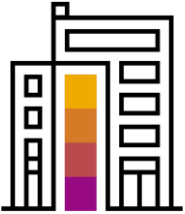




SAP® Innovation Awards 2020 Entry Pitch Deck

SuccessFactors Implementation: Transforming Our Business

Sealed Air



Company Information

Headquarters	Charlotte, North Carolina
Industry	Manufacturing
Web site	www.sealedair.com

- Industry leader in protective food and product care packaging. Most notably known for Bubble Wrap
- We are moving toward a digital, automated organization
- Investing in intelligent machinery for more efficient operations
- Standardizing and digitalizing our processes and linking technologies where we can
- Investing in more sustainable solutions that offer the best products to our customers with least amount of impact to our environment

Transforming HR and Service Delivery

Sealed Air



SuccessFactors has delivered a fully-integrated HR experience that delivers an end-to-end career life cycle and data management solution with global, standard processes while providing the data insights we need in order to better view our workforce, recognize trends and support our decision making.

-Brad Johnson

VP, Global HR Technology



Challenge

Simplify Processes; decrease complexity while engaging the workforce to gain higher productivity and profitability. Solve for highly manual processes. Continuous auditing results in data corrections and 'redo' of work which limits HR employee time commitment to strategic activities. Weak talent solutions for employee growth and career development. Paper based tracking of our successors to key roles. Email based approvals for business change (causes audit and compliance risks). Silo'd solutions for managing key employee profile. Manual build (in excel) for any reporting and analytics for our leaders. No on demand metrics. No consistent, global processes in HR on 'how to get things done'

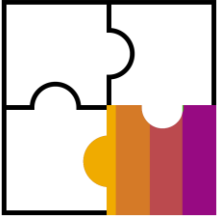
Solution

Implement the SuccessFactors platform to deliver best in class Talent Solutions, eliminate manual processes (and standardize globally). Deliver a consolidated application of Core Data, Talent, Succession, Recruiting, Career Development and supporting analytics with a simplified user interface for ease of use and access

Outcome

Improved 3 tier customer experience. Employees feel and see their data in a more intuitive platform, Managers have a way to see employees & positions in new ways and can approve a variety of transactions without creating email, and HR has the opportunity to tie Core Employee data with Talent and Recruiting to retain and maintain the workforce.





Participating Partner Information

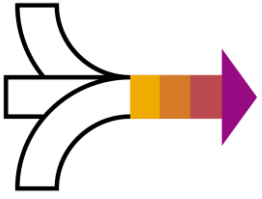


3D Results/Rizing

Implementation and Consulting



3D Results and Rizing provided project management, consulting, strategic decisioning, and tactical actioning support through the 9 month implementation of Employee Central, Performance and Goals, Recruiting and Onboarding, and Compensation.



Business Challenges and Objectives

Business challenges

- Heavy reliance on email to complete transactions
- Outdated HCM with limited potential for growth
- Increase Reporting and Analytics demand from HR and Leaders
- Need of systemic Compensation, Performance, Succession solution to tie data and results together
- Restructuring and need to reduce administrative burden on local HR
- Lack of position management and ability to track headcount

Project objectives:

- Reduce HR administrative burden
- Enable managers to approve transactions without email
- Implement a system that will grow with the organization
- Engage the synergy between Compensation and Performance modules to manage talent
- Improve data integrity through event derivation and rules
- Create an excellent customer experience beginning with onboarding through exiting
- Fully enabled technology to support all aspects of employee life-cycle (eliminate all manual / paper processes)



Benefits and Outcomes

Business or Social

- Significant improvement to audit compliance
- Strong governance
- Significant improvement in time to improve HR related changes
- Opportunity to go fully mobile for HR
- Extremely positive feedback on the simplified, intuitive solution from our most senior leaders – game changer

IT

Human Empowerment

- Managers have approval capabilities
- HR and Leaders have their first analytics view of common KPIs
- Customer Experience in Compensation, Performance, and Goals exceeds previous years
- Employees have clear visibility to their own data
- Employees can easily access Benefits and Payroll vendors specific to their country



Deployment



Deployment status LIVE

Date December 2018 Number of users 15,000

SAP technologies used:

	SAP product	Deployment status (live or proof of concept [POC])	Contribution to project
1	SAP SuccessFactors	Live	
2	SAP Concur	Live	
3	SAP Business Warehouse	Live	
4	SAP Cloud for Customer	Live	

5

If you have used one of the services or support offerings from SAP Digital Business Services during the implementation or deployment phase, please select with ☒ one or more of the following offerings:

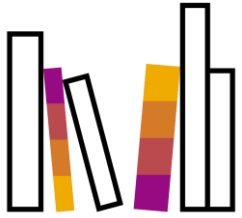
- ☒ SAP MaxAttention™
- ☐ SAP ActiveAttention™
- ☐ SAP Advanced Deployment
- ☐ SAP Value Assurance
- ☐ SAP Model Company
- ☐ Others:
- ☐ SAP Innovation Services
- ☐ SAP Innovative Business Solutions



Advanced Technologies

The following **advanced technologies** were part of the project.

	Technology or use case	Yes or No	Contribution to project
1	3D printing	No	
2	Blockchain	No	
3	Internet of Things (IoT)	No	
4	Machine learning or AI	No	
5	Conversational AI	No	
6	Robotic process automation	No	
7	Data anonymization	No	
8	Augmented analytics	No	



Additional Information

Recognized as and HR function that moved from manual, paper based processes to automated

- We have simplified how work gets done and saved employee's significant amounts of time; especially during annual processes
- Moved from a paper based, sticky not success / talent process to fully automated, reportable, trackable process
- Fully integrated how our employee goals setting ties to performance which ties to compensation which ties to performance and talent management
- Released a best in class Learning platform which ties back to the employee. Significant response from the business on how easy it is to use and how great the content is
- We can now utilize talent search to find employees with specific skillsets quickly. Sealed Air did not have this capability previously
- Project has been referred to as a game changer for Sealed Air and has provided us the platform to continue our digital and automated journey toward the best in class systems and processes with a goal to be an industry leader