



From planning to achievement!

Your company has spent time and resources creating a waterproof strategy with one goal:

SUCCESS.

A brilliant strategy alone is not enough to create success. The step required from planning to achievement is execution. Aditro and SuccessFactors – a partnership for our customers' benefit.

SuccessFactors helps you realize your plans.



Goal alignment

Setting challenging but reachable goals benefits both the employees and the managers. Monitor your goals and analyze your progress – with SuccessFactors you can ensure that every unit, team and individual focuses their efforts on the right tasks and takes your company closer to success.

- » by communicating the organisational strategy to all employees
- » by breaking the company goals down to individual level
- » by monitoring the operations and comparing them to the targets, using SuccessFactors comprehensive reporting and measurement tools

...is achieved by teamwork

Once your business goals are aligned, from the executive level all the way to the individual employee, it is time for action. SuccessFactors forms a communication channel that covers the entire organisation and allows your employees to tap into each other's special skills. Our solutions increase the individual and team productivity.

- » clearer overall view of skills, abilities and projects
- » large selection of teamwork and communication tools: Wikis, blogs and microblogs as well as file, image, link, query and task sharing

...from individual efforts

Achieving the targets is possible when individuals are in the right place at the right time, trained, equipped and motivated to do their best every day. SuccessFactors offers tools for supporting leadership and People Performance management that allow you to:

- » identify, motivate and retain your most competent personnel
- » quickly and easily map your employees' distinct abilities and development needs
- » provide accurate, timely coaching and feedback
- » create a culture with a fair and motivating reward system

18 000 people

...all with their own skills, abilities and competencies.
Thanks to SuccessFactors they are now recognised,
developed, fully utilised and rewarded accordingly!

Read more about this in the Tieto case.



”If the organisation doesn’t have a common, well communicated direction , the risk is that there will be mutually conflicting goals within the organisation.”

Case: Tieto

18 000 competences mapped

Tieto has revolutionized its target-setting, performance levels, remuneration schemes and succession planning procedures in a project that was carried out in collaboration with Aditro.

In the project, the SuccessFactors Business Execution software was rolled out globally through the entire organisation. SuccessFactors has helped the company clarify the links between targets, performance levels and compensation. Now the employees can influence their own competence development and professional growth and thereby also the specific remuneration models that apply to them. This gives the HR management more detailed knowledge of the skills and competencies of the employees.

Tieto is the leading IT service company in Northern Europe providing IT and product engineering services



Success in Business Execution

Integrated Tools

The successful daily HR management in line with personal and organisational targets is the foundation of achieving greater and greater success. However, a seamless execution is not easy in any organisation. It takes excellent synchronisation to get hundreds or even thousands of employees to uniformly and simultaneously produce their best results. This synchronisation effort begins at the top.

The carefully refined SuccessFactors solutions put execution into effect throughout the company, "from top to bottom". SuccessFactors Business Execution Software guides your company forward in three ways:

1. by aligning the objectives (Business Alignment)
2. by building teamwork (Team Execution)
3. by supporting individuals to their best performance (People Performance).

SuccessFactors enhances your business success by providing tools to ensure you have the right people in the right place, doing the right things. Take your business from good to exceptional!

The SuccessFactors Business Execution Suite contains the following tightly integrated modules:

1. EMPLOYEE CENTRAL

Employee Central 2.0 provides comprehensive core HR functionality AND is built for Business Execution.

2. EMPLOYEE PROFILE

Create a corporate network that drives performance through increased knowledge sharing.

3. GOAL MANAGEMENT

Significantly increase your success by tightly aligning your workforce and making sure everyone is working on the right things to achieve your corporate objectives.

4. PERFORMANCE MANAGEMENT

Transform a basic employee evaluation into a springboard to provide keen insight.

5. COMPENSATION MANAGEMENT

A true "Pay-for-Performance" culture allows you to retain top talent and increase productivity across your organisation.

6. SUCCESSION MANAGEMENT

Create the bench strength you need for a successful today – and tomorrow.

7. RECRUITING MANAGEMENT

Quickly and effectively collaborate to find better hires for your organisation – every time.

8. REPORTING

Understand workforce performance to improve key business decisions and maximize your potential.

9. 360 DEGREE REVIEWS

Gain a comprehensive picture of employee performance by soliciting 360 degree feedback from a variety of sources.

10. BIZX INSIGHTS

Question-driven analytics and benchmarks show you how you compare with your competition – and what it will take to outperform them.

12. CALIBRATION

Eliminate biases and make better business decisions based on credible, objective ratings that everyone can trust.

17. WORKFORCE ANALYTICS

Drive fact-based business decisions with reliable workforce insights.

13. CUBE TREE

Improve employee productivity by connecting, working and innovating across your organisation.

14. LEARNING & DEVELOPMENT

Employees gain access to the knowledge and skills they need – anytime, anywhere.

18. WORKFORCE PLANNING

Do you have the workforce you need to achieve your current and future business objectives?

11. BUSINESS PERFORMANCE ACCELERATORS

Begin laying the groundwork to increase employee productivity from your employee's very first day with your company.

16. STACK RANKER

Gain valuable business insight instantly by viewing side-by-side talent comparisons.

15. METRICS NAVIGATOR

Easily access a quick snapshot of the health of your organisation.

Aditro

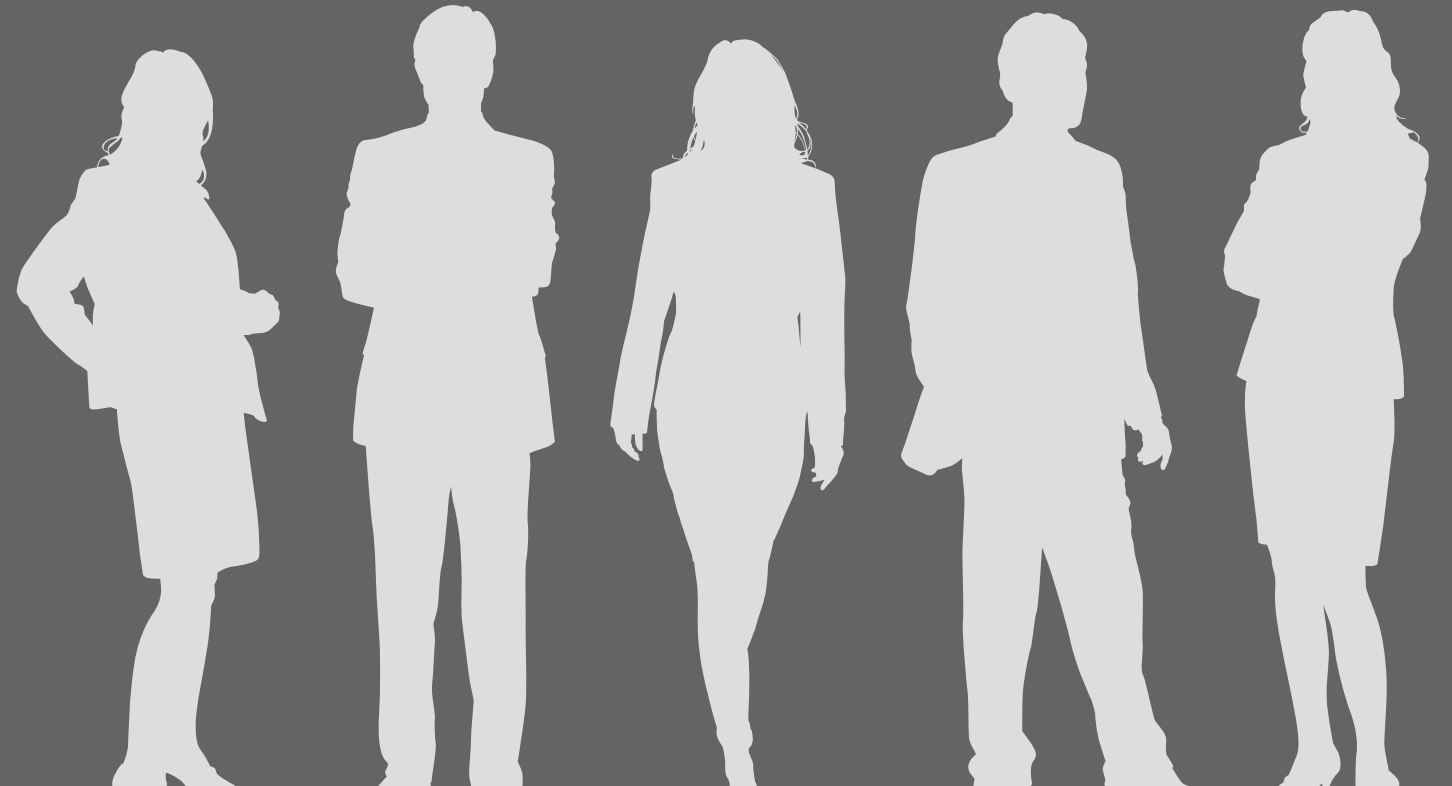
– specialist in HR

- » Over 45 years of experience in streamlining HR-processes and delivering HR-solutions
- » Successfully implementing SuccessFactors since 2007
- » Reliable and efficient implementations methodology
- » High quality customer support in local language and English

SuccessFactors is the global market leader and visionary Enterprise Performance Management (EPM) – software vendor*

- » 3500 customers in 168 countries
- » 15 million end users
- » 34 language versions

*Gartner Research March 2011. Gartner is a global ICT research and consulting company with headquarters in Stamford, Connecticut.



Aditro is the leading Nordic provider of HR and financial administration solutions.

Aditro promotes its customers' competitiveness by offering IT solutions and software, consulting and outsourcing services. In its corporate values Aditro emphasises future orientation, commitment and a humane approach. Established over 45 years ago, Aditro serves 15,000 customers in both private and public sectors. The company employs more than 1,500 professionals in Sweden, Finland, Norway, Denmark and Estonia. Its turnover is SEK 1.6 billion (2010).

We will contact You soon to hear about the needs of Your organisation and to let you schedule a time that suits You best to get further information.

In case You wish to proceed as soon as possible, You are naturally welcome to schedule an appointment with one of our consultants by emailing salj@aditro.com or by calling the number below.

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