

# 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](http://www.schindler.com)

## Partners

skillpartners AG

[www.skillpartners.com](http://www.skillpartners.com)

Deloitte

[www.deloitte.com](http://www.deloitte.com)

Pentos

[www.pentos.com](http://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

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“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

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