

# DISCOVERING NEW TALENT WITH SAP SUCESSFACTORS



Thanks to NTT DATA Business Solutions, we are now able to benefit from the technical equipment offered within SAP SuccessFactors. We are on a path to growth and are constantly on the look-out for new specialists who can accompany us on our journey. Our highly skilled employees are what drive our success, and we'd like to repay the favor of their hard work. We are now able to identify new talent more quickly, as well as support this new talent as it develops professionally.

Katarina Arnoldi, Recruiting, Brüder Schlau GmbH & Co. KG



## Challenges

- Expansion of the SAP environment and replacement of legacy system and isolated applications
- Company growth requires a constant supply of new specialist workers



## Solutions

- NTT DATA Business Solutions Application Management Service (AMS)
- Introduction of SAP SuccessFactors modules
- Recruiting
- Learning
- Performance & Goals



## Benefits

- Future-proof solution in the cloud
- Rapid identification of new talent for new positions and replacements
- Learning platform for continuous development of highly skilled employees' expertise
- Flexible use of the solution on mobile devices, such as tablets and smartphones
- System-supported documentation and evaluation of defined annual targets



## Why NTT DATA Business Solutions?

- Sound expertise in HR
- Qualified consulting, implementation and service from a single source
- Regional proximity



**Company:** Brüder Schlau GmbH & Co. KG

**Industry:** Wholesale and Distribution, Retail

**Products:** Range of home textiles, floor coverings and more

**Employees:** approx. 6,500 (2019)

**Turnover:** EUR 762.7 million (2018)

**Headquarters:** Porta Westfalica, Germany

**Website:** [www.brueder-schlau.de](http://www.brueder-schlau.de)

# 3 modules from the SAP SuccessFactors suite

## The Brüder Schlau Group – designing customers' living spaces together

Operating under the Hammer and Schlau brands, qualified specialists from the Brüder Schlau Group help to fulfil the lifestyle dreams of customers within wholesale and retail. There are more than 6500 highly skilled employees at Hammer specialist stores, Schlau craft stores and central departments, all working together with passion and commitment to help make people's homes and living spaces more comfortable. The range of products on offer extends from home textiles and floor coverings to tools. The Group relies on the very best equipment in its search for new employees, and is now taking advantage of the functionalities offered by the cloud-based talent management solution SAP SuccessFactors – introduced by the experienced team of experts at NTT DATA Business Solutions.

## SAP SuccessFactors Recruiting – the perfect equipment for discovering new talent

The Brüder Schlau Group is on the path to growth, which requires a constant supply of new highly skilled employees. To make it easier to recruit for new positions and replacements, the Group has opted to start using the SAP SuccessFactors Recruiting module. Working with our experts, recruiting processes have now been elevated to a new level – from advertising the vacancy to the interview and ultimately appointment, intuitive tools help to quickly identify new talent via an easy-to-use user interface. This helps to ensure qualified advice from competent specialists in the markets. The new company careers site is an attractive internet presence, offering greater transparency about positions that are currently available.

## SAP SuccessFactors Learning – greater opportunity for further development

To both provide and promote a varied working environment for highly skilled workers, the Group has also begun using

the SAP SuccessFactors Learning module. The learning platform offers target group-specific knowledge content that can be accessed flexibly from wherever users happen to be located. Our experts successfully mastered the challenge of being able to offer employees access to varied training activities within the shortest possible implementation time, as well as a comprehensive training program, with flying colors. The new platform will also enable automated allocation of face-to-face training and e-learning in the future, thus helping to safeguard the expertise of specialist employees.

## SAP SuccessFactors Performance & Goals – commitment deserves reward

Happy employees enjoy the work that they do and transfer that passion to their customers in advice meetings. To motivate high achievers, the company is also making use of the Performance & Goals module. Superiors work with employees to define goals based on their interests, which are then recorded in the solution. Success can thus be documented and then evaluated as part of interim and annual appraisals. SAP SuccessFactors is a solution that makes talent management entirely fit for the future. The NTT DATA Business Solutions Application Management Service complements the package and also helps to ensure long-term support for the application and maximum performance of HR processes, both now and into the future.

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