

# RECHARGE HR

powered by the ASUG HR Community

## When We Connect

### Aha Moments at SapphireNow | ASUG Annual Conference

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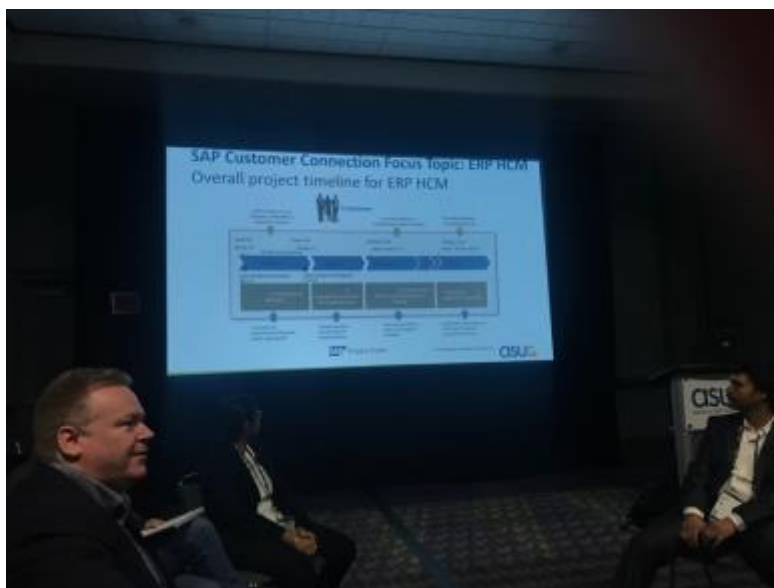
*At SAPPHIRE NOW® | ASUG Annual Conference, some of the best things we learned came simply from being present in the moment at the event and connecting with other people. ASUG's HR Community volunteer leaders [MUSE](#)-d about some insights they gained from their participation in this year's event.*

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## Life is Good On-Premise

Recently, SAP® launched CloudBridge the recognition that they need to pay better attention to on-premise customers' needs: [it's time to love on-premise again](#).

- **Use SAP® Fiori to make your SAP® ERP HCM on-premise system look like new.** In fact, it will look just like SuccessFactor' tile display. [Take a look](#).
- **There's an SAP® Influence Customer Connection effort starting this June for on-premise customers.** Enter your requests at [influence.sap.com](http://influence.sap.com) between June 28 and August 31, 2017. The photo below shows the annual influence cycle for on-premise. [Get the roadmap](#). Join our [HR Community](#) for a repeat of this content via webcast sometime in July.



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- **Newell Rubbermaid amped up their on-premise environment.** See how in [Turbo Charge Your Manager Self-Service with SAPUI5: Newell Brands Case Study](#)
- **FortisAlberta gave ESS and MSS a fresh look.** [Transforming the Employee and Manager Self-Serve Experience at FortisAlberta](#)
- **Our Learning Influence Council continues to make progress on improvements to the on-premise LMS.** Contact [Angela Grah](#) or [Rose Loisi](#) to get involved.

## Payroll is HOT (and so is Time)

- **Monthly Payroll Potluck Forums led by ASUG volunteers** look at the management of payroll on-premise with an influential eye on where payroll is going next – in cloud and beyond. See the [Payroll - Time - Benefits](#) SIG online for meeting information.
- **Payroll Control Center simplifies payroll processes on-premise or in the cloud.** Find Imran Sajid's presentation on [ASUG.COM](#).
- **Payroll can be optimized using SAP® Solution Manager.** See [Microsoft's story](#).
- **Off Cycle Payroll is on the roadmap** for Employee Central Payroll for Q3/Q4 of this year.
- **Better time evaluation functionality is coming!** SAP will be working to increase the abilities of Employee Central with regards to customizable time evaluation.

## Women want balance

ASUG's [Recharge HR](#) program partnered with sponsor, [ADP](#), to host [Women Connect](#), a breakfast meeting of over 140 women leaders. We took a poll of the women who registered ahead of time – who ranged in age from mid-20's to 60's and in career level from supervisor to CXO. Among the top issues was work life balance.

- **What we learned: there is no such thing as work life balance.** Rather, we have to try to be as engaged and capable as possible in the moment that we're in – whether that's work or home.

## Cloud has hit a tipping point

Interest in cloud product is running high. I would say a majority of HR conference participants are running a hybrid environment –marked by a significant spike in SuccessFactors® customers present and actively engaging in discussions throughout Sapphire Now® | ASUG Annual Conference.

- **SapphireNow was clearly the place to be if you wanted to look at comprehensive solutions for managing your workforce.** Integration of processes and systems between HR, Finance, Purchasing (Fieldglass), Travel (Concur) and more dominated the show floor and ASUG

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education content. Plus the advantage of “[seeing](#)” [Leonardo](#) (“This is what Data-Driven Tastes Like”) and other SAP® innovations first hand was priceless.

- **Employee Central customers have a voice.** Subject matter experts in ASUG are leading education and influence of the product. Employee Central SIG meetings will follow the conference on topics identified by interactive influence participants while at the conference. Connect with [Patricia Meo](#) or [Becky Widlak](#) and follow the [EC SIG community page](#).

## Employee Central Special Interest Group Monthly Forum Topics for 2017

- **June** – Interfaces and Integration: Considerations for Migration ECC to EC; PI, Boomi, HCI or Point to Point
- **July** – Position Management; headcount and turnover
- **August** – Release Management: strategies; test environment; tools we use
- **September** – Managing History at cutover to EC and beyond
- **October** – Reporting options and best practices within EC and connecting to on-prem
- **November** – Managing system changes: audit logs
- **December** – Security considerations across SuccessFactors® modules

[Register](#) for the Employee Central Potluck series

## Integration may be getting easier – but still requires education

- **Point 2 Point is a way to integrate Employee Central and Employee Central Payroll without Middleware.** This means customers can create a more seamless flow between those two products.
- **Point 2 Point standard integration can not be used with Employee Central to SAP® Managed Payroll.** Managed Payroll is SAP®’s solution to “lift and shift” your on-premise payroll to one of three designated cloud providers. (See [Managing payroll vaporization to the cloud](#).)
- **Point 2 Point integration can not be used from Employee Central to on-premise payroll.**
- In the latter scenario, customers must use middleware (like Boomi or HCI) to integrate from cloud to on-premise payroll you have to use a middleware to pass thru (like boomi) and not the standard P2P integration.

## Getting Digi with it

ASUG Volunteers highly recommended Mark Brandau’s presentation:

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[Digital Transformation: A Playbook for Human Resource and Business Leaders](#). Watch [ASUG's HR Community](#) for more like this from Mark Brandau via our webcasts. Find all content delivered at Sapphire Now® | ASUG Annual Conference by the HR Community volunteers on [ASUG.COM](#).



Interactive Influence Launching the Employee Central SIG



Customer Network Distribution's Journey to Cloud



Entertained by Muse in the closing celebration concert.



Roundtable conversations around a campfire in S320



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Spinning for margaritas in ASUG's Education Zone.



SAP® SuccessFactors®, Yvette Cameron, in ASUG's hub.



Attendees navigated the showfloor with GPS this year.



Rachel Dratch and Geoff Scott welcomed Life is Good founders, brothers, Bert and John Jacobs.