



**VANGUARD**

BUSINESS SOLUTIONS & CONSULTING

**SAP® Qualified**  
Partner-Packaged Solution

SAP® SuccessFactors® – Vanguard Packaged Solution, Talent Plus is ready to help you set organization goals and objectives and align them to individual goals and objectives. It provides tools for you to better manage performance review and regularly monitor your progress on achieving goals. The solution also helps to develop successors for critical roles in your organization and develop employees to achieve their specific goals.

## Talent Plus – Vanguard Packaged Solution (PMGM + SPCD)

### Performance Management and Goal Management



#### Goal Management

- ✓ SMART Goal Wizard
- ✓ Goal Library > 500 SMART goals
- ✓ Mobile Goals
- ✓ Cascade Goals
- ✓ Writing and Coaching Assistants with Legal Check



#### Performance Management

- ✓ Socialize the review process
- ✓ Variety of sources
- ✓ Comprehensive assessments
- ✓ Team rater
- ✓ Visual comparison
- ✓ Objectivity across all departments

### Succession Planning and Continuous Development



#### Succession Planning

- ✓ Identify critical roles and high potential employees
- ✓ Perform company-wide talent search
- ✓ Visualize talent gaps
- ✓ Assess bench strength
- ✓ Create talent pools



#### Continuous Development

- ✓ Create development plans
- ✓ Link development plans to competencies
- ✓ Explore career interests with the career worksheet
- ✓ Define career paths
- ✓ Perform role-readiness assessment

Talent Plus – Vanguard Packaged Solution provides you the intuitive user experience. The innovative capabilities such as Goal Management, Performance Management, Succession Planning and Continuous Development help HR Leaders to foster talent growth and development which are critical in achieving business's goals.

PMGM - provides organizations to accurately evaluate past performance, prepare and achieve smart goals and impact future performance.

SPCD - supports organizations to identify and develop the talent needed to improve organizational strength and achieve business goals, plus help organizations ensure leadership continuity.



## 6 Reasons to Choose SAP SuccessFactors – Vanguard Packaged Solution



Local Number 1 SAP Gold Partner in Myanmar.



Trust of our Strategic Allies and our Customers.



Best Cloud Partner in SAP Emerging Market.



Extensive Experience and Understanding of Business Requirement.



100% Successful Project Implementation.



Focus on Professional Experience and Outcome. Proven by Numerous Projects.

### Deployment Timeline



Cloud

PMGM + SPCD (8 weeks)



Planning & Kick-off



Requirement & Design



Configuration Test



Data Migration



Training & UAT



Go Live

Prepare

Explore

Realize

Deploy

### Pricing Information

	Option 1 Whole package	Option 2 Performance & Goal only
Number of Users	Starting From 100 users	Starting From 100 users
SAP Subscription Fees	5 USD/user/month	3.8 USD/user/month
One Time Implementation Fees	Starting From 20,000 USD	Starting From 14,000 USD

\*Minimum 3 years subscription contract

\*Pricing valid until 31<sup>st</sup> December 2020

\*Prices are subject to change

\*Subscription is upon confirmation of SAP

\*Pricing excludes traveling expenses outside Yangon

### Contact Information

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