

# HR Payroll Seminar

Optimize your existing payroll functionality while evaluating or transitioning to SAP® SuccessFactors®



## By attending this event, you will:

- Understand SAP ERP HCM payroll and SAP SuccessFactors Employee Central Payroll and the options for payroll moving forward
- Reduce the complexity of FI/CO integration with best practices and technical considerations for integrating SAP payroll with accounting
- Ensure accurate and timely processing of overpayments, garnishments, retroactive calculations, and month-end accruals
- Examine SAP time evaluation and get solutions to compensate for time-related challenges
- Avoid common payroll challenges and resolve payroll errors by using schemas, rules, and process models
- Create efficient payroll processes with Payroll Control Center to effectively audit your data
- Hear firsthand the road map for SAP payroll and get a sneak peek into what the future of payroll looks like

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## Why Attend

The HR Payroll Seminar is the only event for organizations running SAP payroll who are looking to achieve greater control over payroll-related costs and resources while evaluating or preparing their organization to transition payroll to the cloud. Through lecture, demo, and interactive discussions, top HR experts will share tips, tricks, best practices, and strategic recommendations that you can immediately use upon returning to the office.

## Who Should Attend

The HR Payroll Seminar is designed for front-line managers and payroll professionals who are responsible for completing SAP payroll tasks.

## Companies that have attended SAPinsider HR and payroll events in the past:

A background image showing a person's hands typing on a laptop keyboard, with a pen resting on a notepad nearby. The image is semi-transparent and serves as a backdrop for the list of companies.

|                             |                               |                           |
|-----------------------------|-------------------------------|---------------------------|
| 3M                          | Eby-Brown                     | Purdue Pharma             |
| Allstate Insurance Company  | Fossil, Inc.                  | Ralph Lauren              |
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| Comcast                     | NBC Universal                 | T-Mobile                  |
| Costco Wholesale            | Nike, Inc.                    | USPS                      |
| Discovery Communications    | PepsiCo                       | Wal-Mart Stores, Inc.     |

## DAY 1

8:00 am – Registration and Continental Breakfast

9:00 am – Introduction and Program Overview

Welcome to the HR Payroll Seminar! We will review the topics covered during this 2-day event, and participating speakers and others who will be assisting throughout the seminar will be introduced. Attendees will have a chance to introduce themselves and state the objectives they wish to realize throughout the seminar.

**9:30 am – 10:30 am**

### A comprehensive overview and road map of SAP payroll functionality

*Andreas Elkeles, SAP*

Attend this session and get an overview of SAP payroll and the options for payroll moving forward, including utilizing SAP SuccessFactors Employee Central Payroll, directly from SAP. Understand the commonalities and differences with SAP on-premise payroll and SAP SuccessFactors Employee Central Payroll. You will:

- Understand how SAP SuccessFactors Employee Central Payroll is an option for payroll (even if you thought it wasn't), how to get there, and how it enriches the customer experience of SAP SuccessFactors Employee Central
- See how to integrate the SAP Fiori® launchpad with the Payroll Control Center and customize SAP Fiori tiles
- Obtain the latest strategy and road map for Payroll Control Center and get a sneak peek into what's coming
- Hear how SAP SuccessFactors has been working with customers and partners to create value in moving payroll into the cloud

10:30 am – 10:45 am Break

**10:45 am – 11:45 am**

### Mastering the fundamentals of time evaluation and its integration with payroll

*Mike Timm, Integrated Consulting Group*

This session examines the fundamentals of SAP time evaluation, including an overview of wage type selections and absence quotas, and will help you understand what's required to integrate time evaluation with Cross-Application Time Sheets (CATS). By attending this session, you will:

- Work through real-life examples with proven strategies to overcome time evaluation challenges
- See how CATS can provide additional validation using user exits
- Walk away with key decision criteria about using CATS or a third-party time management solution
- Find out how CATS and time evaluation can fit with SAP SuccessFactors Employee Central Payroll

*Day 1 continued next page*

11:45 am – 12:45 pm Lunch

## 12:45 pm – 1:45 pm

### Field-tested strategies to avoid or overcome the most common and costly payroll and time-related challenges

*Mike Timm, Integrated Consulting Group*

This insightful session tackles your most pressing SAP ERP HCM payroll challenges. Attend this session to explore common payroll issues and come away with expert tips to more efficiently troubleshoot and resolve payroll errors when they occur. Join to:

- Understand the multitude of components impacting payroll
- Assess the available audits for pre-payroll processing
- Set up and customize schemas and rules
- Troubleshoot process models
- Leverage Cross-Application Time Sheets (CATS) and the time schema

## 1:45 pm – 2:45 pm

### Smart payroll processes — Best practices for managing payroll claims, garnishments, month-end accruals, and more

*Steve Bogner, Insight Consulting Partners*

Using screenshots and system demos, this session will guide you on how to ensure accurate and timely processing of overpayments, garnishments, retroactive calculations, and month-end accruals. Attend to:

- Get guidelines to reconcile claims from a user, functional, and technical perspective, including the impact of IRS regulations related to claim processing and associated taxing rules
- Learn how to configure wage types to support claims forgiveness, repayment, and deduction recovery, including tips for dealing with claims that continue from one year to another
- Understand how to manage the impact of overpayment recovery on taxes
- Avoid common pitfalls associated with posting retroactive calculations and month-end accruals and learn how to automate month-end accruals and cost center overwrites
- Get lessons to ensure the accuracy of garnishment configuration and administration, including tips to manage effective dates of garnishments and reports to track activity, as well as how to configure payroll processing classes to properly clear claims for employees with garnishments
- Learn the available options for moving payroll to the cloud and the pros and cons of each option, such as SAP SuccessFactors Employee Central Payroll, outsourced payroll, or keeping it in the existing on-premise landscape and how these options impact your HR processes

Day 1 continued next page

2:45 pm – 3:00 pm Break

## 3:00 pm – 4:00 pm

### Transitioning your payroll to the cloud: Payroll options for SAP ERP HCM customers

*Andreas Elkeles, SAP*

Once you decide to make the leap to payroll in the cloud, you need to migrate your data and pay practices from SAP ERP HCM payroll. Learn which tools and best practices are available from SAP and the steps you need to carve out payroll from SAP ERP HCM and shift payroll to the cloud. Alternatively, if you are not ready to move to the cloud, learn how the on-premise SAP S/4HANA® HCM sidecar protects your investment in SAP ERP HCM payroll. Attend this session to:

- Understand what a carve out means for payroll
- Learn how to get rid of modifications and make sure that your new SAP SuccessFactors Employee Central core system talks to your payroll in the cloud
- Get a comprehensive explanation of the SAP S/4HANA HCM sidecar: What it is, who it is for, and when it will be available
- Decipher the best way forward for your organization

## 4:00 pm – 5:00 pm

### Interactive exercise — Overcoming your biggest payroll fears

*Mike Timm Integrated Consulting Group; Steve Bogner, Insight Consulting Partners; Andreas Elkeles, SAP*

In this session you will work through a couple of exercises to discuss your biggest payroll concerns and create your ideal payroll widget. Everyone gets a chance to participate, be heard, and see if areas where they have payroll anxiety can be resolved by someone else in the group. Join this session to network with your peers and:

- Discuss the most popular bugaboos and solutions to resolve them
- Build your ideal SAP payroll system — What would it look like?

5:00 pm – Day 1 Concludes

## DAY 2

8:30 am – Registration and Continental Breakfast

### 9:00 am – 10:00 am

#### Automate and streamline your SAP ERP HCM payroll processes

*Steve Bogner, Insight Consulting Partners*

Attend this session to learn how to get the most ROI from your SAP on-premise payroll solution. Hear how to make processes less manual and how to take advantage of underutilized functionality. Join to:

- Learn how to configure SAP payroll to improve your processes with process models, enhance schemas and rules, create custom code for enhancements and BAdIs, and fine-tune ESS services
- Explore how to streamline and increase the consistency of your payroll runs
- Get best practices to adopt (and worst practices to avoid!) to ensure the accuracy and timeliness of payroll results

10:00 am – 10:15 am Break

### 10:15 am – 11:15 am

#### How to create more efficient and effective payroll processes with Payroll Control Center

*Mike Timm, Integrated Consulting Group*

This session examines how the Payroll Control Center — rolled out as part of HR Renewal 2.0 — runs and monitors SAP ERP HCM payroll or SAP SuccessFactors Employee Central Payroll. See how Payroll Control Center can be used as the only tool for running payroll processes.

By attending this session, you will:

- Learn the prerequisites for running Payroll Control Center, how to configure the Payroll Control Center rules, and the steps required to implement data validation checks
- Understand the common pain points of payroll reporting — such as limited reporting functionality or too many custom processes — and how the Payroll Control Center addresses those issues to help payroll administrators more effectively audit relevant data
- Get an overview of the SAP Payroll Processing, control center add-on functionality, including the one-click monitoring process and the new interface for running production payroll via the 3-click production payroll process

### 11:15 am – 12:15 pm

#### Integrating payroll with accounting (FI/CO) and benefits: Configuration guidelines and best practices to reduce complexity

*Mike Timm, Integrated Consulting Group*

This session provides configuration best practices, process decisions, and technical considerations for integrating SAP ERP HCM payroll with accounting (FI/CO) and benefits applications and processes. In this session, you will examine:

- The best ways to optimize data flows and troubleshoot common errors
- Payroll interface design techniques that help drive streamlined integration
- Configuration and integration guidelines
- Infotype dates, payroll schemas, and rule drivers
- Where payroll, accounting, and benefits functionalities overlap in SAP ERP HCM

Day 2 continued next page

12:15 pm – 1:15 pm Lunch

## 1:15 pm – 2:15 pm

### The future of payroll: How SAP Leonardo will drive better payroll innovation for both on-premise and cloud solutions

*Andreas Elkeles, SAP*

Technology is changing and SAP is investing heavily to drive this technology change with SAP Leonardo. Fast-forward into a not too distant future and envision how SAP Leonardo can change payroll. In this interactive session you will brainstorm about use cases for SAP Leonardo in payroll and get a glimpse of what is happening in SAP SuccessFactors labs. Attend this session to discuss:

- Machine learning: How do employees and payroll professionals talk with payroll, and how does payroll learn from these talks? What is a chatty pay statement?
- Cryptocurrencies: What if one of your employees wants to be paid in bitcoins?
- Blockchain: What about immutable payroll data?
- SAP Analytics Cloud: How can you make better sense of payroll data?
- Big Data: What can we learn when we share data?

## 2:15 pm – 3:15 pm

### Rapid-fire Q&A panel

*Mike Timm, Integrated Consulting Group; Steve Bogner, Insight Consulting Partners; Andreas Elkeles, SAP*

In this no-holds-barred panel discussion, you set the agenda! Bring your most pressing questions around payroll, time, taxes, and more and get candid answers, recommendations, and advice from all 3 expert speakers based on their own experiences with clients. Don't miss this unique opportunity to get your most critical questions answered by some of the world's foremost authorities in SAP payroll.

3:15 pm – 3:30 pm Break

## 3:30 pm – 5:00 pm

### Bring Your Own Laptop: One-on-one with an HR payroll expert

*Mike Timm, Integrated Consulting Group; Steve Bogner, Insight Consulting Partners*

Bring your laptop and sit down with an HR payroll expert to get solutions to your top payroll issue. With remote access, log in to your company's payroll system and get immediate insight into process improvements, workarounds, and cost savings your company can achieve.

5:00 pm – Day 2 Concludes

## MEET YOUR SPEAKERS



### Steve Bogner

Insight Consulting Partners

Steve Bogner is a consultant, speaker, author, blogger, and podcaster focusing on SAP ERP and SAP SuccessFactors. First working with SAP ERP HCM in 1993, he has consulted all types and sizes of companies with a focus on project leadership and payroll. Steve is an SAP Mentor Alumnus, founding advisor and author for the *HR Expert* newsletter series, creator and moderator for the SAP HCM Insights podcast, and a recognized expert on SAP payroll.



### Mike Timm

Integrated Consulting Group

Mike Timm is Managing Partner at Integrated Consulting Group. His 22-year career in the Information Technology industry includes positions in Accounting, Information Technology, and Human Resources.

As an SAP Certified Consultant, Mike has led a variety of projects with an emphasis in Human Resources, Payroll, Time Management, Support, and Outsourcing. Mike has been actively involved and recognized in his field as a conference speaker at SAP HR and SAP Financials Conferences in Europe and the United States since 2003. He has also been published in *HR Expert* and a featured blogger for SAPinsider Learning Network. At Integrated Consulting Group, Mike focuses his time working directly with clients. His deep knowledge of SAP is applied to ensure each client has the best experience to manage and solve their business vision.

Well known for his passion and enthusiasm in his profession, Mike equally finds time to enjoy soccer, biking, swimming, and reading. He and his wife, Colleen, have three children and reside in Omaha, Nebraska.

### Andreas Elkeles

SAP



# HR Payroll Seminar

**100% Money-back Guarantee:** This event will be worth the time you invest in attending. If you are dissatisfied with your experience at this conference, let us know and we'll refund 100% of your registration fee.

## Send your team!

- Educate your entire team in 2 days — and make an immediate impact back at the office
- Engage in real-time problem solving with leading experts (and your teammates!) to help reduce implementation times, optimize your existing environment, and plan for the future
- Grow your professional network and engage with like-minded peers by sharing lessons learned, best practices, and little-known tips and tricks
- Get detailed recommendations for moving your IT landscape forward, no matter where your team is on the adoption curve

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**Orlando**  
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## Seminar Rates

|  |               |
|--|---------------|
| Register and pay by <b>October 12</b> and <b>SAVE \$500</b>  | <b>\$1899</b> |
| Register and pay by <b>November 2</b> and <b>SAVE \$300</b>  | <b>\$2099</b> |
| Register and pay by <b>November 26</b> and <b>SAVE \$100</b> | <b>\$2299</b> |
| Register and pay onsite                                      | <b>\$2399</b> |

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