

Make every **Employee** a success story



Rethink HR. Reimagine Employee Success.
Built for your people. Backed by our experts.



Simplify work life.
Achieve more.



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Provide every employee a clear path to success, with one unified platform.

In today's world of work, transformation is no longer optional; it's essential. For CHROs, CIOs, and CFOs, the shift to cloud-based HR and payroll is more than a systems upgrade; it's a strategic opportunity to empower people, streamline operations, and unlock business value.

Through PeopleHub for SAP SuccessFactors, we deliver a proven pathway to success, helping organisations of every size turn complexity into clarity, and employees into success stories. Because when HR works seamlessly, every individual has the tools to thrive, and every leader has the insight to drive change.

Why can't transformation wait?



Employees expect speed, personalisation, and purpose. Business leaders demand results, agility, and operational clarity. Mid-sized organisations face a particular challenge. You manage enterprise-level complexity without Fortune 500 resources. Your HR and payroll systems must deliver more value than ever before, working smarter and faster to support both employee success and business growth.






The question is not whether transformation is necessary. It is which approach will deliver the greatest impact for your organisation. Every employee deserves tools that enable their success, and every business leader needs systems that support confident decision-making.

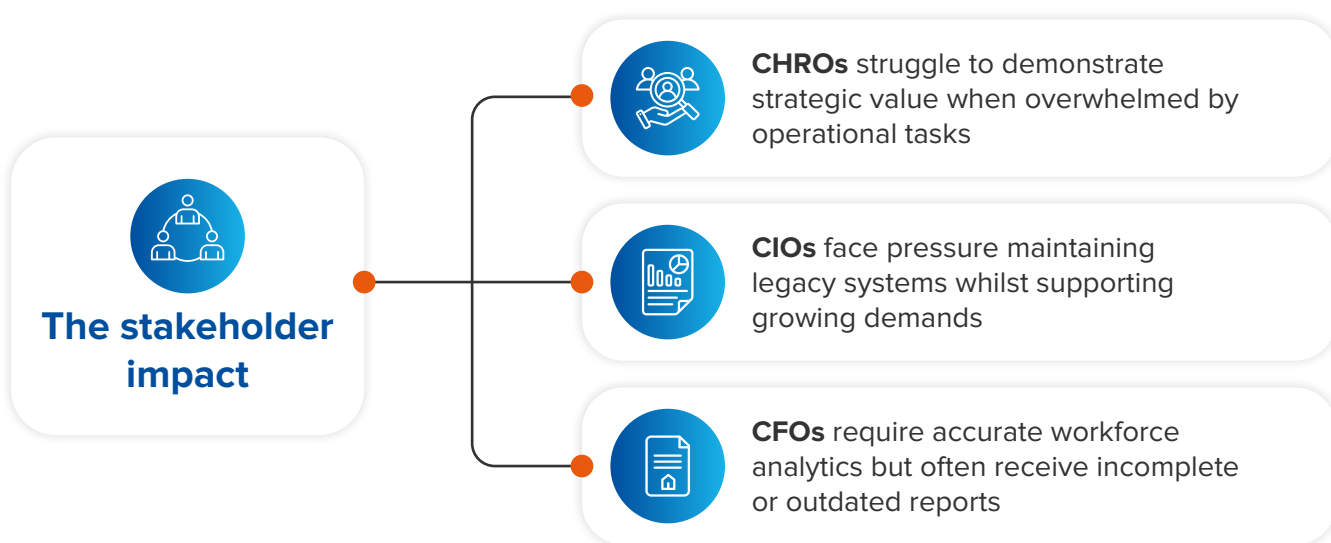
Modern HR transformation creates connected experiences that turn complexity into clarity, manual processes into automated workflows, and fragmented data into actionable insights. When executed properly, transformation makes every employee a success story while driving measurable business results.

You're not alone: Why transformation still feels out of reach

The same fundamental challenges are evident across organisations of mid to large size organisations. Disconnected systems. Manual processes. Compliance headaches. HR leaders everywhere recognise these challenges, but knowing what's wrong doesn't always make the path forward clear.

The challenges that resonate across industries:

	Disconnected systems create operational bottlenecks	When HR data lives in spreadsheets, payroll operates separately, and talent management relies on email workflows, valuable time disappears into data reconciliation and error correction
	Manual processes drain strategic focus	Consider the impact when HR teams spend 60% of their time on administrative tasks rather than building relationships with top candidates or developing retention strategies
	Compliance complexity multiplies across locations	Staying compliant with local payroll laws, tax regulations, and employment rules becomes increasingly difficult as organisations expand
	Limited self-service capabilities restrict productivity	When employees cannot easily access payslips, update information, or submit requests, HR teams become bottlenecked with routine tasks
	Payroll accuracy concerns undermine trust	Without real-time integration between HR and payroll, changes are often missed or delayed, increasing error likelihood and compliance risks



These aren't isolated challenges—they're systemic issues affecting every stakeholder differently. The cumulative effect creates cycles where tactical firefighting prevents strategic progress, ultimately limiting both employee satisfaction and business growth potential.

The good news: there is a way forward

Your transformation options

Successful organisations pursuing HCM transformation understand that while the complete suite delivers maximum value, implementation success depends on choosing the right approach for your current situation and strategic priorities.

Most organisations choose a phased approach rather than attempting comprehensive transformation simultaneously. This strategy reduces risk, enables focused change management, and allows teams to realise value incrementally whilst building confidence for subsequent phases.

Choosing your pathway: Decision framework

Your optimal transformation pathway depends on three critical factors.



Urgency of talent challenges

determines whether recruiting, learning, or performance management issues require immediate attention versus foundational system replacement.



Current system stability

influences whether existing HR and payroll infrastructure can support talent module integration or requires complete replacement.



Change capacity

evaluates your organisation's ability to manage comprehensive transformation versus focused improvements.



Start where impact is felt fastest: Transform talent experiences

This pathway delivers the fastest ROI by fixing what touches employees most directly—how you hire, onboard, develop, and lead. Talent modules provide speed without sacrifice, launching in weeks rather than months with zero disruption to existing HR or payroll systems.

1

Win the talent race with smarter recruiting

Transform your ability to attract and evaluate talent through advanced sourcing capabilities, automated screening processes, and structured interview workflows. Attract top candidates faster and reduce time-to-hire with intelligent automation and structured evaluation tools.

Key capabilities:

- AI-powered resume screening for unbiased selection
- Automated job postings and candidate communication
- Integrated interview scheduling and structured assessments

2

Make first impressions count with strategic onboarding

Set new hires up for success from Day 0—build engagement, drive productivity, and reduce early attrition through structured and personalised onboarding experiences that accelerate time-to-productivity.

Key capabilities:

- AI-powered onboarding journeys tailored to each employee
- Automated compliance, document management, and training assignments
- Early engagement with team introductions and goal-setting
- Pre-Day 1 experience providing managers and new hires with productivity tools

3

Build a future-ready workforce with AI-driven learning

Personalised development journeys that engage employees, close skills gaps, and ensure compliance at scale through AI-driven learning that matches career goals with business needs.

Key capabilities:

- AI-powered learning recommendations and adaptive training paths
- Compliance tracking and automated learning assignments
- Mobile-friendly, self-paced training modules
- Blended learning support including e-learning, classroom, virtual instructor-led training, mentoring, and on-the-job training

4

Replace outdated reviews with continuous performance

Align goals, give real-time feedback, and create a culture of coaching and accountability that drives results through continuous feedback and goal tracking.

Key capabilities:

- AI-powered performance tracking and real-time feedback
- Goal-setting frameworks with access to 500+ prebuilt SMART goals
- Continuous coaching and career development planning
- Tools including 360° reviews, coaching and writing assistants, and calibration

5

Grow from within with succession and development

Prepare your next generation of leaders through AI-powered career pathing and internal mobility tools that identify and nurture future leaders.

Key capabilities:

- AI-powered succession readiness assessments
- Career path mapping for leadership development
- Internal mobility tools promoting growth opportunities
- Workforce insights providing talent visibility for HR, managers, and executives

6

Retain top talent with smarter compensation

Balance fairness and performance with data-driven rewards, equity planning, and competitive pay insights that design and manage fair, competitive, performance-driven rewards strategies.

Key capabilities:

- AI-driven salary benchmarking and pay equity insights
- Performance-based bonuses and incentive structures
- Automated compensation planning with predictive analytics
- Support for multiple compensation components including salary, bonus, and equity awards



Secure the core with Core HR and payroll

This pathway builds a strong foundation for long-term scalability and suite-wide integration. The approach suits organisations replacing legacy systems or seeking unified employee experiences across all HR functions.

Implementation timelines for core HR and payroll typically begin at twelve weeks, reflecting the complexity of foundational data migration and process redesign. However, this investment creates the platform for seamless talent module integration and helps realise the complete suite benefits, including advanced people analytics.



Core HR

Supports a modern workforce—remote, hybrid, or on-site—with a scalable Core HR solution that simplifies people management across geographies. Core HR provides global employee and absence management out of the box, with seamless integration to talent modules for goal alignment, performance-based progression, and smarter people decisions. Built-in reporting tools offer managers and leaders the insights they need to act with confidence.

Consider the strategic advantage of having real-time workforce analytics available for budget planning, or the operational efficiency gained when employee changes automatically update across payroll, benefits, and compliance systems without manual intervention.



Payroll

Deliver accurate, compliant, and timely payroll across borders with a fully automated solution integrated seamlessly with Core HR to eliminate data misalignment and reduce risk. With one harmonised platform, you can boost employee trust, cut costs, and simplify operations. Key features include retroactive calculations, off-cycle processing, a user-friendly Payroll Control Centre, and mobile self-service tools for employees and managers.

The core HR-first approach ensures unified data foundations that support advanced analytics, automated workflows, and compliance management. Future talent module additions integrate seamlessly because the foundational data structures and user access controls are already aligned. This Core HR and payroll layer can also integrate with other enterprise systems such as finance and procurement, enabling end-to-end process visibility and cross-functional efficiency.



Implementation approaches

At Zalaris, we know that no two organisations are the same — which is why we offer flexible implementation approaches for your HCM transformation.

Built on the principle of start anywhere, go anywhere, SAP SuccessFactors allows you to scale and adapt as your business grows — and our delivery models are designed to support that journey every step of the way.



1. Templated implementation – Fast, fixed, and cost-efficient

Our flagship solution, Zalaris PeopleHub for SAP SuccessFactors, enables end-to-end workforce management, covering the entire employee lifecycle from talent attraction and development to retirement. Recognised by Gartner as a leader in Cloud HCM, SAP SuccessFactors provides the scalability and adaptability needed to grow with your business, seamlessly integrating into your existing landscape.

Zalaris **PeopleHub for SAP SuccessFactors templated approach** is ideal for small to mid-sized businesses or organisations, with global operations, looking for **speed, simplicity, and best-practice alignment**.



What you get:

A pre-defined, best-practice configuration of SAP SuccessFactors built on Zalaris' extensive HR and payroll experience.



Timelines:

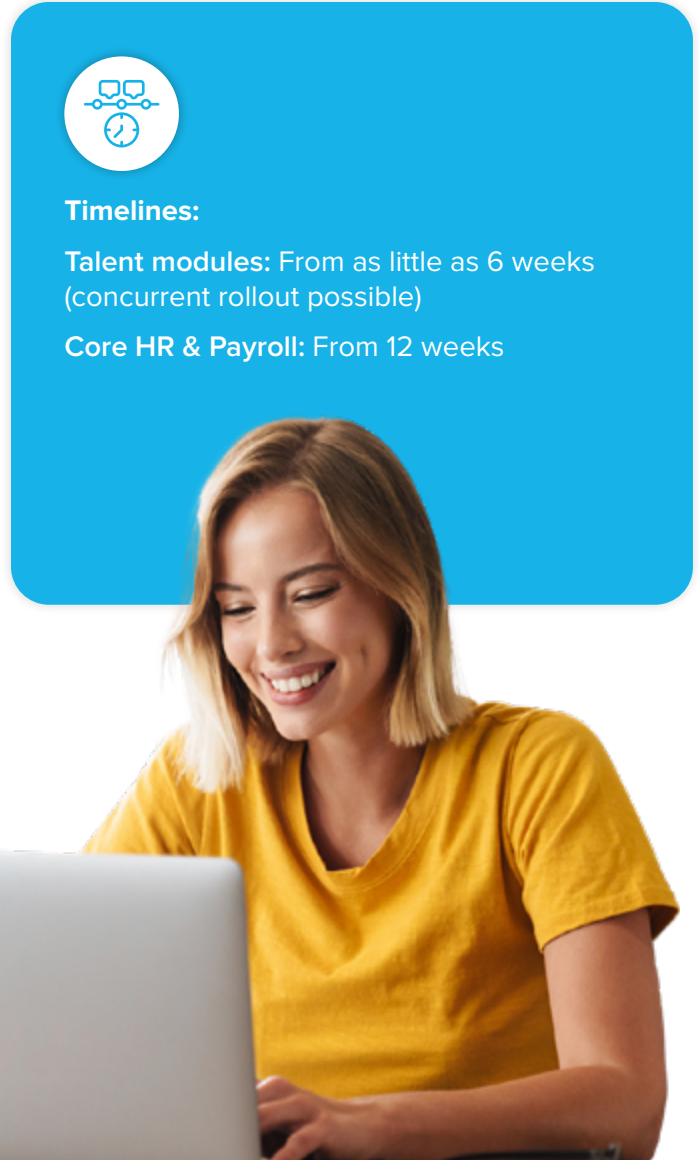
Talent modules: From as little as 6 weeks (concurrent rollout possible)

Core HR & Payroll: From 12 weeks



Key advantages:

- Fixed-scope, lower cost
- Minimal customisation
- Rapid deployment
- Integrated licensing
- Implementation included



One partner manages all aspects of your transformation from initial scoping through ongoing optimisation, ensuring consistent service delivery and clear accountability throughout your journey.

Your initial investment continues to deliver value as your organisation expands, with the flexibility to add modules and capabilities as business needs evolve without requiring system replacement.

This option is perfect for organisations seeking a lean, standardised solution with faster time-to-value and minimal setup overhead.

2. Custom implementation – Flexible, scalable, and expert-led

For larger enterprises or multi-country operations with more complex needs, we offer a custom SAP SuccessFactors implementation led by our experienced solution architects and HR transformation consultants.



What you get:

A fully tailored implementation aligned to your strategic goals, business structure, and global requirements.



Timelines:

Scoped based on your requirements, complexity, and desired outcomes.



Key advantages:

- Bespoke configuration
- Expert consulting throughout
- Scalable to any geography or complexity
- Leverage pre-built tools, accelerators, and governance frameworks

This approach ensures that your SAP SuccessFactors landscape is not just implemented — but optimised to meet your long-term business goals.

The custom approach supports comprehensive business process redesign, complex system integrations, and unique compliance requirements that may not be accommodated within templated solutions. This flexibility ensures that your transformation addresses all organisational needs whilst maintaining alignment with strategic objectives and operational realities.

Both approaches ensure your SAP SuccessFactors HR and payroll solution is built not just for efficiency, but for lasting impact — aligning technology, people, and strategy.

Implementation journeys may vary, but Zalaris PeopleHub for SAP SuccessFactors is the ideal place to start. Whether you need a rapid rollout or a fully customised setup, we support the path that fits your business today — and scale with you as you grow.

Because when HR is done right, every employee has the opportunity to become a success story.

Both approaches ensure your SAP SuccessFactors HR and payroll solution is built not just for efficiency, but for lasting impact — aligning technology, people, and strategy.

Migrating from on-prem to cloud? Start with PeopleHub for SAP SuccessFactors

PeopleHub for SAP SuccessFactors is the ideal launchpad for organisations transitioning from SAP HCM on-premises to the cloud. Our pre-packaged solution accelerates your move to Employee Central and Employee Central Payroll—with added support for data migration and business process realignment.

Let Zalaris help you align existing HR and Payroll processes to cloud best practices, manage change with confidence, and realise faster time-to-value with our proven methodology.



Proven transformation results



Ryanair: Scaling for ambitious growth

Ryanair operates over 600 aircraft with more than 3,500 daily flights to 235 airports across 37 countries, managing over 27,000 skilled employees. The airline's ambitious growth plans to carry 300 million passengers annually by 2034 required HR and payroll systems that could scale efficiently without operational complexity.



Their previous setup relied on third-party payroll bureaus across different countries, with manual processes that could not support the company's growth trajectory.

Working with Zalaris, Ryanair transformed their approach by implementing integrated HR and payroll systems that provide real-time visibility across their global operations. The transformation eliminated manual data transfers whilst providing the scalability needed to support their expansion plans confidently.

“

The challenge is how we digitalise and enhance our processes so that we're delivering consumer grade systems for our people across our expansive network, as we continue to grow to 800 aircraft and 300 million passengers over the next decade.

— Michael Guerrini, Human Resource Information System Manager at Ryanair

The results demonstrate how the right transformation pathway can support ambitious growth while improving operational efficiency. Ryanair now manages their expanding workforce with complete visibility and control, enabling strategic workforce planning that supports their aggressive growth targets while maintaining operational excellence.



Goulburn Valley Water: Modernising for sustainability

GVW sought to revolutionise its HR operations with a strategy focused on efficiency, employee engagement, and alignment with sustainability goals. As a government-owned entity that is Australia's largest rural water corporation, GVW needed HR systems that would support both operational excellence and environmental responsibility.

Collaborating with Zalaris, GVW modernised and streamlined HR processes by replacing legacy systems with a cloud-based platform. This transformation empowered employees through self-service capabilities, improved decision-making with real-time analytics, and aligned HR practices with sustainability and growth objectives.

The transformation delivered comprehensive benefits:

- Enhanced operational efficiency through automation of manual processes, reducing administrative burdens and streamlining workflows
- Improved decision-making capabilities from real-time analytics that enabled data-driven insights for HR and leadership teams
- Employee empowerment through self-service functionality that allowed employees to manage HR tasks independently, improving engagement and satisfaction
- Significant cost savings by transitioning to a cloud-based solution that minimised IT infrastructure needs, freeing resources for strategic priorities whilst supporting environmental objectives through reduced paper-based processes

Both organisations demonstrate how choosing the right transformation pathway creates value that extends far beyond HR efficiency, supporting broader business objectives whilst improving employee experiences and competitive positioning in their respective markets.

Why Zalaris?

Transformation isn't just about technology, it's about outcomes. With over 300 implementations and 400+ SAP-certified experts, Zalaris brings the experience, structure, and long-term support needed to turn HR ambition into reality.

From rapid deployment through **PeopleHub for SAP SuccessFactors**, to ongoing optimisation via **Zalaris Care**, we deliver more than a go-live, we deliver a platform for growth, agility, and continuous improvement. Whether you're standardising processes, scaling across regions, or enabling future-ready talent strategies, Zalaris ensures your HR systems work today and evolve for tomorrow.

Because when HR works, people thrive. And when people thrive, you don't just fill roles, you unlock potential. You don't just process payroll, you build trust. You don't just transform systems, you shape success.

Assess your transformation readiness

Successful transformation starts with clarity

DOWNLOAD the checklist below to evaluate your organisation's preparedness across



Market pressures driving urgency

Current market conditions create compelling reasons to accelerate transformation decisions rather than delay implementation. Organisations maintaining manual compliance processes face escalating risk and administrative burden that diverts resources from strategic initiatives.

These pressures compound over time, making transformation more complex and expensive with each passing quarter. Organisations that act decisively gain competitive advantages whilst those that delay face increasing costs and complexity.

Take your next step: Schedule your complimentary HR roadmap review

What you receive:

- Thorough assessment of your current HR infrastructure
- Evaluation of integration requirements and compliance needs
- Analysis of your strategic priorities and growth plans
- Development of a tailored implementation approach
- Detailed roadmap outlining recommended phases, timelines, and success metrics

Schedule your complimentary SAP SuccessFactors cloud HCM roadmap review today and take the first step towards making every employee a success story.

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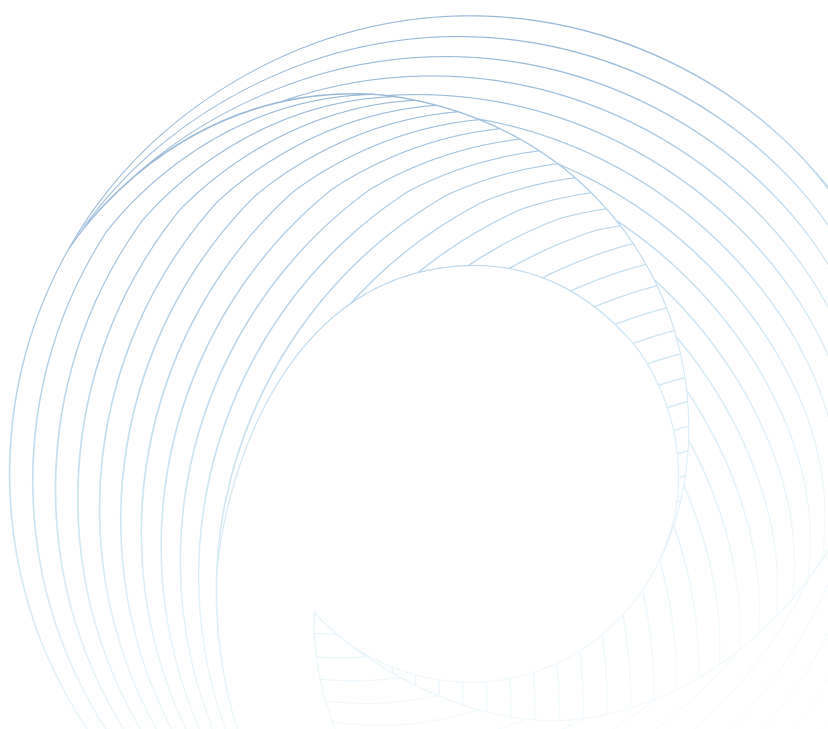
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Zalarissimplifies HR and payroll administration and empowers you with useful information so that you can invest more in people. We are a leading service provider of Human Capital Management (HCM) solutions, serving more than 1.8 million employees monthly with an annual revenue of more than 130 million Euros. We hold #1 or #2 positions in most of our markets and carry over two decades of experience in transforming HR and support creating sustainable businesses with our clients. Simplify work life. Achieve more. For more information about us, go to www.zalaris.com



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