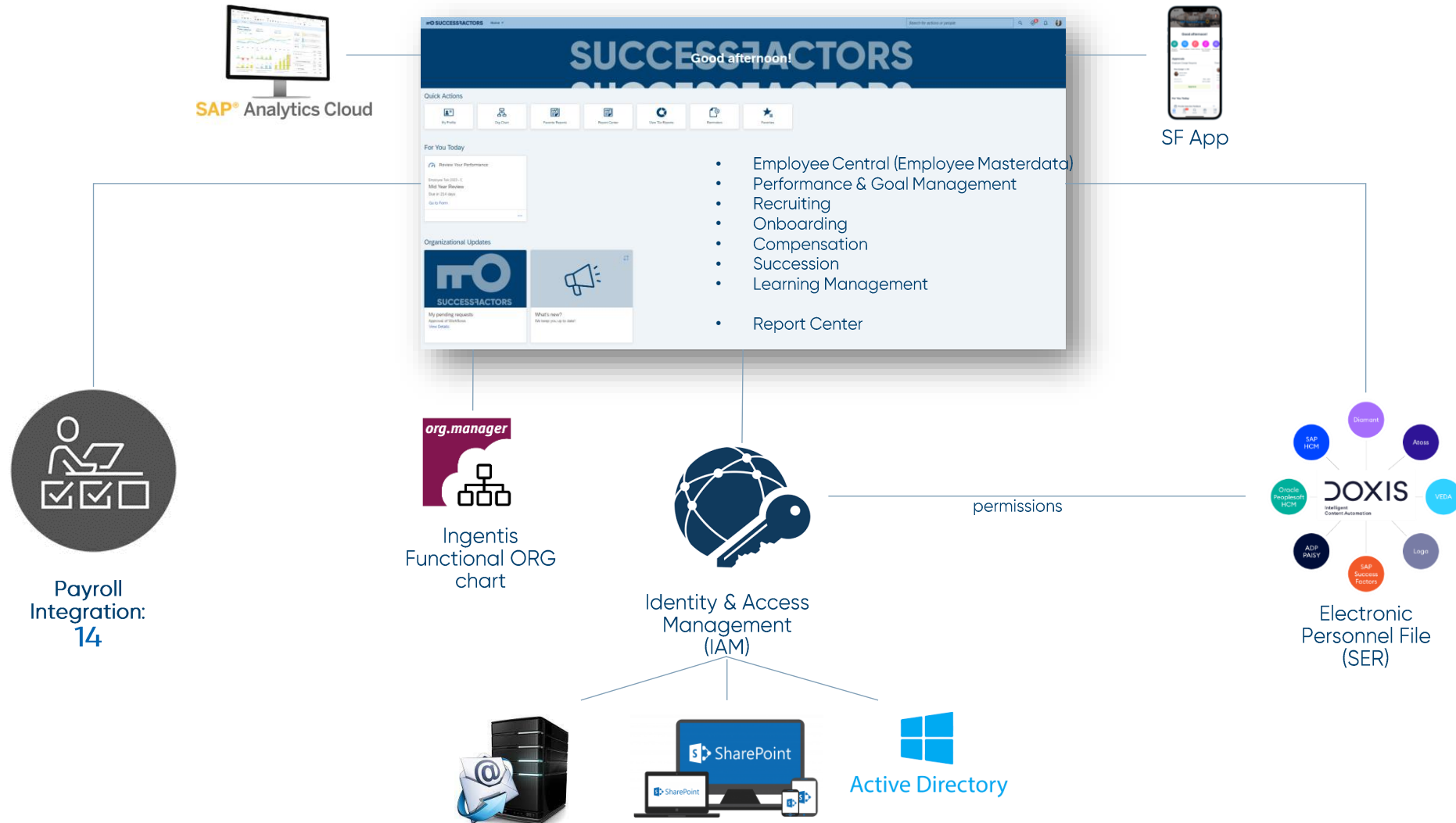


# Organisation



# Integration

SuccessFactors synced with other systems – „single source of truth“ and fully integrated



# Change management



Change requires dedicated resources and attention to cover following aspects

## Change & Communication Plan

- Stakeholder Assessment
- Stakeholder involvement
- Branding
- One Pager
- Newsletter & Go-Live communication
- HR „digital“ communities

## Change Impact analysis

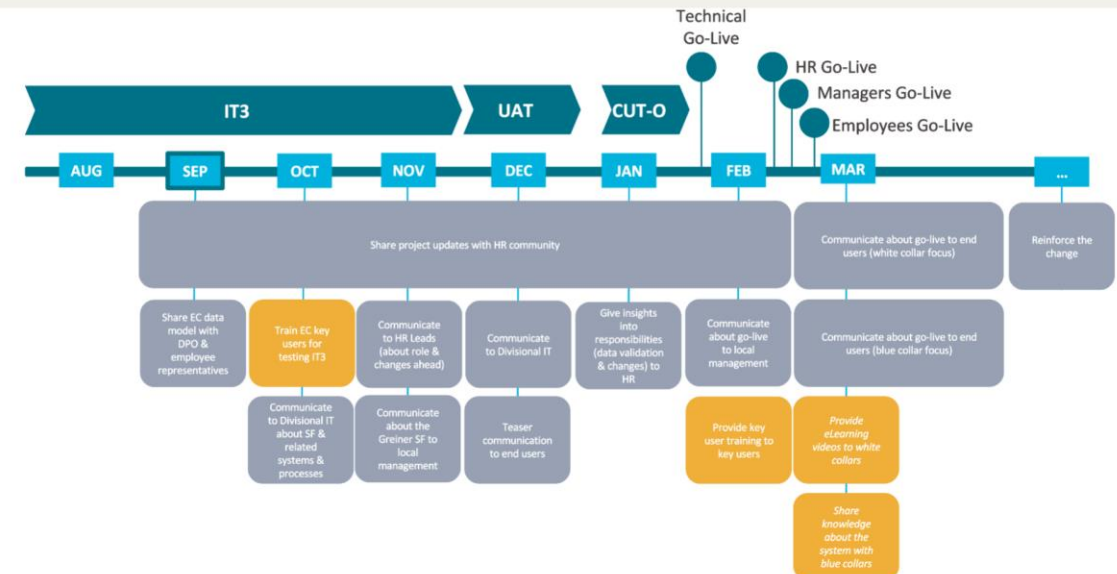
Master Training Plan – Key User, End User, Videos

Go-Live parties

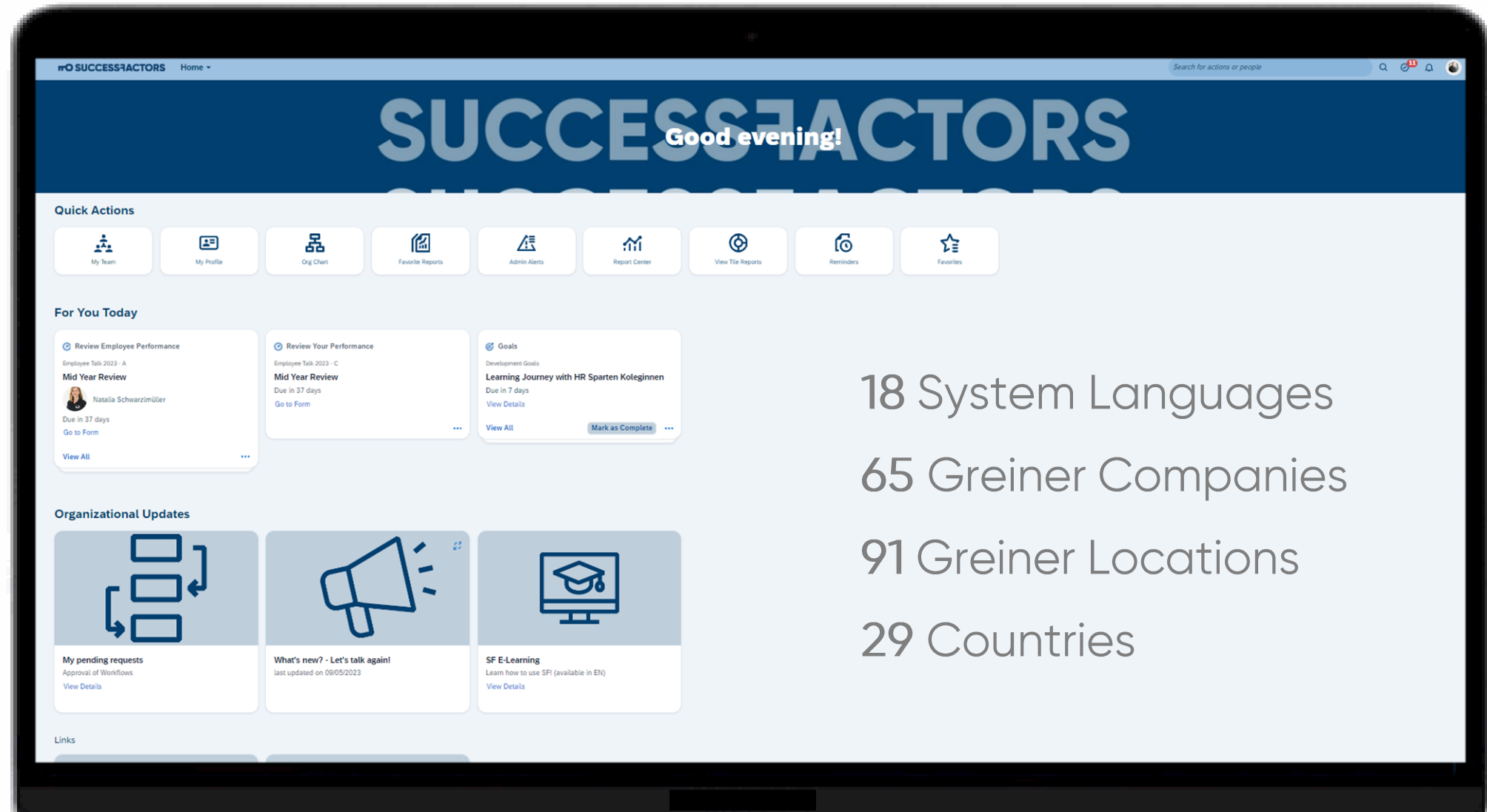
Time to celebrate

## Change plan – Employee Central

Please find all the details of the change plan [here](#)



# Greiner Employee Portal



18 System Languages  
65 Greiner Companies  
91 Greiner Locations  
29 Countries

# Facts

1 Change and Training Stream		1 Project Team		1 reporting		1 Team per module
	18 languages		1 HR Standard		29 countries	
26 months SAP SF Suite implemented		18 interfaces		> 11.500 employments		91 legal entities





# Let's talk!

**Let's do the employee talks, let's give us appreciative feedback and set the goals for this year!**

**Get started on Greiner SuccessFactors**

greiner

# SUCCESSFACTORS

**What is now the key to success?**

# Our people are key to success





**THANKS**