

## What's new in the SuccessFactors Q1 2017 release? A wrap-up by delaware

Discover the highlights in Employee Central, Recruiting, Talent Learning and Innovation!



Dear,

A new SAP SuccessFactors release brings with it a myriad of new functionalities to be discovered in order to gain optimal benefit from the tool. As promised, our experts have prepared another update for you about the must-know new functionalities and features.

Before we dive into some specific modules of SuccessFactors, let's zoom in on the new release pace which SAP has set for SuccessFactors. What's changed? Well, as of this year, the traditional quarterly releases will be replaced by two major releases (in Q2 and Q3) offering both universal features and opt-in features, and two minor releases (in Q1 and Q4) with mostly opt-in features.

The reason behind this new scheduling is both logical and straightforward: SAP is responding to the voice of the customer by not imposing new standard functionalities on HR departments in the busiest months of the year.

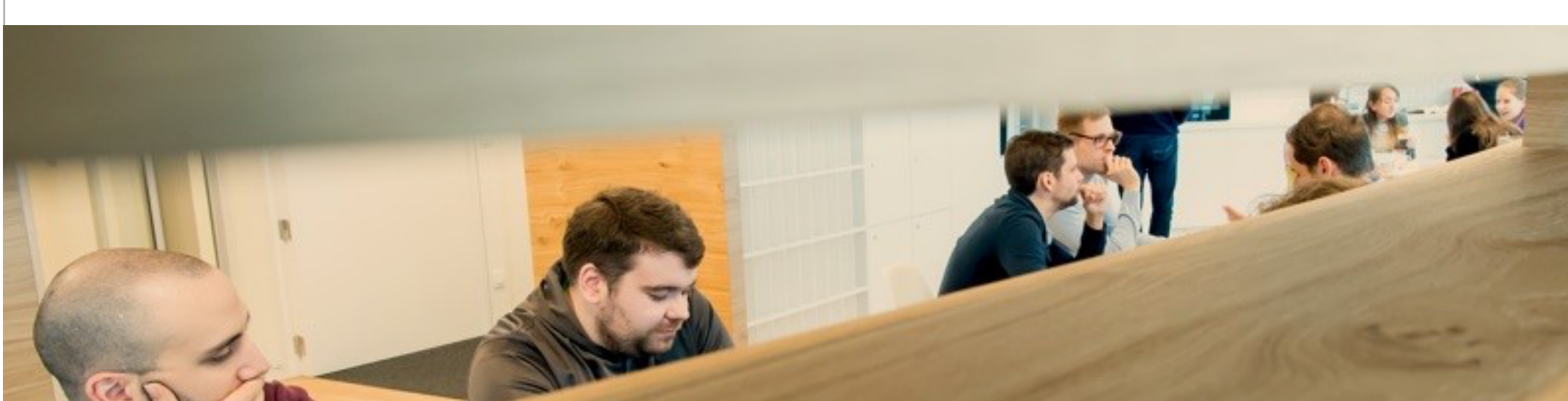
In this first release of 2017, improved user-friendliness takes center stage. So join us in discovering these new enhancements! In the meantime, we will be preparing the Q2 release newsletter in which more exciting features will be revealed!

Any questions or comments?

Feel free to contact us via [SuccessFactors@delawareconsulting.com](mailto:SuccessFactors@delawareconsulting.com).

Happy reading!

Kind regards,  
The delaware SuccessFactors team



## WHAT'S NEW: EMPLOYEE CENTRAL

### SIMPLIFIED WORKFLOWS

To make the approval flows in SuccessFactors more user-friendly, the possibilities to review, filter and sort workflows have been extended. Furthermore, it is now possible to approve several workflows in one go simply by ticking the boxes next to the relevant workflows.

### ACTION TILES

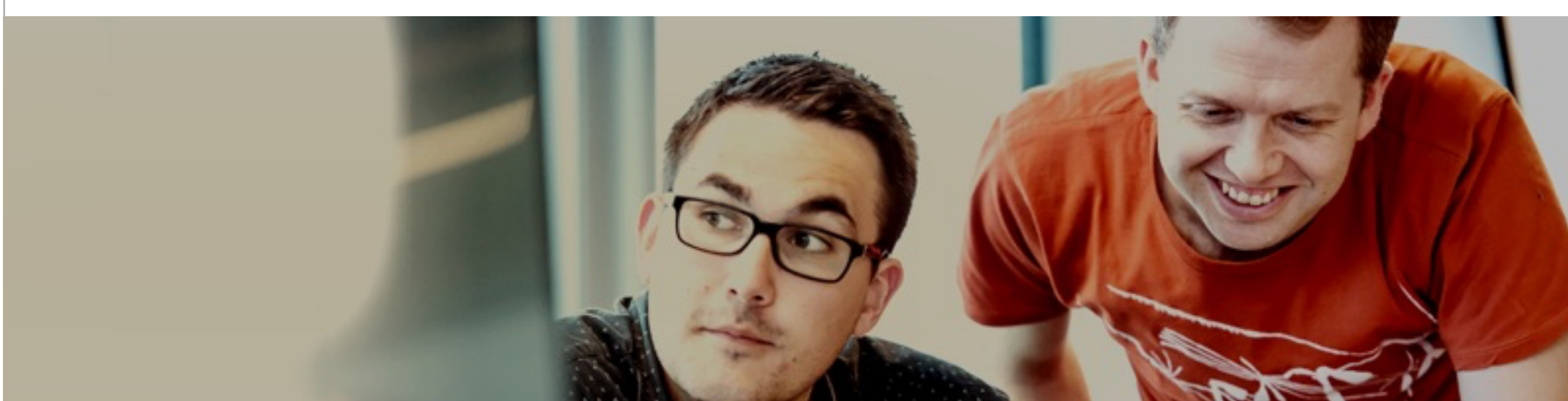
As mentioned in our previous newsletter, SAP is making a big effort to streamline the user experience throughout its complete portfolio, which is why it is increasingly updating pages to Fiori. For those of you who have already changed to the new Fiori homepage in SuccessFactors, there is an extra feature in the To Do section; in the case of each new alert, a Take Action tile will automatically pop up in the To Do section.

### REHIRE WITH NEW EMPLOYMENT

From now on, HR admin employees and managers are able to rehire candidates in the New Hire process, making rehires much easier. There is a Rehire with New Employment button, both in the Rehire Inactive Employee screen and in the duplicate check pop-up in the Hire Wizard.

### ATTACHMENTS TO MULTIPLE PORTLETS

It is now possible to add attachments, such as diplomas, to other portlets than just Job Information, e.g. Biographical, Personal, National ID & Dependents portlets.



## WHAT'S NEW: RECRUITING

### AUTOMATIC REASSIGNMENT OF RECRUITING TASKS *(for EC customers only)*

With the new Add Global Assignment feature, if the hiring manager is absent all open requisitions and corresponding To Dos can automatically be assigned to the next-level manager or an authorized user, based on the configured recruiting subscriber settings. This eliminates the need for manual intervention and allows for a smoother process.

### SAVE DRAFT OFFERS

Offer letters for candidates can now be saved as a draft version which can be edited by other users at a later time. Simply click on the Save as Draft button that appears when a user selects the desired Offer Letter template.

### ATTACHMENTS TO EMAIL TEMPLATES

In the new release, users will now be able to add attachments to the different Recruiting Email templates in SuccessFactors.

### REFERRER NAME

Candidates can be referred by either a hire manager, a colleague or a recruitment agency. From now on, the name of the referrer will automatically be displayed on the Candidate Summary page.



## WHAT'S NEW: LEARNING

### SUCCESSFACTORS LEARNING MARKET PLACE

SAP SuccessFactors Learning Market Place is a whole new, licensed module which represents a major leap forward in supporting leaders in learning during their digital transformation journey. This new solution offers a modern look & feel and extended digital commerce features. It replaces traditional learning catalogs and provides an intuitive and appealing way of navigating through the training offering, strongly improving the way in which customers and partners will experience training programs.



## WHAT'S NEW: INNOVATIONS IN SAP SUCCESSFACTORS

### ARTIFICIAL INTELLIGENCE IS COMING TO OUR WORKPLACE....

These past months SAP finally confirmed the rumors around its undertakings in the field of Artificial Intelligence and BOT technology. We have been monitoring technology changes in the of User Experience since a long time; and are thrilled with the fact that SAP is embracing BOT Frameworks to interact with its backend systems. In fact, SAP did not only announce its own BOT Technology (SAP CoPilot) but is also experimenting with other, more common technologies like Slack.

For more information we really recommend to read following articles:

**Driving Conversational HR with the New SAP SuccessFactors Slack Bot**  
**Talk with SAP CoPilot – The Digital Assistant for Enterprise**

If you want more information about the impact of AI and Bots on our future way of working, we also recommend to read the blog from our own Steven Lenaerts:

**With a little help from our robot friends**

### FIORI USER INTERFACE: GETTING BETTER EVERY DAY *(or every release to be correct)*

Customers are thrilled with the way the SuccessFactors user interface is evolving. The award winning Fiori UI is really kicking in more and more with every release.

Some key elements customers will really appreciate:

- Action search with natural language searching
- Embedded analytics and direct insights
- The advanced to do UI and Feed

### MOBILE APP REALLY GETTING MATURE

The SuccessFactors mobile app is evolving at the speed of light. The app is now ready for use, for every SuccessFactors user from day 1. Navigating through the org chart, finding people, handling tasks, time sheet, leave request... are now all out-of-the-box available from the SuccessFactors mobile app. Don't forget to try it on your iPad too. It looks even better...

## Any questions or comments?

Feel free to contact us via [SuccessFactors@delaware.pro](mailto:SuccessFactors@delaware.pro) or you can visit us [online](#).