

PIVOT HR

to

Motivate 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

V – Virtual

O – On-Demand

T – Transformational

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 Motivate 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 Motivate Talent is a powerful Performance and Goals Management system that helps you:

- Develop Talent
- Increase Completion Rates
- Streamline the Process
- Identify High Performers

Our solution facilitates a meaningful, ongoing feedback loop between managers and employees, turning the occasional performance review into an ongoing dialogue focused on improving employee performance. Managers spend less time on administrative tasks and more time coaching and giving valuable feedback.



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

- Goal Management
- Continuous Performance Management
- Performance Reviews
- 360 Assessments
- 2000+ pre-loaded content items
- Reports and Dashboards

PIVOT HR to Motivate Talent

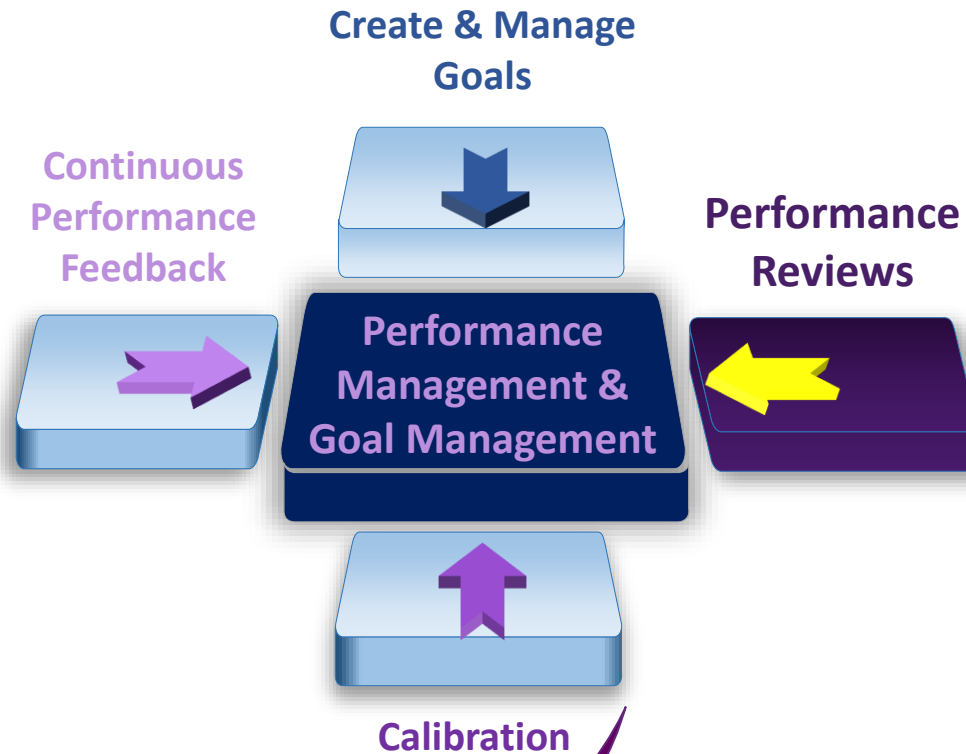


Pre-defined goal template includes:

- Goal Plans
- Cascade
- SMART Goal Wizard
- 500+ Goal Library
- Goal Execution
- Status Report
- Meeting Agenda
- Security Permissions



PIVOT HR to Motivate Talent



Pre-defined performance review template includes:

- Introduction
- Performance Goals
- Core Values
- Role-specific Competencies
- Development Goals
- Performance Summary
- Gap Analysis
- Ability to Attach Supporting Documentation
- “Ask for Feedback” Feature
- Writing Assistant
- Coaching Advisor
- Legal Scan and Spellcheck
- Electronic Signature
- Approval Workflow



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Calibration includes:

- Stack Ranker so managers can compare their team side-by side
- Drag and drop into your bell curve
- Compare individuals side-by-side
- Notes, mark as reviewed
- 9-box



PIVOT HR to Motivate Talent

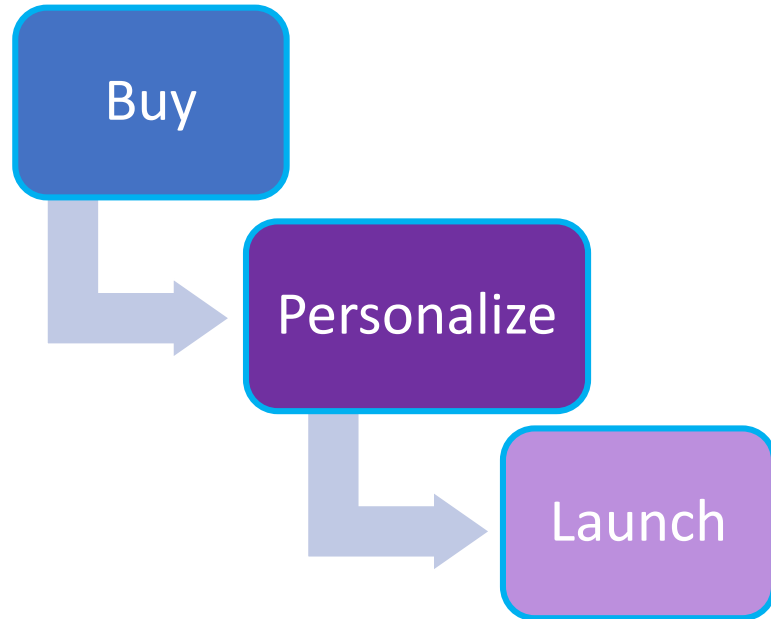


Continuous Performance Feedback includes:

- Capture activities and achievements in real time
- Achievements tie into goals
- Ask for or request Feedback
- Track one-on-one meetings
- Easy to use on mobile devices



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.

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