

Groundbreaking HR transformation at Timken using SAP technology

Video Transcript

A large, stylized orange chevron pointing to the right, positioned behind the text "High performance. Delivered."

High performance. Delivered.

Accenture helps Timken implement SuccessFactors and Employee Central

The program is helping to align a global workforce via the cloud and provide analytics.

Rob Arbogast. Director, Organizational Advancement Program Deployment, The Timken Company

Project overview

The scope of the project was quite broad. We basically decided to implement Employee Central as well as the complete SuccessFactors suite across the whole organization. At the time, was about 21,500 active people, 33 countries, and we replaced many old systems and came onto one integrated system.

Pioneering solution

We had the opportunity to implement Employee Central with Employee Central Payroll. We were the first to bring that integration forward. It was difficult, it was challenging, but at the end of the day, we were able to accomplish it and to do something that no one else has done, and that's pretty exciting.

Destination: Analytics

We're very excited about some of our future modules, analytics being the most prevalent for us. With analytics, this is really the culmination of all the work that we've done over the 18 month project. Analytics is what is the end goal. Analytics is what is going to give us the value to the organization, it will be the piece that truly the organization will be able to look at and to say where are we, what do we need to do, where are the issues, how can we solve business problems, how do we support the business? Analytics is the reason that we did this.

How Accenture helped

The transformation to the SuccessFactors at the speed at which we did it was through very careful planning, very strong execution, and that's where we use partners like Accenture to help us make sure that we can accomplish it. We dedicated the resources, we dedicated the time and the commitment of the organization, we used the experience set out of Accenture, bringing all those pieces together, that's what enables you to accomplish the speed at which we were able to implement.

High performance delivered

One of our biggest criteria as we walked through this process is, who is going to be able to support a project that was going to be implemented this quickly? Who would have the right resources to help us implement to that path? Who would have the payroll knowledge to really help us implement cloud payroll, being that we were first out of the gate on it? And when we looked at Accenture, Accenture brought forth those resources to us, they brought forth the expertise, they brought forth just the overall network, as well as their partnership with success factors. So we were able to take someone like Accenture, utilize all their internal resources, utilize their partnership with success factors, and then generate value for Timken, that's why we chose Accenture.

Why Accenture

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High performance delivered

When we went through cutover, it was a very interesting time. We basically started on November 30th of 2013 and started to move all of our data from our existing systems over, and by the, roughly the 10th of December, we had all the data in, validated, and ready to run. We immediately kicked off Employee Central Payroll and then started to run payroll on the 16th of December. A very fast timeframe, very set of dedicated work, very structured process we went through, and we were very successful with it.

Our thanks to Rob Arbogast. Director, Organizational Advancement Program Deployment, The Timken Company.

About Accenture

Accenture is a global management consulting, technology services and outsourcing company, with approximately 289,000 people serving clients in more than 120 countries. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. The company generated net revenues of US\$28.6 billion for the fiscal year ended August 31, 2013. See www.accenture.com for more information.