

ACCENTURE myConcerto:

A New Approach for Transforming Talent and HR,
Powered By An Intelligent Platform With SAP®
Solutions and Technologies



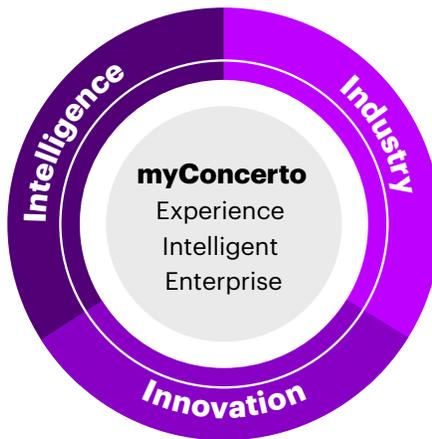
To be successful, every talent and HR transformation should follow a clear path with meticulously planned objectives. That's what Accenture myConcerto enables for new SAP® solutions and technologies.

myConcerto brings intelligence, innovation and industry together to **build intelligent enterprises**



INTELLIGENT ENTERPRISE TRANSFORMATION

Client data driven, **insight led approach** with **automation** at the center to create specific business value case and transformation roadmaps with focus on ROI.



INDUSTRY FOCUSED OFFERINGS

Ready to deploy modular, **pre-configured solution templates** built on **industry and functional leading practices** and **continuously refreshed with innovative technology**. Implemented with our accelerators to reduce risk and achieve faster ROI.



COLLABORATIVE INNOVATION

Co-create innovative solutions by building working prototypes on **emerging technologies such as IoT, analytics, blockchain, AR/VR and more** in our Liquid Studio or leverage our market leading solutions built in collaboration with SAP.

myConcerto is a data-driven, digitally-integrated platform that leverages emerging technologies to automate and deliver an insight-rich business case and roadmap tailored to each company. myConcerto is enhanced with leading Talent and HR practices, key design decisions and process models. It automates infrastructure and preconfigured solutions set-up and loading of company-specific data.

Offering intelligent tools and diagnostics, myConcerto:

- Assesses 'as-is' capabilities
- Defines 'to-be' target architectures
- Composes a personalized business case, roadmap and solution prototype
- Continuously measures business value and provides new insights for improvements, innovation and real-time enhancements to the transformation roadmap.

myConcerto helps clients envision, innovate, solution, deliver and support their transformation to an intelligent enterprise. The platform provides the technology foundation that helps accelerate the transformation journey and minimize risk along the way. Using leading-edge methods, assets and experience, this value-led approach also helps clients achieve business outcomes more quickly.

myConcerto and SAP technologies: enabling HR transformation and the future workforce

SAP provides advanced technologies and capabilities that, in combination with myConcerto, help drive HR transformation and enable 'intelligence everywhere'. Connected to SAP® SuccessFactors®, SAP Cloud Platform and SAP Leonardo, myConcerto uses pre-configured solutions to help companies make decisions, operate and innovate faster. myConcerto embeds SAP Value Assurance services into an end-to-end digital platform, offering new approaches for transformation.

Our myConcerto platform and transformation approach support businesses at every stage of the journey to the future workforce and new HR—from discovery to implementation and beyond. We offer a phased approach that enables the company and HR leaders to identify and achieve new digital capabilities, agility and customizable employee services.



The DISCOVER phase uses design thinking, intelligent tools and automation to identify areas for optimization and improvement (for example, HR operating model, connected workforce, managing a talent ecosystem and a workforce combining humans and machines).



The DESCRIBE phase takes DISCOVER-phase outputs to automate business value case creation and develop a transformation roadmap with optimal SAP components that drive rapid ROI. The platform helps to:

- Reveal the key opportunities for driving efficiency and innovation in HR capabilities and identify optimal service delivery models (in-house and outsourced)
- Identify ‘moments that matter’ for improving the workforce experience
- Estimate effort, appropriate staffing mix and delivery costs
- Develop an integrated HR strategy leveraging digital technologies along with an agile HR operating model.



In CO-CREATE, end-state solutions are designed using industry templates. We infuse innovation, working with industry and line-of-business professionals, and Accenture’s Liquid Studio for SAP Leonardo. Co-created solutions include:

- Design and configuration of tools to accelerate and improve the quality of an SAP SuccessFactors implementation
- End-to-end showcases on how a full HR process (e.g. employee remuneration or benefits administration) can be mapped in different SAP modules
- Change management repository for managing the change journey as part of an HR transformation program (including sponsorship, change readiness, stakeholder management, communications and training)
- Supercharging SAP HCM/SuccessFactors to achieve high performance in HR, talent and payroll.



During the SCALE phase, development environments are created to mobilize and execute at speed and scale. They are powered by automated provisioning of systems and solutions, agile delivery methods and an analytics-enabled dashboard and virtual agents to support multiple project personas. Using SAP Activate and SAP Solution Manager, we collaborate seamlessly with SAP for optimal results.



In the SUSTAIN phase, continuous improvement and innovation are supported by predictive monitoring, automation, BOTs and intelligent analytics.

Our approach:



Getting Started:

2-hour discussion



Engage & Explore:

High level conversation to discuss main areas of interest and opportunity.

2-day workshop



Educate & Excite:

An immersive “Talent and HR of the future” experience. Explore your intelligent enterprise and envision the art of the possible.

2-month roadmap assessment



Evolve & Enable:

With a detailed vision, co-create the digital strategy, business/value case and transformation roadmap.



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About Accenture

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions — underpinned by the world’s largest delivery network — Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With 469,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at www.accenture.com.

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