

# ***PIVOT HR***

***to***

## ***Attract Talent***

# About HR Strategies Consulting

## *People – Process – Performance*

Headquartered in Toronto, Ontario, HR Strategies Consulting has been guiding public and private organizations for more than 20 years to achieve enterprise-wide transformation that impacts HR Operations and increases Business Productivity.

We are a specialized technology and consulting firm committed to helping HR and IT leaders address complex Human Capital Management challenges with real-world business solutions.



# Our Differentiators

We pride ourselves on providing the highest quality of service, integrity, and the most high touch engagement models of any consulting organization in the ecosystem.

- We possess in-depth knowledge and expertise in both HR and HR technology
- We integrate with other SAP modules and non-SAP systems
- We include Change Management Strategy and structure from day 1
- We provide Project Governance framework for our implementations
- We deliver end user training and training documentation
- We offer extended support post go live
- **We are passionate about solving your problems**

***We understand that your project does not end at implementation. It is just beginning....***

# PIVOT HR

**P** – Prescriptive

**I** – Intelligent

**V** – Virtual

**O** – On-Demand

**T** – Transformational

HR system

**PIVOT HR** is a pre-packaged, rapid deployment SuccessFactors solution that incorporates industry best-practices to enable you to leverage your employer brand and to accelerate your business results.

PIVOT HR will help you:

- ✓ Attract the best talent
- ✓ Drive employee engagement
- ✓ Increase retention
- ✓ Gain visibility into your workforce
- ✓ Eliminate duplication & manual effort
- ✓ Streamline processes
- ✓ Manage HR costs



# PIVOT HR Advantages

**P** – Prescriptive

**I** – Intelligent

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HR system

**PIVOT HR** gives employers:

- Rapid implementation – as little as 4 weeks!
- User-friendly, intuitive user interface
- Automated notifications and workflows
- Built in Best Practices
- Intelligent Services
- Standardize process across your organization



# PIVOT HR to Attract Talent

One of the biggest challenges facing companies today is finding and retaining talent. One of the key measurements of that is employee engagement. How can we keep our employees engaged and active to ensure not only our success, but theirs as well?

**PIVOT HR** to Attract Talent is a powerful Recruiting Management system that helps you:

- Source Candidates
- Optimize Sourcing Expenditures
- Build Better Candidate Experiences
- Simplify Interview Scheduling
- Streamline the Offer Letter Process

Our solution facilitates a meaningful interactions between managers, employees, and applicants. Manager Self Service (MSS) is incorporated to empower your Hiring Managers. Streamline your recruiting process while ensuring compliance.



# PIVOT HR Key Features

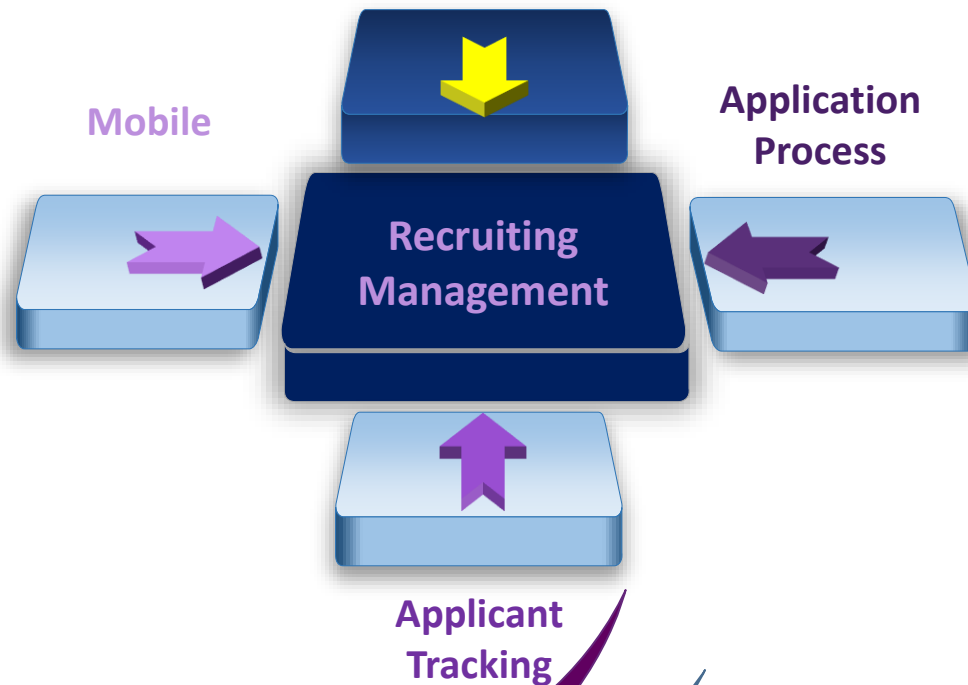
One of the biggest challenges faced by companies today is how to attract, manage, engage and retain talent. HR Strategies understand that. As a SAP Gold Partner with over 20 years of HR Consulting, we can help you achieve better business results by transforming your HR, just as we have helped thousands of others.

## KEY FEATURES

- Create & Manage Job Requisitions
- Applicant Tracking
- Workflows and Approvals
- Automated Emails and Text Messaging
- Interview Scheduling & Rating
- Reports and Dashboards

# PIVOT HR to Attract Talent

## Create & Manage Job Requisitions



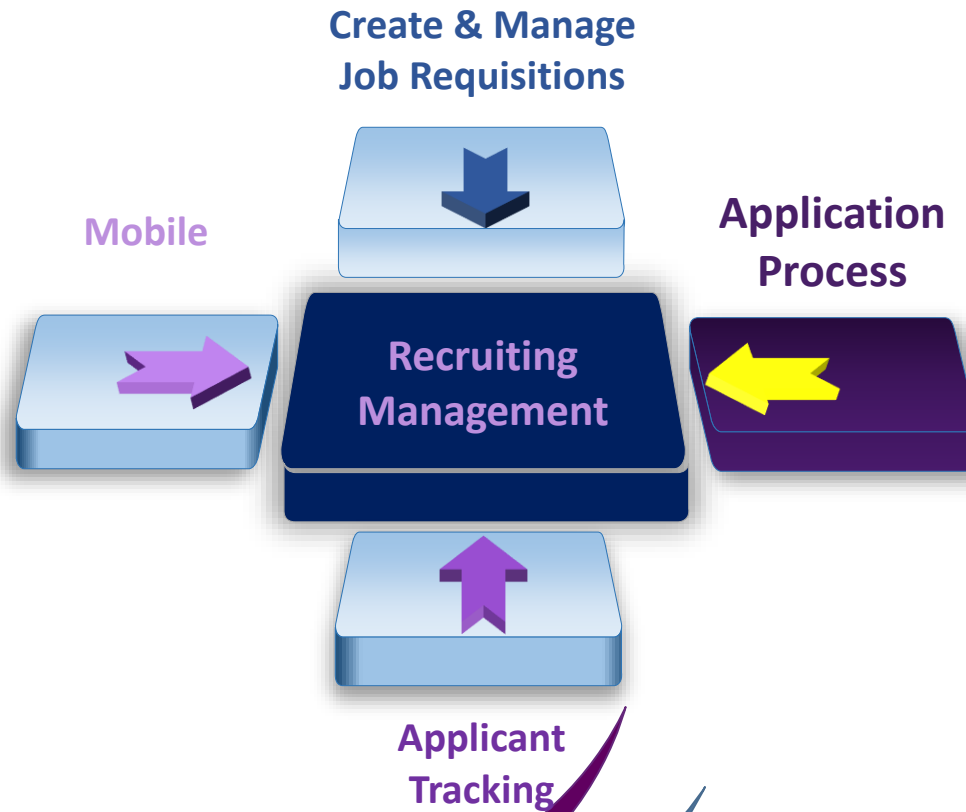
### Pre-defined job requisition template includes:

- Full template with ability to re-name fields
- Ability to control required and optional fields
- Evergreen requisitions





# PIVOT HR to Attract Talent

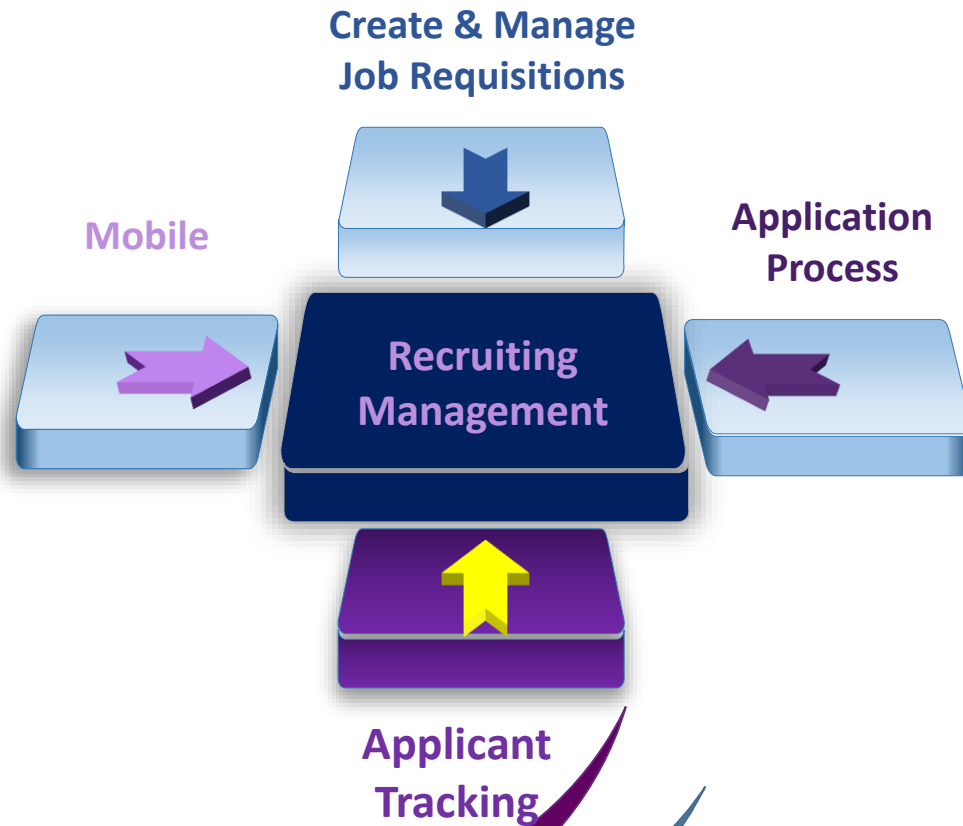


## Tools to manage the application process include:

- Internal candidate portal
- External candidate portal
- Agency portal
- Color coding of candidates so recruiters know if internal, external or agency
- Apply with LinkedIn
- Resume parsing
- 1 candidate profile for all jobs applied
- Candidates can log in and see their status



# PIVOT HR to Attract Talent

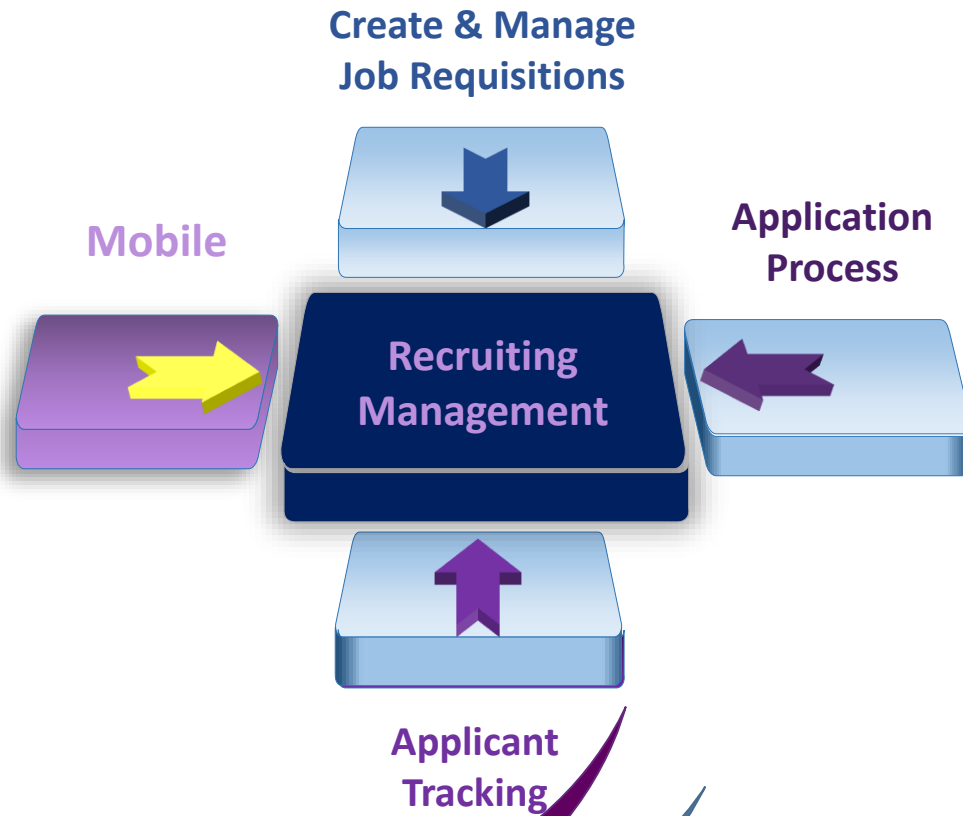


## Applicant tracking includes:

- Candidate workflow with ability to re-name and re-order fields
- Permission roles to control when Hiring Managers are involved in the recruiting process
- Offer letter generation
- Applicant screening questions, including automatic disqualifying questions
- Email templates for candidate and internal correspondence
- Interview scheduling tool



# PIVOT HR to Attract Talent

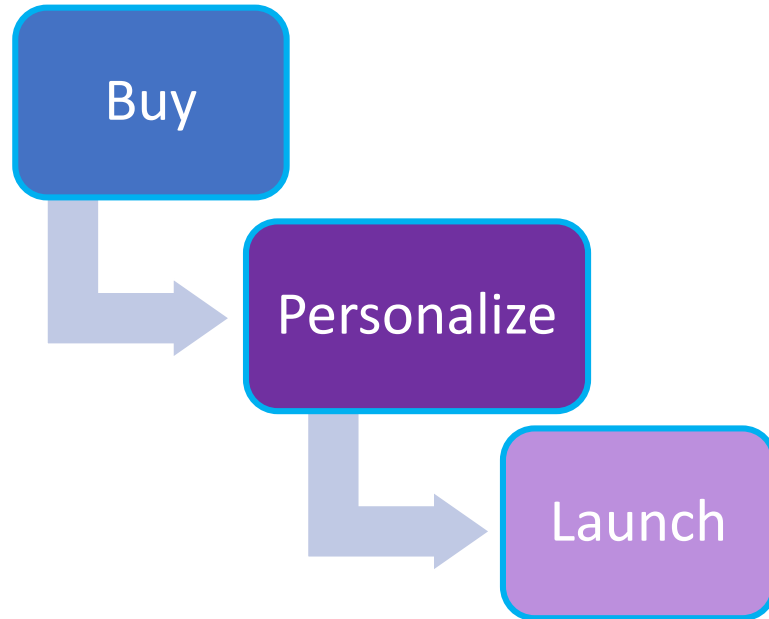


## Mobile Recruiting abilities include:

- Candidate application
- MSS
  - Job approvals
  - Interview assessment ratings
  - Offer approvals



# Implementation



PIVOT HR is a SAP Qualified Partner Package Solution that has been designed to fast-track your SAP SuccessFactors implementation. Each module is pre-configured with industry best practices. Our implementation accelerators and knowledge transfer approach enable you to implement the solution in as little as 4 weeks!

\*The scope outlined in this document is intended as a high level overview of the PIVOT HR system. HR Strategies Consulting Inc will provide a detailed Statement of Work (SOW) which will contain the contractual scope to be delivered.

\*\*Implementation duration 4-8 weeks, depending on scope and module.

\*\*\*Price is one-time implementation fee plus monthly subscription per user.

## HR Strategies Consulting Inc.

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