

Schindler: Elevating Talent Management from 0 to 100 with SAP® SuccessFactors® Solutions

Mobility isn't just cars, airplanes, and trains. When you rush to catch a flight or need to be in a meeting in two minutes, escalators and superfast elevators get you there. Schindler products move 1 billion people every day, and that number will rise as urbanization and building construction increase, especially in Asia.

Schindler realized it needed a more effective way to retain its top talent, maintain high employee engagement, sustain leadership excellence, and develop functional expertise in order to keep growing its business in a profitable way around the globe – especially in Asia. It was hard to address these priorities in a coordinated fashion because each of its companies operates more or less independently. Schindler needed one template to attract and develop the best people, and it found that with SAP® SuccessFactors® solutions.

**Schindler**

Schindler nurtures talent for business success

Company

Schindler Management Ltd.

Headquarters

Ebikon, Switzerland

Industry

Industrial machinery and components

Products and Services

Elevators, escalators and moving walks, and maintenance and modernization services

Employees

58,000

Web Site

www.schindler.com

Partners

skillpartners AG

www.skillpartners.com

Deloitte

www.deloitte.com

Pentos

www.pentos.com

Objectives

- Create one talent management platform to attract the best people
- Measure, monitor, and compare employee performance
- Increase efficiency of core HR processes
- Create a transparent global talent base

Why SAP® SuccessFactors® solutions

- Desire to engage the leader in talent management software
- Access to a truly integrated solution

Resolution

- Improved ability to identify and find external and internal talents, especially in Asia, with the SAP® SuccessFactors® Recruiting solution
- Reduced headhunter costs and agencies with a recruiting solution
- Created a high-performance culture with the SAP SuccessFactors Performance & Goals and SAP SuccessFactors Succession & Development solutions
- Deployed solutions with partners skillpartners, Deloitte, and Pentos
- Linked variable pay with performance with the SAP SuccessFactors Compensation solution to engage talents

Future plans

- Offer mobile-based training to every employee with the SAP SuccessFactors Learning solution
- Replace on-premise system for core HR data with the SAP SuccessFactors Employee Central solution
- Create a seamless candidate experience with the SAP SuccessFactors Onboarding solution

“SAP SuccessFactors solutions have made all our talent management processes more transparent, more efficient, and less costly.”

Stefan Lustenberger, Head of Corporate HR Business Solutions, Schindler Management Ltd.

1

Talent management process in 50 countries

40

Countries live with SAP SuccessFactors Recruiting

Increased

Efficiency and cost savings in HR

Improved

Internal hiring

Faster

Hiring, especially in high-growth markets

© 2017 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platform directions and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies. See <http://www.sap.com/corporate-en/legal/copyright/index.epx> for additional trademark information and notices.