

# SAP ERP HCM SUMMIT

MARCH 19-20  
THE BELLAGIO | LAS VEGAS

▶  
Maximize the value of your existing  
SAP® ERP HCM solution

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PER PERSON



MAIN CONFERENCE

PRE-CONFERENCE WORKSHOPS

Monday, March 18

**8:00 am – 4:00 pm**  
Registration

**9:00 am – 12:00 pm**  
Pre-Conference Workshops

**12:00 pm – 1:00 pm**  
Lunch

**1:00 pm – 4:00 pm**  
Pre-Conference Workshops

Tuesday, March 19

**8:00 am – 4:50 pm**  
Registration

**9:00 am – 10:00 am**  
Breakout Sessions

**10:10 am – 11:10 am**  
Breakout Sessions

**11:10 am – 11:25 am**  
Refreshment Break

**11:25 am – 12:25 pm**  
Breakout Sessions

**12:25 pm – 1:25 pm**  
Lunch

**1:25 pm – 2:25 pm**  
Breakout Sessions

**2:35 pm – 3:35 pm**  
Breakout sessions

**3:35 pm – 3:50 pm**  
Refreshment Break

**3:50 pm – 4:50 pm**  
Breakout sessions

Wednesday, March 20

**8:00 am – 4:40 pm**  
Registration

**9:00 am – 10:00 am**  
Breakout Sessions

**10:10 am – 11:10 am**  
Breakout Sessions

**11:10 am – 11:25 am**  
Refreshment Break

**11:25 am – 12:25 pm**  
Breakout Sessions

**12:25 pm – 1:15 pm**  
Lunch

**1:15 pm – 2:15 pm**  
Breakout Sessions

**2:15 pm – 2:30 pm**  
Refreshment Break

**2:30 pm – 3:30 pm**  
Breakout Sessions

**3:40 pm – 4:40 pm**  
Breakout Sessions

- 1 Step through real-world lessons on how to optimize your current SAP ERP HCM system
- 2 Get answers to your most pressing questions around HR Renewal, SAP Fiori®, SAP Screen Personas, and SAP Gateway and how to better enable HR solutions on mobile devices
- 3 Learn how to reduce payroll processing errors, integrate financial applications, or create efficient payroll processes with Payroll Control Center
- 4 Tips, tricks, and best practices for optimizing SAP time management
- 5 Take home tips and tricks for securing your most critical personal data
- 6 Gain new skills needed to effectively administer, operate, monitor, and secure your on-premise HR landscape
- 7 Get answers to what's next for your organization — stay on-premise, move to SAP SuccessFactors®, or create a hybrid environment
- 8 Examine possible cloud and hybrid landscape configurations and the skillsets needed to deploy and manage them
- 9 Understand your reporting options and the key considerations for defining a long-term and forward-looking HR reporting road map

### Executives, vice presidents, and directors:

- HCM
- HR Strategy
- HR
- Payroll
- Payroll Operations
- HRIS
- HR Systems
- HR Technology and Operations
- HR Services

### Managers, analysts, and specialists of:

- Human Resources
- HCM Solutions/Operations
- HRIS/HRMS
- Payroll
- Information Systems
- HR Reporting and Analytics

### Information Technology (IT) teams:

- HR Systems and Analysts
- HR Architect
- HCM Solutions
- HR/Payroll
- HR IT and Reporting
- HRIS

SAP ERP HCM Summit is the premier on-premise HR event for organizations that want to maximize the value of their existing SAP HR on-premise solution. Join us this year for a unique educational and networking experience to simplify and integrate your human capital management processes, drive ROI, and engage your personnel.



### IN-DEPTH SESSIONS

New sessions covering advanced on-premise HCM topics, including:

- » The latest enhancements for SAP ERP HCM
- » Expert guidance for exploiting functionality to optimize the user experience for SAP ERP HCM solutions including payroll, time management, self-services, managing authorizations, and more
- » How to maximize your HR reporting strategy
- » Answers to what's next for SAP ERP HCM and whether moving to the cloud is the right choice for your organization



### DETAILED CUSTOMER CASE STUDIES FROM GLOBAL ORGANIZATIONS

Firsthand experiences presented by:

- » Newport News Shipbuilding
- » CommScope
- » Pennsylvania State System of Higher Education (PASSHE)
- » Coke One North America (CONA) Services



### EXPANDED NETWORKING OPPORTUNITIES

Learn from your peers and get access to focused networking events for like-minded colleagues to discuss hot topics or projects, including:

- » Speed networking
- » Evening reception
- » Exhibitor meet and greet
- » Interactive Q&A sessions
- » Lunch networking by topic and industry
- » Customer feedback sessions



### EXCLUSIVE TAKE-HOME MATERIALS

Download copies of every session, plus tips, tricks, and recommendations to help you throughout the year. Walk away with:

- » Free eBooks that outline the options for existing SAP ERP HCM customers and 2019 reporting options for on-premise SAP and SAP SuccessFactors
- » Guidelines on how to change your SAP Fiori theme, HR user security tips, and how to modify SAP Business Client logos
- » Detailed process flow of SAP ERP Financials and AP postings, a configuration checklist for postings, and a list of typical problem points between payroll and SAP ERP Financials so you can work around them
- » A spreadsheet that details SAP Payroll reports and lists when to use each report
- » Sample HR reporting training materials and a matrix summarizing each tool's pros, cons, and set-up requirements



### 2 PRE-CONFERENCE WORKSHOPS

Jump-start your conference education on the morning of the event and tap into these special 3-hour sessions:

- » Making the most of your SAP ERP HCM investment – a complete guide
- » A step-by-step guide to automate your payroll process

Customize your learning experience across 4 comprehensive tracks

### Track 1 Strategy and integration

Case studies and strategies to understand what's next for on-premise HR users, future options available, and integration options and details.

Tools and topics covered:

- » Customer use cases and strategy for on-premise HR
- » Reporting strategy
- » Cloud implementation and migration
- » Payroll integration
- » SAP Cloud Platform
- » On-premise and cloud integration

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### Track 2 HR Renewal, SAP Fiori, and self-services

Case studies and key considerations to increase productivity, efficiency, and security with the latest in self-services, processes and forms, and mobile HR to ensure an improved user experience. Tools and topics covered:

- » SAP Fiori
- » Employee self-service
- » Manager self-service
- » SAP Screen Personas
- » HR Renewal
- » Authorizations
- » SAP Gateway

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### Track 3 Payroll and time

Detailed instruction to plan, grow, and add value to your on-premise payroll and time investment. Tools and topics covered:

- » Payroll Control Center
- » Time management
- » Absence quotas
- » Time evaluation
- » Payroll integration with SAP ERP Financials
- » Payroll reports
- » Payroll cloud migration

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### Track 4 HR reporting and analytics

Tools and techniques for high-performance analytics that drive HR decisions and results. Tools and topics covered:

- » Reporting options
- » SAP Analytics Cloud
- » Reporting tools
- » Reporting road map

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**Pre-Conference Workshops**

Special Pre-Conference Workshops hosted the day before the event offer you the opportunity to fortify your understanding of key SAP ERP HCM concepts and technologies, explore new trends and strategies, and enhance your learning experience at the main conference. Advance sign-up is required to ensure your spot.



**Customer Case Studies**

Hear how leading companies tackle their projects and initiatives. Take away best practices and methodologies taught by the companies that use them and learn how to better utilize your existing technology and plan for the future. Hear how your peers have shortened project times, cut costs, evaluated key criteria, and ultimately achieved success on massive, high-stakes initiatives.



**In-Depth Sessions**

Top HR experts and leading industry counterparts present road maps, tips, tricks, best practices, and strategic recommendations that you can immediately put to use upon returning to the office.



**The world's foremost experts on SAP ERP HCM**

At the SAP ERP HCM Summit, you will hear directly from the best of the best. Speakers at this conference are experienced practitioners, industry visionaries, and subject matter experts (SMEs) on whom you can count for reliable, accurate information. This event is loaded with practical content to help you successfully complete your next project, augment your skills, and grow your career.



**Exhibitor Meet and Greets**

Compare and contrast market-leading solutions and see for yourself how SAP and third-party technologies fit into your HR infrastructure.



**Panel Discussions**

These sessions are informal, interactive get-togethers where SAP customers can ask panelists their most pressing questions. Each panel will be moderated by a subject-matter expert. You do not need to sign up in advance to attend, and there is no formal agenda. Just come with your list of questions in hand.



**Ask the Experts**

Sit down with leading experts on SAP ERP HCM to get detailed answers to your toughest questions. Draw on the real-world experiences of some of the industry's top technologists and tap into one-on-one time with experts. Walk away with detailed answers to the questions that matter most to you.



**Evening Reception**

Have some fun after a day of intense learning and attend the evening reception to relax, catch up with your co-workers and colleagues, and build your professional network. Plus, market-leading solution providers will be on hand to answer your questions and walk you through prerequisites, decision points, trade-offs, and timelines for your ongoing initiatives and upcoming projects.



**Networking Opportunities**

Connect with like-minded peers to discuss projects you're working on, successes you've achieved, challenges you're experiencing, and more. Through speed networking, exhibitor meet and greets, networking lunches, interactive Q&A sessions, and customer feedback sessions, forge new relationships and build a lasting network of peers you can call on for years to come.



9:00AM - 12:00PM

**Making the most of your SAP ERP HCM investment — a complete guide***Martin Gillet, Cogilius bvba*

Are you looking for ways to make the most of what you are currently running in your HR on-premise environment? Join this 3-hour pre-conference workshop for an insightful and engaging discussion on the best practices, tips, and techniques for taking what you are already running and optimizing it, and learn how to:

- Identify cost-savings opportunities and key areas for innovation across HR systems, processes, and operations, including the value of a true multi-tenant SaaS environment
- Create a sustainable HR transformation program that drives continuous improvement, and get tips to develop new services and capabilities that meet your long-term business requirements
- Set up a fruitful learning environment to bring your teams up to speed regarding new skill sets to acquire
- Achieve quick wins with techniques to streamline service delivery and improve usability, and hear an overview of enabling technology from SAP like HR Renewal, SAP Screen Personas, SAP Fiori®, and SAP Cloud Platform
- Apply what other SAP customers have done to optimize SAP ERP HCM
- Determine if and when it makes sense to move your HCM applications to the cloud, and identify the key elements for building up your business case

1:00PM - 4:00PM

**A step-by-step guide to automate your payroll process***Mike Timm, Integrated Consulting Group and Imran Sajid, SAP*

The payroll process comprises multiple steps involving configuration and integration. Attend this 3-hour session to understand the entire SAP payroll process and interdependencies. Learn how to automate the process using SAP-delivered tools to identify business requirements, create a method to meet business requirements, improve efficiency, and minimize chances of payroll errors. Through lecture, live demonstrations, and guided exercises, you will:

- Learn how to identify the business requirements, use templates (which will be provided) for requirements and design, and outline the payroll process you are going to configure
- Learn to streamline the payroll process by designing and scheduling batch jobs, designing and creating a custom area menu, and designing and configuring payroll process models
- Review how payroll schema, functions, rules, and operations can provide feedback and efficiency
- Review a comprehensive list of common errors that appear in SAP payroll, such as missing master data; inconsistent tax authorities from IT207, IT208, and IT209; and missing cost centers, and their possible causes and resolutions
- Understand how various audits, checks, and balances can be put in place to avoid errors while payroll is being processed
- Discuss how the Payroll Control Center has matured and how implementing it will provide a better user experience now and decrease change management if you plan to migrate to SAP SuccessFactors Employee Central Payroll

## Understanding the future options available for SAP ERP HCM customers

*Danielle Larocca, EPI-USE Labs*

Get up to speed on the changes in the HCM space and the considerations for each landscape model. This session discusses the options available for existing SAP ERP HCM on-premise customers as they make their journey from SAP ERP HCM and on-premise payroll to SAP SuccessFactors and the cloud. Attend to:

- » Understand the evolution from SAP ERP HCM in 2012 to SAP SuccessFactors in 2015 and why a migration to the cloud was required
- » Learn the particulars of each deployment model – on-premise, core hybrid, talent hybrid, side-by-side and full cloud – and the pros and cons of each
- » Review the HCM sidecar for SAP S/4HANA® option and understand why it allows customers to stay with their on-premise solutions to an extended date of 2030
- » Understand the payroll models and the differences between SAP Payroll and SAP SuccessFactors Employee Central Payroll

Take home several resources, including a reference guide that features key SAP SuccessFactors leaders, bloggers, and influencers; a free eBook that outlines the options for existing SAP ERP HCM customers; and a guide on quarterly updates from SAP SuccessFactors.

## CASE STUDY CommScope's journey from on-premise HR to a hybrid environment — The dos and don'ts from a support standpoint

*Kerdetra Osborne, CommScope*

This session examines how CommScope – a multinational telecommunications company based in Hickory, NC – survived multiple SAP SuccessFactors global implementations and what you need to know before, during, and after the implementation to achieve success. By joining, you will:

- » Understand the roles of the implementation team and post-implementation team and their structure
- » Understand the time commitment required from the project teams and the skills needed to ensure project success
- » Get an idea of the ongoing time commitment required from your system administrators once the system is live
- » Find out the dos and don'ts of project planning, field definition, and field mapping

## CASE STUDY Newport News Shipbuilding's SAP ERP HCM journey — from SAP ERP ECC 6.0 to hybrid on-premise SAP ERP with SAP SuccessFactors using SAP Cloud Platform Integration

*Greg Robinette, Newport News Shipbuilding*

Attend this session to hear how Newport News Shipbuilding – the sole designer, builder, and refueler of U.S. Navy aircraft carriers and one of two providers of U.S. Navy submarines – successfully integrated its SAP SuccessFactors and SAP ERP ecosystem. Understand the key steps and critical security requirements taken by the company to evolve its SAP ERP HCM functionality to SAP SuccessFactors while keeping payroll and time management on premise in SAP ERP. Join to:

- » Examine how the company's on-premise job schedule system was leveraged to meet the system integration schedule and processes
- » Understand the complexity and effects involved in deploying, monitoring, and managing both SAP-delivered integrations and custom integrations
- » Take a deep dive into how the company uses SAP Cloud Platform Integration as an integration hub between cloud applications
- » Get a glimpse of the company's future direction – to SAP S/4HANA

## Detailed instruction to smoothly integrate SAP payroll and financial applications

*Mike Timm, Integrated Consulting Group*

Attend this session to learn the key integration points between the HR payroll functions and SAP ERP Financials and get answers to the biggest integration challenges including how retroactive calculations are posted, how month-end accruals are posted through payroll processing, and how to verify that third-party remittance has been done for off-cycle payrolls. Join to:

- » Understand FI data objects used by HR and payroll and how to utilize SAP General Ledger functionality for payroll posting design
- » Explore how payroll updates financial accounting and accounts payable, and get tips on how to reverse postings from HR payroll and SAP ERP Financials, set up a company transfer clearing account, and post taxes by tax authority (jurisdiction) and tax type

Take home a detailed process flow of SAP ERP Financials and AP postings, a configuration checklist for postings, and a list of typical problem points between payroll and SAP ERP Financials so you can work around them.

## Does your organization have an effective reporting strategy?

*Danielle Larocca, EPI-USE Labs*

This session discusses key considerations for defining a long-term and forward-looking HR reporting road map, including the challenges of gathering report requirements from various countries, departments, and user groups. Find out which questions you should be asking while defining your organization's reporting strategy, including:

- » Do we have a sound governance model that identifies who "owns" reporting within the organization – IT, HRIS, Payroll, Finance, or another department?
- » What role do compliance and regulatory considerations play?
- » Which distribution methods are utilized for report distribution – paper, email, web portal, cloud, or mobile – and how does this affect our strategy?
- » What are the pros and cons of various reporting solutions, from SAP BusinessObjects™ BI tools and standard query tools to SAP SuccessFactors Workforce Analytics?

## Top 10 factors that should be part of an SAP SuccessFactors implementation, migration, or integration initiative

*Jeremy Masters, Worklogix*

Based on real-world experience, attend this session to learn the key factors that every HR, IT, and business leader need to consider when implementing an SAP SuccessFactors solution. Learn the deployment options and considerations when opting for a cloud solution – whether it is for talent management solutions or for core HR in the cloud. Understand the infrastructure needed and the integration options available for a successful implementation. Join this session to:

- » Explore the options you have with configuration versus customization when designing your solution
- » Understand how to ready your organization on the topics of mobility, security, and data management
- » Learn how to increase user experience by understanding the concepts of device agnosticism and responsive design
- » Understand the change management activities needed to prepare for a successful launch

## Navigating and decision making in the self-services maze

David Shanahan, *AspireHR*

Gain a solid understanding of the differences between SAP employee and manager self-service functionality in SAP Fiori, SAP Enterprise Portal, and SAP Business Client and the ways in which they can benefit your organization by empowering employees and managers to keep company and personal information up to date. By attending this session, you will:

- » Review the components that encompass the SAP self-service applications such as Web Dynpro for ABAP, HTML5/SAPUI5, SAP Gateway server, SAP Business Client for HTML, and SAP Enterprise Portal, and evaluate the benefits and possible pitfalls of each
- » Learn an effective way to automate your self-service user ID creation process to save time and streamline the process
- » Gain tips and techniques to “make self-service applications your own” or personalize the apps by using SAP Business Client for HTML and SAP Fiori

Take home documentation on how to change your SAP Fiori theme, HR user security tips, and how to modify SAP Business Client logos.

## The HR Renewal lowdown for SAP ERP HCM — the what, how, and why?

Jeremy Masters, *Worklogix*

This session examines the technical and functional features of HR Renewal and provides expert guidance for exploiting them to optimize the user experience for core SAP ERP HCM on premise. Attendees will explore:

- » Key considerations and prerequisites for installing HR Renewal, from landscape dependencies to the impact of transitioning to a new user experience
- » Guidelines on how to scope, plan, and execute an HR Renewal implementation project
- » The main differences between traditional ESS/MSS and the new self-services framework delivered as part of HR Renewal
- » Lessons learned from real-world HR Renewal implementations, including how to overcome challenges such as bridging functional gaps using standard SAP tools

## LIVE DEMO Demystifying SAP Fiori within SAP ERP HCM

Jeremy Masters, *Worklogix*

This session examines what SAP Fiori is — as well as what it isn't — and provides expert guidance to leverage it to enable new HR applications or renew existing ones through an improved user experience. Walk through a demonstration of SAP Fiori's application offerings, as well as its place in SAP's user experience strategy. By joining you will:

- » Find out what SAP Fiori applications are delivered out of the box and how to build your own via custom development
- » Understand the importance of the SAP Fiori launchpad, its place within the solution, and the overall self-service strategy for HR
- » Understand how to administer content to users via the use of roles, catalogs, and tiles
- » Walk away with best practices to ensure SAP Fiori apps run seamlessly on all device types, including performance-enhancing design options and tips to optimize responsiveness

## An expert guide to managing authorizations in SAP ERP HCM

Martin Gillet, *Cogilius bvba*

Join this session to get a comprehensive review of all authorization concepts — from authorization objects to authorization profile. Examine how to form authorization roles and how to utilize the structural authorization concept to manage authorizations based on organizational structure. Attend to:

- » Get the latest authorization updates regarding SAP Fiori, SAP Screen Personas, and payroll
- » Review the standard roles, programs, and reports to support your GDPR monitoring
- » Get best practice examples and tips to create roles and authorizations that can be used to ensure appropriate separation of duties and legal compliance
- » Hear ideas on how to periodically and/or simultaneously check system authorization status to catch any possible authorization pitfalls

## CASE STUDY How PASSHE's development of SAP Screen Personas “flavors” improves usability for HR

Jeffrey Wible, *PASSHE*

Join this session to see how the PA State System of Higher Education's (PASSHE) human resources SAP support team has developed several new “flavors” (screens) designed to improve adoption and reduce training costs for their SAP on-premise end users. Understand how SAP Screen Personas can improve user productivity by personalizing common SAP GUI screens to improve usability and visual appeal. Attend this session to:

- » Learn how new screens can be developed easily without ABAP programming by using SAP Screen Personas to combine existing data entry screens from infotypes and/or reports
- » Understand how SAP Screen Personas use a common theme to make all the screens consistent for end users
- » See how screens can be customized by function (i.e., FI, MM, HR, and payroll) and can have different screens based on their roles in the organization
- » Learn how screens can be designed based on specific user groups within a function like PA /OM, benefits, payroll admin, and time admin

## A step-by-step guide to configure SAP Fiori

Martin Gillet, *Cogilius bvba*

This session provides a detailed overview of the configuration of SAP Fiori and provides a step-by-step walkthrough to highlight the milestones in the configuration using the cross-application time sheet (CATS) as an example. By joining this session, you will:

- » Review the system landscape requirements to enable SAP Fiori and configure the central SAP Fiori infrastructure
- » Understand the different SAP Fiori deployment options such as central hub vs. embedded or cloud portal
- » See what's required to configure SAP Fiori applications and to deploy them onto mobile devices
- » Walk away with best practices for setting the standard configuration

### **CASE STUDY** How Coke One North America (CONA) uses SAP Fiori and SAPUI5 to enhance user experience

*Sripathi Jitta, CONA Services*

This session shows you how Coke One North America (CONA) Services uses SAP Fiori and SAPUI5 to create a great user experience for its North American Coca-Cola bottlers. Learn how many on-the-go Coca-Cola bottler associates access employee self-services (ESS) and manager self-services (MSS) through mobile devices. Attend to:

- » Hear how the CONA Services solution provides the ability for associates to perform self-service transactions through any device utilizing the SAP Fiori user experience and SAPUI5
- » Understand how CONA Services was able to create a modern and responsive UI that is intuitive, functional, and device-agnostic
- » Get implementation tips and lessons learned, as well as insights into some of the challenges encountered and enhancements that were implemented
- » View a demo of the new user interface that has been rolled out for the company's major North American Coca-Cola bottlers

### An introduction to SAP Gateway: Security, mobility, and data access

*Broderick Martin, AspireHR*

Attend this session to discuss security, architecture, and mobile deployment enabled by SAP Gateway 2.0 with advanced SAP Fiori and SAPUI5 applications. Learn how to simplify the process of securing your sensitive data and meet the demands of a mobile world. You will:

- » Hear how SAP Gateway helps your business by enabling employees to access various elements of HR data, no matter their level or location
- » Review the security and deployment benefits when using SAP Gateway and how they compare to SAP Enterprise Portal
- » Understand how SAP Gateway can fit into your current system landscape, helping HR and IT understand each other
- » View a sample implementation of the SAP Fiori My Inbox application, which uses multiple features of the SAP Gateway 2.0

Take home documents that include the basics to get your SAP Gateway implementation started, including targeted SAP links, SAP Notes, and project starter material for Basis and security teams.

## 7 ways to add value to your SAP payroll system

Steve Bogner, *Insight Consulting Partners*

Attend this session to get 7 ways you can improve your existing SAP payroll system by utilizing additional standard functionality and improving payroll processes. Discover common standard functionality often left out of payroll implementations and the value provided by Payroll Control Center, selective outsourcing, reporting, and customization. By joining, you will:

- » Hear the value provided by the Payroll Control Center, such as rapidly identifying payroll issues
- » Improve payroll calculation and reporting processes by simplifying the payroll process
- » Get real-world examples of how companies have achieved benefits from outsourcing certain payroll functions, including increasing global payroll compliance
- » Walk away with a framework for continuous improvement of your payroll processes

## Detailed instruction to smoothly integrate SAP payroll and financial applications

Mike Timm, *Integrated Consulting Group*

Attend this session to learn the key integration points between the HR payroll functions and SAP ERP Financials and get answers to the biggest integration challenges including how retroactive calculations are posted, how month-end accruals are posted through payroll processing, and how to verify that third-party remittance has been done for off-cycle payrolls. Join to:

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Take home a detailed process flow of SAP ERP Financials and AP postings, a configuration checklist for postings, and a list of typical problem points between payroll and SAP ERP Financials so you can work around them.

## PANEL DISCUSSION Payroll Q&A with SAP customers

Moderator: Mike Timm, *Integrated Consulting Group*

This no-holds-barred exchange of ideas with peers and experts tackles your most pressing payroll challenges. Join this panel to:

- » Learn how your peers are streamlining and increasing the consistency of their regular payroll runs
- » Examine how others are reducing the time spent making payroll adjustments through proactive analysis and error correction
- » Review best practices to adopt — and worst practices to avoid — to ensure the accuracy and timeliness of payroll results

## CASE STUDY Newport News Shipbuilding's SAP ERP HCM journey — from SAP ERP ECC 6.0 to hybrid on-premise SAP ERP with SAP SuccessFactors using SAP Cloud Platform Integration

Greg Robinette, *Newport News Shipbuilding*

Attend this session to hear how Newport News Shipbuilding — the sole designer, builder, and refueler of U.S. Navy aircraft carriers and one of two providers of U.S. Navy submarines — successfully integrated its SAP SuccessFactors and SAP ERP ecosystem. Understand the key steps and critical security requirements taken by the company to evolve its SAP ERP HCM functionality to SAP SuccessFactors while keeping payroll and time management on premise in SAP ERP. Join to:

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- » Take a deep dive into how the company uses SAP Cloud Platform Integration as an integration hub between cloud applications
- » Get a glimpse of the company's future direction — to SAP S/4HANA

## Navigating your options for SAP payroll reporting and picking the right tool for the job

Mike Timm, *Integrated Consulting Group*

This session provides a comprehensive overview of the standard payroll reporting options within SAP ERP HCM and offers guidelines for choosing the right one for your HR requirements. Review the capabilities within 6 different payroll reports in SAP ERP HCM, including completeness check reports, check register, payroll journal, wage type reporter, claims report, and payroll reconciliation report. Join to:

- » Understand the fundamentals of various SAP payroll reports and how they can be applied
- » Review key guiding principles for SAP payroll reporting, such as providing the right information, at the right time, to the right person, for the right decisions
- » Create a reporting tool selection methodology to pick the right report for the reporting requirement

Take home a spreadsheet that lists when to use each report.

## Mastering absence quotas in time management

Jennifer Adams, *AspireHR*

Attend this session to learn the best practice methodology for configuring absence quotas. Review common challenges in setting up absence quotas, such as incorporating grandfathered plans due to acquisitions, and see an automated method for granting professional credit for experienced hires. In addition, you will:

- » See a demo of how absence quotas are integrated with the SAP ERP HCM modules and module components, such as absence quotas, cross-application timesheet, and payroll
- » Understand the basics for configuring absence quotas in SAP, including how to define time accounts for access through Employee Self Service (ESS).
- » Learn the process for paying out quota balances and understand why it's important for audit to follow the best practice methodology
- » Get methods to incorporate professional credit when integrating acquisitions into existing leave entitlement plans

### 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

### What you need to know to move payroll to the cloud

Steve Bogner, Insight Consulting Partners

Attend this session to learn the available options for moving payroll to the cloud. Hear what you need to consider before, during, and after your cloud implementation. Join to:

- » Understand the costs involved and the questions you need to ask to make sure you get a high-quality system
- » Hear the pros and cons of each option, such as SAP SuccessFactors Employee Central Payroll, outsourcing payroll, or keeping it in the existing on-premise landscape and how these options impact your HR and payroll processes
- » Learn the benefits of moving payroll to the cloud such as streamlined compliance and integration

## Understanding your reporting options for human capital management in both on-premise SAP and SAP SuccessFactors

*Danielle Larocca, EPI-USE Labs*

Explore the available reporting options for on-premise, hybrid, and cloud solutions, including which tools are still in use and which are being discontinued. Hear how SAP Analytics Cloud will transform the way companies manage and deploy reports, and more importantly, share intelligence with their organization. Join to:

- » Understand the critical difference between reporting and analytics and how it applies to SAP's overall methodology of intelligence
- » Learn about each of the SAP ERP HCM, SAP SuccessFactors, and hybrid reporting and analytics tools and utilities, including their pros and cons and how to access each one in SAP
- » Explore new SAP Analytics Cloud enhancements in planning, data integration, mobile, and more that are designed to help you make quicker end-to-end decisions

Take home a free eBook on the 2019 reporting options for on-premise SAP and SAP SuccessFactors and a paper detailing an experience with the free test drive of SAP Analytics Cloud.

## Navigating your options for SAP payroll reporting and picking the right tool for the job

*Mike Timm, Integrated Consulting Group*

This session provides a comprehensive overview of the standard payroll reporting options within SAP ERP HCM and offers guidelines for choosing the right one for your HR requirements. Review the capabilities within 6 different payroll reports in SAP ERP HCM, including completeness check reports, check register, payroll journal, wage type reporter, claims report, and payroll reconciliation report. Join to:

- » Understand the fundamentals of various SAP payroll reports and how they can be applied
- » Review key guiding principles for SAP payroll reporting, such as providing the right information, at the right time, to the right person, for the right decisions
- » Create a reporting tool selection methodology to pick the right report for the reporting requirement

Take home a spreadsheet that lists when to use each report.

## Unlock the power and capabilities of SAP ERP HCM query and reporting tools

*Martin Gillet, Cogilius bvba*

This session provides a detailed overview of the standard reports and reporting capabilities delivered with SAP ERP HCM. Through lecture and demonstration, understand:

- » How to determine which reporting tools are right for your organization and which users should access which tools
- » The pros and cons of each reporting tool — including SAP query, ad hoc query, and QuickViewer — and what it takes to set them up
- » Best practices for setting up HR reporting security to properly limit access and protect sensitive data

Take home sample HR reporting training materials and a matrix summarizing each tool's pros, cons, and set-up requirements.

## Does your organization have an effective reporting strategy?

*Danielle Larocca, EPI-USE Labs*

This session discusses key considerations for defining a long-term and forward-looking HR reporting road map, including the challenges of gathering report requirements from various countries, departments, and user groups. Find out which questions you should be asking while defining your organization's reporting strategy, including:

- » Do we have a sound governance model that identifies who "owns" reporting within the organization — IT, HRIS, Payroll, Finance, or another department?
- » What role do compliance and regulatory considerations play?
- » Which distribution methods are utilized for report distribution — paper, email, web portal, cloud, or mobile — and how does this affect our strategy?
- » What are the pros and cons of various reporting solutions, from SAP BusinessObjects™ BI tools and standard query tools to SAP SuccessFactors Workforce Analytics?



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