

SWICON360 SAP® CONSULTING



At Swicon360 we understand that you need to manage your staff and HR processes more effectively. For this, you need the right business and technical processes in place - which is why we work with SAP®. SAP is the world leader in business software applications, including HCM and Payroll systems.

Swicon360 has made the decision to align itself with SAP in order to develop a business solution for Human Capital Management . Swicon360's SAP HCM Spectrum will ensure that your company's HR and Payroll is run in an efficient and cost-effective manner.

WHY CHOOSE SWICON360 HCM SPECTRUM?

We understand that you do not have the time or the capacity to rebuild, reshape or remodel your business processes to accommodate a technically driven solution. SAP HCM Spectrum is a pre-packaged HCM business solution flexible enough to fit the needs of all businesses – providing you with a best practice offering without the headache of a mass overhaul of your business.

SAP HCM Spectrum provides you with a risk reducing solution that is quick to install, intuitive and cost effective. Developed from



the world-renowned SAP Business Software solution, it is able to provide you with the functionality and flexibility needed to run your business.

Swicon360 is an accredited SAP Service Partner in the field of HCM (Special

Expertise Partner), a SAP Extended Partner Member (EPM) and an SAP Best Practices Partner. We selected SAP as our partner of choice due to its ability to provide a full-service offering in and around the provisioning of HCM and Payroll Business Solutions.

By giving you access to the best in the business, we enable you to do the best for your business.

WHY CHOOSE SWICON360?

At Swicon360, we know that successful companies change and grow, and that their HCM needs to evolve with them. By implementing SAP HCM Spectrum, we can help you to take the first steps, with the knowledge that you will continue to be supported along the way. This is not to say that we insist on becoming a permanent part of the solution. We provide support and ensure that knowledge transfer takes place so that your SAP HCM implementation ultimately becomes independent.

SWICON360 AND YOUR BUSINESS

Swicon360 has structured its service offering to ensure that we provide you with HCM business solutions that make sense for your business, backed by a team of experts from exactly the right fields to ensure that you get a meaningful return for your investment.

Our collaboration with Swicon360 People consultants , who offer strategy and change management to support the implementation process, allows us to assess your company's readiness for the SAP HCM Spectrum implementation.

Swicon360 doesn't just arrive at your business believing we know exactly what you need or try to sell you HCM functionality that you don't want. Through a careful process of analysis and assessment, we help you to identify exactly the functionality that your business requires.

WHAT YOU WANT, WHEN YOU NEED IT

The foundation of SAP HCM Spectrum incorporates workforce process management, e.g. payroll, personell administration, leave accrual and some analytics, all supported by end-user service delivery. The implementation of these basic modules allows your system to grow with your company. We believe very strongly in this phased approach, enabling your business to mature with

the system, without having to worry about continuous software expenditure.

Implementation takes place using a template approach, so that you can choose which functionality you want, and we will amend according to your needs. Our experience has shown that this approach is cost-effective, less risky for you and far faster allowing your staff to get familiar with the new tools

We also don't believe in selling you infrastructure that you don't need, but offer you the services you require on an outsourced SAP IT infrastructure.

Swicon360's implementation team has experience in Business Process Outsourcing (BPO), which uses a different methodology to traditional SAP implementations, to ensure that you are provided with the right solution for your business.

WHEN THE JOB'S FINISHED, IT'S BEEN DONE RIGHT

Our Service Level Agreements (SLA) are structured into hours of support, to be used by your company for whatever its needs are – be they on applications, end user support or month end support functions.

Once the implementation has been completed, our support team assesses what the consultants have delivered as part of our quality assurance to you prior "Go Live". This team is made up of HCM end-user specialists, so they represent the kinds of people who will be using the system at your organisation when it is live. They act as translators to make sure that the system works exactly as it should.

Swicon360 aims to be your HCM solutions partner, to add value and to provide competence where you need it. We see your whole business, and not just the IT department, as our customer. With SAP HCM Spectrum, Swicon360 will give you the competitive edge.

NAKISA FOR ORGANISATIONAL DEVELOPMENT, SUCCESSION PLANNING AND TALENT MANAGEMENT

In a country like South Africa, where legislation governs hiring and promotional practices, having technology in place to manage your strategic HCM processes means that nothing slips through the cracks, everything is recorded and your staff is treated fairly.

Nakisa is a company that has been incorporated into SAP providing organisational development, visualisation of your organisational structure, succession planning and talent management tools. With this technology the headaches of HCM strategy are alleviated. Nakisa gives you a picture of how your company's human assets look, where they are headed and how they are going to get there.

Although the products are incorporated into and marketed by SAP, Swicon360 is one of only four certified Nakisa implementation partners in South Africa, so the value we are able to add to your HCM installation is enhanced and cemented by our familiarity with these products.