



LESSONS LEARNED FROM IMPLEMENTING SAP SUCCESSFACTORS / EC PAYROLL

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PROJECT BACKGROUND

FROM NO HR SYSTEM AND AN END-OF-LIFE PAYROLL SOLUTION TO EC/ECP

- Smyths Toys needed a new payroll solution as their current system was outdated and end of life in March 2022 and never had HR system in place
- They required something modern and in line with the other applications across the company
- They chose SAP-based HR and payroll products as they use SAP applications across all of their departments; Buying, Logistics, IT and Finance
- Along with the Employee Central Payroll (ECP) module of SuccessFactors, they also implemented Employee Central (EC) and Recruitment Management – two HR-based modules

PROJECT TIMELINE

FROM NO HR SYSTEM AND AN END-OF-LIFE PAYROLL SOLUTION TO EC/ECP

- The project started up in October 2019
- Implementation of Employee Central (EC) and Recruitment Management together with integrations started in February/March 2020, but was on hold until April/May 2020 due to the Pandemic. Go live with EC in July/August 2020
- Roll-out of Employee Central Payroll (ECP) started in July 2021 and will be finished in February 2022 covering all payroll areas

ABOUT SMYTHS TOYS

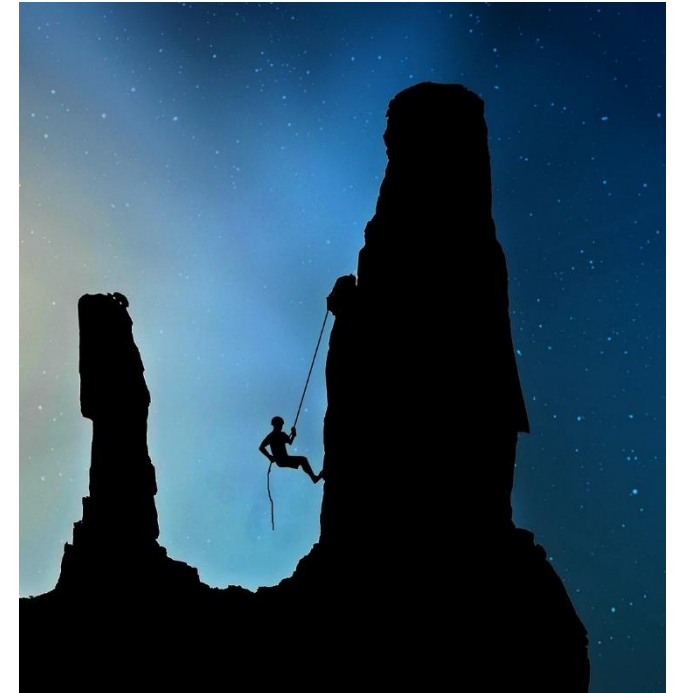
- Founded in 1986, Smyths Toys is the leading toy store in Ireland, providing children's entertainment products within all categories at the lowest prices
- With over 100+ stores, Smyths Toys is present all across the UK and Ireland. In addition, they have another 100 stores in Central Europe
- The UK company employs about 3,500 people and the workforce doubles in the run up to Christmas
- Each store runs its own payroll and submits data to EC/ECP every Monday morning



LESSONS LEARNED

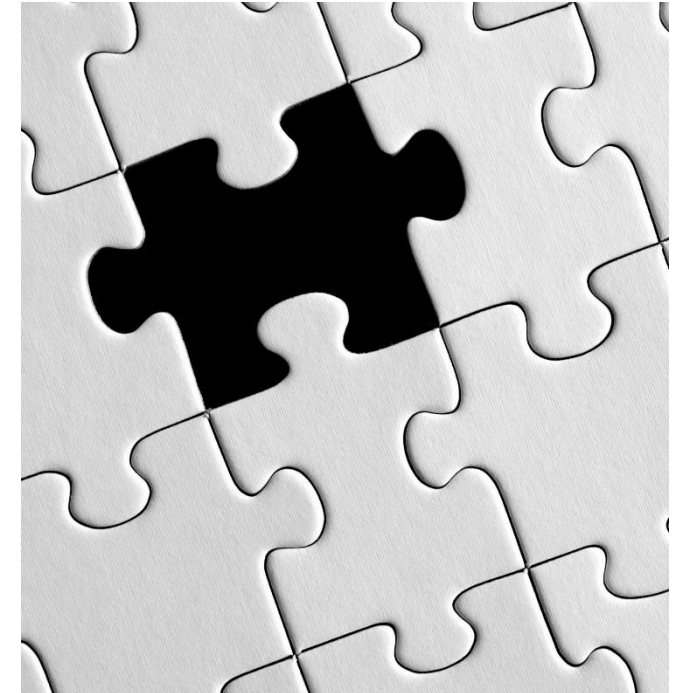
- From onsite team to remote team working due to the pandemic
 - Less travel but ...
 - Everything takes longer time
 - Communication via email instead of workshops
 - Project team members based in 4 different time zones (UK, Denmark, Romania and India)
 - Different languages
 - → Steep learning curve for all parties

- Open discussion between vendors
 - Willingness to discuss issues and work through a solution
 - What works and what doesn't, what is the best way to achieve the goal based on a common understanding



LESSONS LEARNED

- **Functionality gaps**
 - ECP: Ability to calculate average working hours for holiday pay
 - ProMark: Allowing for making changes to closed periods as managers aren't always doing what they should in a timely manner
- **Adding in EC Payroll**
 - Challenges: The SuccessFactors partner based in India had no experience from a UK-based company
 - Parallel runs: Running weekly payroll in parallel for 3-4 months
 - Delayed by Payroll team due to the pandemic

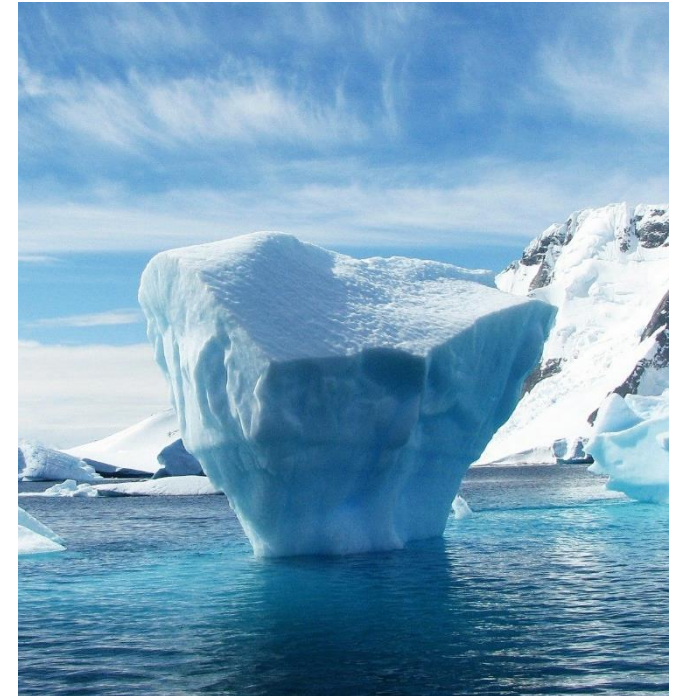


LESSONS LEARNED

- Resourcing
 - Do not underestimate how much time a project like this will take
 - Try to keep/maintain resources on the project
 - Staff turnover during the project can be costly

- Hypercare is key
 - 2 calls a week to make sure that the project is on track

- Remember the bigger picture
 - What are you trying to achieve – and why?
 - Simple to forget when you are dealing with the day-to-day details



SUMMARY AND CONCLUSIONS

- Resourcing and project time frame
- Spend more time scoping
 - The devil is in the detail
- Don't presume
- Customer experiences



WHO IS MARK INFORMATION?

- Nordic software and hardware provider developing and marketing the Workforce Management solution ProMark
- Hardware offered in cooperation with dormakaba
- ProMark offered as SaaS solution and on-premise
- Partnerships with SAP and Microsoft among others:

SAP® Certified
Integration with SAP Applications

SAP® Certified
Integration with SAP S/4HANA®

Gold
Microsoft Partner



THANK YOU FOR LISTENING



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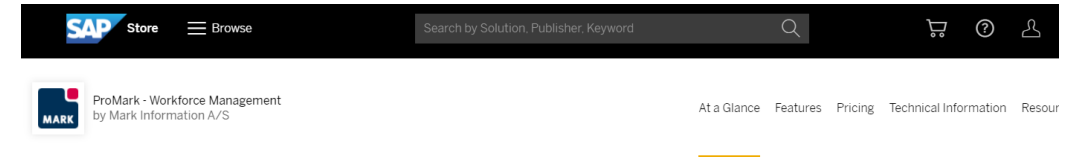


SUPPORTING SLIDES

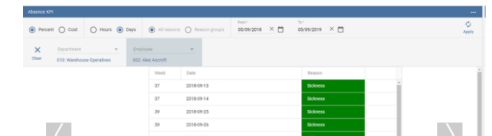
MARK INFORMATION/PROMARK & SAP

MARK INFORMATION & SAP

- SAP PartnerEdge Build Partner:
Develops, integrates or extends SAP solutions
- ProMark certified in SAP App Store
- ProMark certified via SAP ICC
(SAP Integration and Certification Center)
- ProMark certified and verified with multiple SAP Solutions, including S/4 HANA



A best of breed Workforce Management solution fully integrated with SAP SuccessFactors

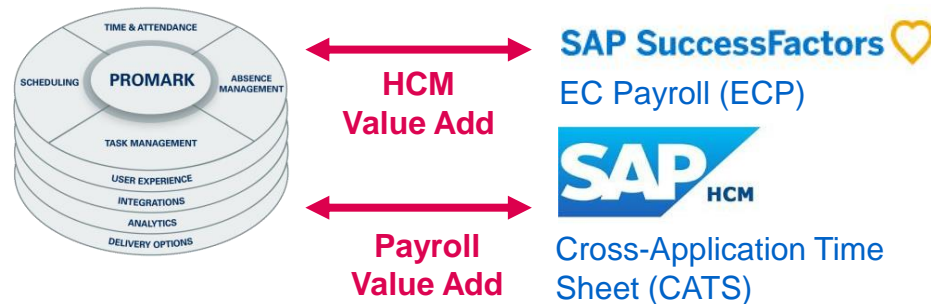


SAP® Certified
Integration with SAP Applications

SAP® Certified
Integration with SAP S/4HANA®

PROMARK & SAP – HCM & PAYROLL SOLUTIONS

Modern standardized HCM suite with best of breed standardized Workforce Management capabilities

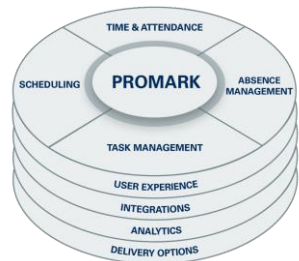


- **Time & Attendance**
 - Ensuring complete and validated Time & Attendance timeline per employee for minimal administration
 - Efficiently configure the most complex work rules, in particular for blue-collar workers – without custom code or costly implementations
 - Designed to handle and automate national regulatory work rules in the Nordics
- **User Experience**
 - Exception driven – intelligent employee dialogues, notifications and approval flows
 - Manage registrations without being online with SAP/SFSF
 - Offers Workforce Management hardware (timeclocks & labour collection solutions)
- **Scheduling**
 - Manage regulatory work rules and local labour agreements
 - Schedule based on qualifications and fatigue work rules
 - Offer employee self-service flows for maximising employee satisfaction and lean administration
- **Absence Management**
 - Manage complex and regulated absence management flows within sickness and holiday rules
 - Digitise reimbursement processes
 - Full real-time overview of employee attendance across the organisation

PROMARK & SAP – TASK MANAGEMENT SOLUTIONS



Modern standardized ERP suite with best of breed standardized Workforce Management capabilities



**Task Mgmt
Value Add**



Cross-Application Time Sheet (CATS)

Production Planning (PP)
Customer Service (CS)
Project Systems (PS)

▪ Task Management

- Exception driven – intelligent employee dialogues, notifications and approval flows
- Combine Time & Attendance with Task Management for full distribution into cost centers, projects and orders
- Support team-driven task planning and execution
- Multiple real-time registration options including smart functions/logic minimizing end-user errors
- Manage aspects like material consumption and outputs
- Track performance and progress in real-time via Production Displays