

tts



SUCCESS STORY

Emmi uses *SAP SuccessFactors*

for unitary master data storage
and efficient HR processes

*Emmi, the leading Swiss milk processor, is on an international growth path, which presents increased demands for its HR processes and HR technologies. With help from **tts**, Emmi reinvented its HR systems based on SAP Success Factors.*





The company was founded in 1907 as the Zentralschweizerischer Milchverband Luzern (Central Swiss Milk Association Lucerne, MVL). Since 1947 the company has marketed itself under the Emmi brand; in 1993 it was renamed Emmi AG. The Emmi Group has approximately 25 manufacturing plants of various sizes in Switzerland.

Emmi is also present in 13 other countries through subsidiaries, including seven foreign production plants. Emmi exports to around 60 countries from Switzerland. Its workforce comprises approximately 5,300 employees worldwide, 3,000 of them in Switzerland. Emmi's 2014 revenues amounted to CHF 3.4 billion (€ 3.14 billion).

Daten und Fakten

Sector

Food and Beverages

tts services

- Support for the analysis and optimization of HR processes.
- Implementation of the SAP Success Factors modules Employee Central, Recruiting Management, Learning, Performance + Goals, Succession Management and Compensation Management

Number of users

Pilot project: 3,000 users in Switzerland, with all 5,300 employees worldwide to be added by 2017, country by country (Austria, Italy, USA etc.)





The Challenge

Emmi had no unitary group-wide system for the recording, administration and analysis of employee master data. As a result of the rapid international expansion over recent years, talent management processes were also handled in different ways locally, without overall IT support. The challenge was to harmonize HR processes and set up global master data management, in order to establish sustainable talent management. Furthermore, employees from the functional departments and line functions had to be integrated, across all locations.

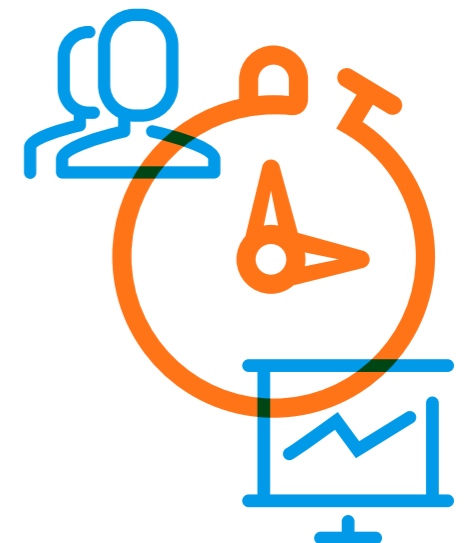
The project

The project at Emmi pursued several objectives:

- ✔ The rollout of a world-class master data system
- ✔ The international standardization of talent and vocational training processes
- ✔ Training administration in a learning management system (LMS)
- ✔ The transfer of the technical infrastructure into the cloud

Emmi selected **tts** and SAP SuccessFactors software as these matched Emmi's demanding requirements from both functional and technical perspectives and offered comprehensive international coverage. In addition, Emmi was implementing SAP ERP in parallel and SAP

Switzerland recommended **tts** as the implementation partner for SuccessFactors. The customer particularly valued tts' large international network and the project approach, whereby process-oriented solutions are developed in collaboration with the customer.





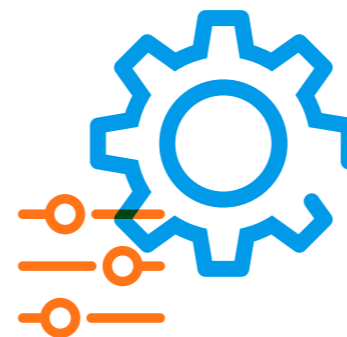
The implementation

The project was kicked off in 2014 and completion is scheduled for the second half of 2017. The first step was to set the financial framework and clarify the resources and legal parameters. Then the company management approved the transfer of the data from the in-house servers to the cloud.

The go-live for the Employee Central and Recruiting Management master data systems took place in Switzerland in the summer of 2015 after just eight months. In addition, an external payroll system was connected via an interface. Currently underway are the international rollout of Employee Central and the implementation of the Performance & Goals module. Implementation of the Succession

and Compensation modules are also in the pipeline for 2016.

One employee per module plus a technical expert were required from Emmi for the implementation. On average the core team consisted of four HR employees, who took care of implementation and operations, process definition, testing, data upload, cut-over to effective operations and content-creation via HR services.



„Using the standardized HCM solution and as a result of our co-operation with tts we have started to reconsider and adapt the HR processes that are affected. With innovative SAP SuccessFactors functionality we are offering our internal customers real added value with intuitive control and operation. What’s important for us is the international coverage, which is another reason we opted for SuccessFactors and tts.“



MICHAEL LÖTSCHER,
HEAD HR EXCELLENCE &
DEVELOPMENT, EMMI
GROUP, LUCERNE (CH)



Greater transparency

The benefits

Greater transparency, efficient performance management and comprehensive reporting were the key benefits that Emmi drew from SuccessFactors. In addition, operations have been simplified for employees. Since all of the data is deposited in a central system, this has facilitated more effective shared access.



Efficient performance

To take recruitment as an example, there will be massive time savings: after the integration of the SuccessFactors module all you have to do is click a button in the Employee Central vacancy management in order to generate a pre-filled job advertisement. Once a candidate has been found, the personnel data ascertained through the application process



Comprehensive reporting

can be passed directly into the master data system. Previously, a large amount of information was shown on the recruiting system screen, to cover every possible eventuality. Today the system focuses on what really matters; the screens are uncluttered and clear and the processes run more efficiently than ever.



Want to find out more?
We're happy to help!

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