

ePMS SUCCESSFACTORS

OUR APPROACH

In order to cope up with the change, a training schedule was launched internally in ABC Ltd. This training was carried out in four parts termed as 'Waves'. The following are the details of activities carried out in each wave over a period of three month-

Wave 1:

- 1.Process Flow of PMS
- 2.Functionality of the online PMS
- 3.Certification

Wave 2:

1. Certification
- 2.Wave 1 completed for Train the Trainer

Wave 3:

1. Certification
2. 1 day(Role based training)
- 3.Report based Training for Report Cell and Administrator

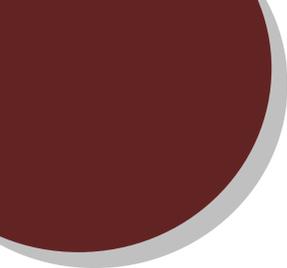
Wave 4:

- 1.e-Module Demo(prework)
- 2.Process Flow
- 3.Dashboards and Reports

CLIENT

ABC Ltd. already had its Performance Management System online in place using SAP system. They upgraded their system to a newer application built by SuccessFactors to make their existing process more robust, understandable and user friendly.

ABC Ltd. approached Par Excellence Leadership Solutions to provide them with appropriate solution so as to launch the SuccessFactors system before the 3rd Quarter. It also sought Par Excellence's input in getting the system up within time and meanwhile, also educating the internal employees about the system so as to launch it successfully at the end of 2nd quarter.



SOLUTION OVERVIEW

Par Excellence suggested a step-wise approach to bring in acceptance of the change in the PMS. We prepared the training content to educate not only the Top Management but also the middle and lower managements, thus ensuring a strong pillar for providing assistance for better understanding of the overall ePMS functionalities.

BUSINESS BENEFITS

One of the immediate benefits that the organization reaped was the internal employees getting well-versed with the application; thus, enabling a quicker acceptance to the change brought in the PMS. The Line Managers and HR team were certified and became capable of handling any queries and provided better assistance on the ePMS.



// Educating the internal employees about the ePMS so as to launch it successfully //



CONTACT US

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