

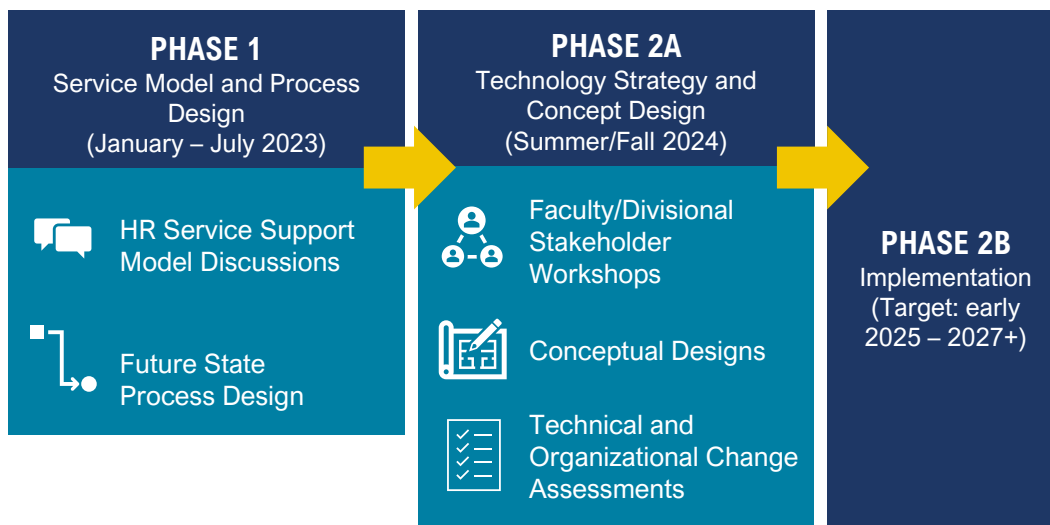
SAP SuccessFactors Employee Central Initiative

Phase 2A Coming Soon!

The University of Toronto is continuing its [digital HR transformation](#) with the move to SAP's SuccessFactors Employee Central and Onboarding modules. This implementation will move the Human Resources Information System (HRIS) hire-to-retire cycle to a web-based integrated platform that will streamline the administrator experience, enhance data accuracy and improve the employee self-service experience. This project is being delivered by Enterprise Applications & Solutions Integration (EASI) in collaboration with the Division of People Strategy, Equity and Culture (PSEC).

Employee Central Initiative: A Multi-Phased Approach

The Employee Central initiative has been organized into two phases to ensure organizational alignment and a well-planned implementation and delivery.



Phase 1

- In January 2023, Deloitte was engaged to facilitate discussions on the current HR Service Delivery and led a series of sessions to map out 60+ HR hire-to-retire future state process designs.

Phase 2A

- Starting summer 2024, a series of workshops with participants from EASI, PSEC, and divisional/faculty stakeholders from across U of T will inform our implementation vendor, SAP Services, of the current HR business and technical landscapes.
- SAP will develop concept design(s) to address key business pain points across select employee segments and technical areas.

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Benefits:

Divisional/Faculty Administrators

- Reduction in redundant data entry and alleviation of strain on resources during hiring/onboarding cycles.
- More holistic workforce management reporting and tracking of employees.

Managers

- Automated notifications, reminders and approval workflows that eliminate the need for back-and-forth emails.
- Increased visibility and optimization for strategic decision making with real-time, integrated data across other SuccessFactors modules.

Employees

- Improved centralized access to knowledge repository and forms.
- Enhanced, mobile friendly self-services.

U of T

- Offers improved security and strategic alignment to enable U of T to leverage future new and emerging technologies.
- Aligns system functionality with the complex and varied employee segments' life cycles.

Employee Central Initiative: A Multi-Phased Approach

Phase 2A (continued)

- Relevant business and technical stakeholders will provide feedback on the future state concept solutions proposed by SAP.
- A high-level data architecture, migration and integration strategy will be defined to inform our technical planning for the delivery of the SuccessFactors Employee Central and Onboarding modules.

Phase 2B

- This phase of the initiative will involve detailed design configuration, delivery, change management, training and deployment of the SuccessFactors Employee Central and Onboarding solutions.

Phase 2A: Key Focus Areas for the Workshops



Expected Outcomes

- Alignment with key business partners on Phase 2B scope and deployment plan.
- Creation of an informed resourcing strategy and tactical plan for complex technical areas of Phase 2B.
- Input into an overall change management and Phase 2B stakeholder engagement strategy.

Next Steps

We are excited about the workshop discussions that lie ahead in the next few months, and we want to ensure a good level of engagement with our partners and stakeholders while navigating upcoming summer vacations.

Should you have any questions about the Employee Central transformation initiative, please feel free to reach out to Farah Ally, Senior Program Manager at farah.ally@utoronto.ca