Solution Architect

Reduce Implementation Risk with a Holistic Approach

Organizations that choose to implement multiple modules of the SAP SuccessFactors HCM Suite are faced with a complex project that spans multiple phases and involves many different teams. Decisions made in one phase for a particular module may have potential downstream impacts on a different module. Starting a large implementation project without a strategic roadmap and an understanding of these interactions is risky, and often results in a system that does not meet expectations or is not aligned with organizational objectives.

A multi-module implementation approach is significantly different than the approach used for a single module. It requires a broad and holistic understanding of the interactions among the modules, along with the ability to keep the end goal in mind – the organization's total talent strategy. It must further consider current state processes, desired future state processes, priorities, and critical business timing.

Defining a system roadmap ahead of time ensures that implementation teams are coordinated, prevents unnecessary re-work, and reduces bottlenecks and dependencies. 3D Results® has the extensive experience needed to plan and map out multi-module implementations that maximize efficiency while minimizing risk.

Our Services

3D Results has senior-level Solution Architects on staff who possess in-depth industry and product knowledge along with experience implementing large, complex, multi-module SAP SuccessFactors projects.

System Roadmap

The Solution Architect (SA) takes a holistic view of the project and designs a strategic system roadmap grounded in the reality of the technology. Clients receive an HR System Architecture roadmap that addresses several key elements of the implementation, including:

- Cross module integrations and dependencies across the various modules in the SAP SuccessFactors HCM suite
- Phased system architecture roadmap that encompasses key data elements, platform components, and integrations
- Potential downstream implications for configuration decisions

Among the deliverables for the system roadmap are the current and future state business process analyses. These items help determine how to best integrate the SAP SuccessFactors modules with

third-party applications or back-end enterprise systems so that data can flow seamlessly across systems for efficient talent management process execution. Clients will receive a report detailing all integrations.

Strategy Workshops

The 3D Results Solution Architect conducts strategic planning workshops and design review sessions that ensure the system's technical goals are in alignment with the organization's business goals. For example, if an objective is to increase sales, the strategy workshop would discuss and prioritize HR initiatives that support this objective, such as recruiting top talent, speeding up the hiring and onboarding process, or retaining top performing sales associates. This information is captured and presented to the client as a strategy map to illustrate this important alignment.

The output from the workshops is also used to define the optimal implementation approach and the architecture roadmap.

Best Practices Insight

Our Solution Architects leverage their extensive knowledge of SAP SuccessFactors to provide insight and best practice design considerations. Our clients benefit from this advice, since we can counsel what to do and what to avoid based on real-world implementation experience.

We will also participate in any project governance or business advisory committee meetings to ensure that these best practice recommendations reach decision makers at all levels of the organization. Clients receive a proposed governance model that can be adopted across all the teams that will use, configure, and change SAP SuccessFactors going forward.

Optimization Assessment

For clients already using SAP SuccessFactors, our Solution Architects can conduct an assessment, provide recommendations, and present an implementation plan to enhance the current system and improve user adoption. We also look at new features and configurations, and identify ways to automate processes using third party systems and integrations.

ABOUT 3D RESULTS

3D Results® provides consulting services for SAP SuccessFactors and IBM Kenexa cloud HCM suites. Our Process on Purpose® methodology ensures a successful implementation, while optimizing business processes and aligning systems with organizational talent strategy. Our experienced professionals offer thought leadership, a consultative style, and a focus on data science. We deliver Results.

3DRESULTS.

SAP Partner

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