

## SAP SuccessFactors

# Perform Fast

### Challenges HR and Managers Face

- 1 HR departments need to be empowered to perform a more strategic role within the organization's revenue growth plans.
- 2 Traditional performance management models are weak as they are too inflexible and focused on past performance and not enough impacting future performance.
- 3 Managers are battling to affectively manage the performance of their remote and culturally diverse workforce.
- 4 48% of executives say that their performance process is 'weak' at improving development and driving business value. 66% of employees say that performance review process interferes with their productivity.

### Do things differently. Why change now?

It's time to empower your HR department to contribute to the organization's revenue growth!

An effective performance management program leads to 10% increase in employee engagement, as much as 36% lower voluntary turnover and up to 25% increase in revenue per employee.

Workforce goals need to be flexible to align with these challenging times as well as with the organization's cultural diversity. Goals and their progress need to be easily tracked, and making them visible to others leads to a better team alignment. Assessment results should lead to an holistic performance insight into your workforce, helping you identify, recognize and develop the true performers across the organization.

### Why Perform Fast Packaged Solution?

Perform Fast by Westrocon – is the ideal solution to fast track your adoption of a fully integrated Performance and Goals management system. Based on SAP® leading SuccessFactors HXM solution suite, Perform Fast offers a pre-configured on best practice solution for organizations that want to utilize world class performance management automation quickly & cost effectively.

Designed specifically for small to medium-sized businesses that are looking to strategically focus on talent management, Perform Fast caters for the key processes of: goal setting and assessments. It's mobile friendly, so managers and employees can easily view, and track goals and provide continuous updates.

**SAP®** Qualified  
Partner-Packaged Solution



Recruiting



Onboarding



Learning



Performance  
and Goals



Compensation



Succession and  
Development



#### Goal Management

- SMART Goal Wizard
- Goal Library containing 500+ SMART goals
- Goals cascading
- Track goal status, progress, and probability of success
- Mobile goals



#### Continuous Performance Management

- Activities and achievements tracker
- Simple feedback and coaching
- Ensure work aligns to objectives
- Live summary of achievements
- Track and remind one-on-ones



#### Performance Assessments

- Performance reviews
- Calibration
- Team rater
- 360° Assessments and feedback
- Writing and coaching assistant



#### Accelerated Implementation

Accelerated timelines  
with a defined scope.



#### Pre-Configured

Delivery of a pre-  
configured solution  
based on global best HR  
practices.



#### Any Organization

Available to any  
organization requiring HR  
Performance and Goals  
solution offering quick  
wins.



#### Fixed Rates

License subscription  
fixed and defined by the  
number of employees.



#### 8 Weeks Delivery

Perform Fast can be  
delivered within as little  
as 8 weeks. Flexible  
payment plans available  
for implementation costs.

Package:

# Perform Fast

**Implementation Time: 8 weeks**

Licenses  
From  
**R72\***  
per employee  
per month

Services  
From  
**R320,000\***  
for the template

*\*T&C's apply.*

Includes 6-month post  
Go-Live Health

Includes 2 weeks post  
Go-Live support IT hours

Pre-delivered best practices,  
tools, and content

Easy to add additional  
functionality; flexibility  
to expand

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