

SAP Solution Brief | PUBLIC

SAP SuccessFactors Solutions | SAP SuccessFactors Opportunity Marketplace

Take **Employee Development** to the Next Level

THE BEST RUN 



The Forward-Looking Workforce

Today's employees are looking for more – and holding onto them can be harder than ever. Employees are looking hard at what they value most, and seldom is it about money alone. What's more, organizations need to **remain agile** so they can adjust quickly to ever-changing business needs and be prepared for whatever the future holds.

What exactly do employees want? Topping the list are concerns about career development and growth. Employees want to reach their full potential. But when opportunities are difficult to find and the path forward is unclear, they can feel blocked and frustrated.

The desire to continuously learn is a good thing. Leading companies know how to tap into it, building vibrant cultures that encourage employees to add new skills and push themselves to new heights.

What's needed is a better way to connect employees to new opportunities – whether it's connecting with a mentor, learning new skills, or even taking a fellowship to gain knowledge of a different area of the business. When employees can quickly access new opportunities and chart a way forward, a mindset shift occurs. Your people become more optimistic, and your culture becomes more forward looking. You can also improve retention. The SAP® SuccessFactors® Opportunity Marketplace solution can help.

The Forward-Looking Workforce

Opportunities for the Whole Self

SAP SuccessFactors Opportunity Marketplace helps employees discover recommendations, in one place, to fuel their ongoing development and growth. This includes learning opportunities, roles, exciting assignments, dynamic teams, mentor programs, peer connections, and more – all centralized for your employees to explore (see the [figure](#) on next page).

Embedded intelligence helps ensure that employees can explore opportunities that are meaningful and relevant. Unlike some solutions that focus only on skills and job matching, SAP SuccessFactors Opportunity Marketplace embraces the whole

individual – bringing important factors such as interests, aspirations, and learning preferences into account as well. The result is a personalized experience that guides each employee in the direction they choose, helping ensure that all employees have equal access to opportunities and growth.

SAP SuccessFactors Opportunity Marketplace runs in the cloud and is part of SAP SuccessFactors Human Experience Management Suite. You can ramp up quickly to inspire, guide, and support your workforce while improving internal mobility, retention, and workforce agility.

Opportunities for the Whole Self

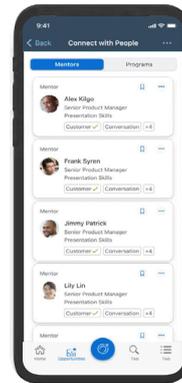
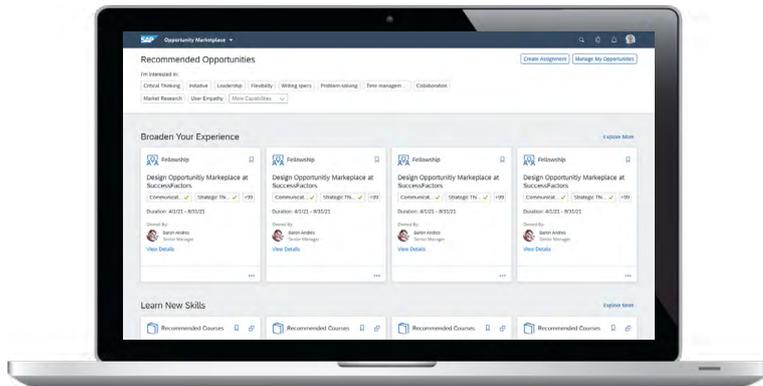
Capability-Based Framework

Intelligent Workforce Development

Team-Centered Approach



Deliver **relevant, highly personalized opportunities** to your employees.



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Figure: Discover Opportunities, Connect with People, and Much More – All in One Place

Capability-Based Framework

To tap new opportunities and continue to grow, today's organizations are looking for ways to become more agile. The need is not so much about employee readiness for the next role but about readiness for the next task or project – and the ability of the organization to quickly find the right people to get the job done.

SAP SuccessFactors Opportunity Marketplace helps you become more agile with a capability-based framework that broadens the scope of the organization's understanding of each employee.

The focus is not on skills alone but on overall capabilities that go beyond a checklist of trainings and completed coursework.

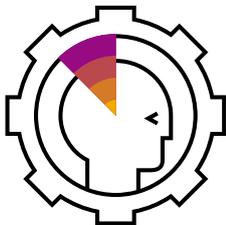
Each employee has a capability profile. The solution then uses machine learning to analyze this profile, considering context, situational factors, and even what peers may be saying and doing. The result is tighter alignment between the individual and the organization and an ability to better match people to tasks and assignments with greater speed and agility.

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Go beyond skills to **understand the whole employee** – and better align capabilities with organizational needs.

Intelligent Workforce **Development**

Most organizations strive to develop an intelligent workforce. SAP SuccessFactors Opportunity Marketplace helps you move forward by empowering people to learn their way. The software provides proactive guidance based on employee experience, interests, and capabilities, as well as the priorities of your organization.

SAP SuccessFactors Opportunity Marketplace serves up multiple opportunity types that support a variety of learning and development experiences for your employees. These include peer connections, projects, gig assignments, and more.

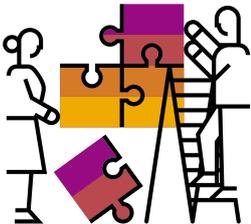
Based on intelligent technology and analysis, the solution provides increasingly relevant and individualized recommendations over time. These recommendations are made for learning, roles, assignments, dynamic teams, mentors, mentor programs, and networking with colleagues. And with intelligent bookmarking, employees can save opportunities that interest them and revisit them on their own schedule.

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Empower your people to **learn their way** with proactive guidance based on employee experience, interests, and capabilities.

Team-Centered Approach

The way in which we work has changed. We now work in dynamic teams, across borders, and virtually. To be successful, employees need a better way to connect and align to further career development. SAP SuccessFactors Opportunity Marketplace helps eliminate barriers to enable people to better connect, align, and perform in dynamic teams so they can thrive in an agile, inclusive work environment.

Help eliminate organizational barriers with powerful search and automated matching that **connect your people with dynamic teams.**

The solution includes an assignments component that enables your organization to post and manage temporary internal assignments, such as fellowships. Powerful search capabilities allow your people to identify these opportunities across the organization, and automated matching helps connect them with relevant teams based on their capabilities, location, and other preferences. This drives internal mobility, supporting an agile work environment in which your employees can grow.

The solution provides proactive guidance based on skills, past experiences, and interests – which means that recommendations are individualized and more meaningful. The result is not only more satisfied employees but also an organization that executes on its mission by tapping internal resources and promoting from within. This helps to create a culture of mutual commitment where employees feel like the company they work for has their best interest in mind.

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An Agile Workforce **Ready for the Future**

With SAP SuccessFactors Opportunity Marketplace, you can create a culture of growth and an environment that leads to a happier and more satisfied workforce. This helps to improve employee retention at a time when competition for workers and opportunities for employees to go elsewhere are

only growing. You can also design a more agile workforce that's ready for the future – a workforce where employees are encouraged and rewarded for developing new skills and taking on new challenges. Driving internal mobility not only helps engage and retain your top talent, but it also reduces the need to recruit new employees, saving you time and costs. This helps you stay ahead in a highly competitive business environment.

An Agile Workforce Ready for the Future



Drive employee engagement by serving up new opportunities that expand horizons, build careers, and improve workforce productivity.

Summary

The SAP® SuccessFactors® Opportunity Marketplace solution makes it easier for employees to discover, in one place, recommendations to fuel their ongoing development and growth, including learnings, roles, assignments, dynamic teams, mentors, mentor programs, and peer connections. Embedded intelligence helps employees explore opportunities that are meaningful and relevant to them. Unlike solutions that focus only on skills and job matching, SAP SuccessFactors Opportunity Marketplace takes into account the individual's whole self, including their skills and competencies, interests, work styles, and learning preferences. As a result, your organization can better inspire, guide, and support your workers – improving internal mobility, retention, and workforce agility.

Objectives

- Help employees become who they want to be – and find the best work for their capabilities
- Enable managers to find the best talent for the work they have
- Gain up-to-date visibility into the capabilities and interests of your workforce

Solution

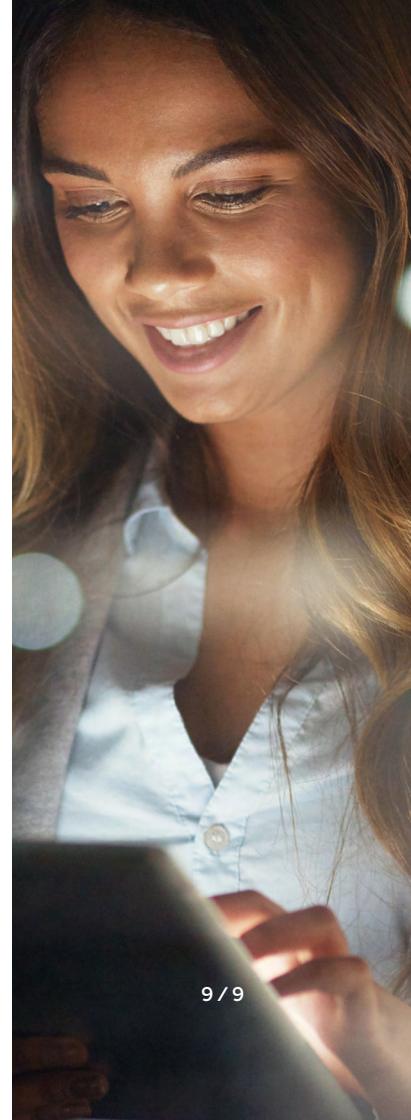
- Embrace the whole employee with a modern framework that combines skills with capabilities
- Engage employees with personalized recommendations for meaningful opportunities
- Break down barriers and foster diversity and inclusion by providing employees with equal opportunities

Benefits

- Improve internal mobility and retention by providing opportunities based on an individual's whole self and their unique capabilities
- Drive a culture of experiential learning and development for employees
- Strengthen dynamic teams by connecting the right people to the right opportunities

Learn more

To find out more, call your SAP representative today or visit us [online](#).



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