

## Enterprise Core Operations (ECO) - Innovation by E-Learning

### PROACTIVELY MANAGING YOUR PEOPLE

High employee turn-over and the replacement of key-users can result in the inefficient use of processes and systems. Users are getting more and more alienated from IT systems and their acceptance drops. As your mission realization is directly linked to its people and their capability to meet the current and future business challenges, companies are more and more aware that the company success requires investment in people development and that people have the right skills to do their jobs and meet business needs. An E-Learning environment, which facilitates development of skills and ways of working, is an important visualization tool to building this capability.

IncQ Consulting E-Learning approach is designed to introduce a learning environment that enables individuals and businesses to build the capabilities essential for a winning performance. SAP elements and tools have been identified and linked together as part of standardized “Best-practice” E-Learning solutions, by providing the means for individuals to assess their competences and identify meaningful actions for ongoing development. Line managers and HCM professionals have key roles to play in supporting this process and consequently assisting people to develop their full potential.

Effective E-Learning covers:

E-Learning effectiveness can be measured and controlled by:

- The ability to show users the bigger picture by showing end-to-end processes
- User (learner) and process driven
- Content available when required, free and during working hours
- Easy to navigate
- Managed by the business
- Aligned with SAP function model in detail, incl. roles & responsibilities
- Multilingual user-interface and multilingual content

E-Learning, as part of an overall SAP ERP HCM Talent Management visualization tool, is comprised of a set of integrated organizational processes designed to attract, manage, develop, motivate and retain key people:

- Workforce Planning
- Recruitment Management
- Individual Performance Management
- Career & Succession Management
- Learning Management
- Compensation Management

This is not about the technology replacing your existing processes or picking the right person for the position. It is about using technology to augment and enhance these processes, to drive continuous improvement whilst reaping the benefits of automation and real-time access to relevant and accurate information in the right format to attract and retain the top-tier employees for the organization.

TAKE THE NEXT STEP IN YOUR ENTERPRISE CORE OPERATIONS JOURNEY

YOUR BENEFIT

- Focus on E-Learning management components
- Reduced talent shortages by limiting employee turn-over
- Business functional decomposition with supporting E-Learning processes
- Increase reach to more learners
- Easy adopt organizational & processes changes
- E-Learning effectiveness measured and controlled
- Continuous improvement enhanced by automated monitoring
- Usage of certification processing E-Learning credits
- Reduce travel and delivery costs
- Integrating learning with performance planning
- Easy to build and deploy courseware
- Automate training processes and administration
- Central coordinated learning hub
- Centrally manage E-Learning content for greater consistency and less redundancy
- Single program consisting of an integrated talent management platform

People



Fostering a Talent Management culture

OUR SERVICES

- Comprehensively understand your business, requirements and objectives
- Improving the key company principles and enable its evolution
- Synchronization with the organization's HCM activities
- Partnering the business to facilitate constant knowledge improvements
- Translating business vision and strategy into an effective E-Learning solution
- Simple and intelligent E-Learning self-service and assessments solutions
- Facilitate "Managed by the business" via training and change management

Process



Consistent and streamlined

Technology



Coordination and integrity

- Comprehensive E-Learning implementation
- Adjust "Best-practice" E-Learning content
- Facilitates and include Virtual Learning Environment (VLE) facilities
- Developing interfaces with existing source systems

