



SAP SuccessFactors Performance & Goal Management

Presented by
Lars Ole Dencker

May 11th, 2023

LARS OLE DENCKER

- Role: Senior SuccessFactors Consultant
- SuccessFactors Experience: Since 2000

Lars Ole Dencker is a highly experienced consultant with 22+ years of experience with SAP HCM and SuccessFactors.

Lars has worked with defining HR processes and implementing HR systems for 10 years with SuccessFactors. Lars holds a professional certification in both Perform & Align and Succession.



Session agenda

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map

Most Important Topics

Latest Goal Management

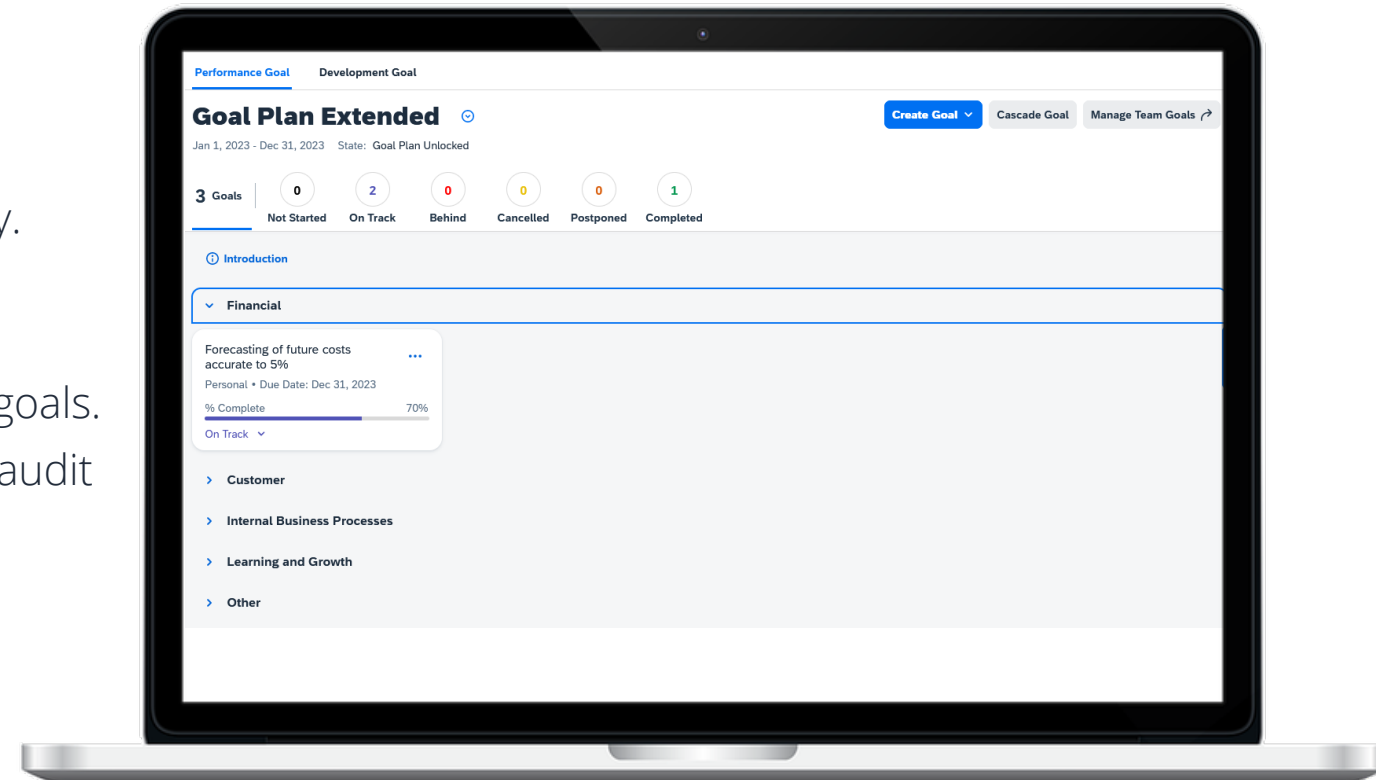
Type: New

Lifecycle: General Availability

Enablement: Automatically on

- The latest Goal Management is now generally available to all users.
- With the latest version, users can benefit from these major features of Goal Management:
 - Manage personal and team goals.
 - Copy goals or create goals from a goal library.
 - Cascade and assign goals.
 - Manage linked activities, learning resources, milestones, comments, and linked OKRs for goals.
 - Take advantage of advanced people search, audit trail, and legal scan.

The level of impact of this release is High. Effective People recommends that you upgrade to Latest Goal Management



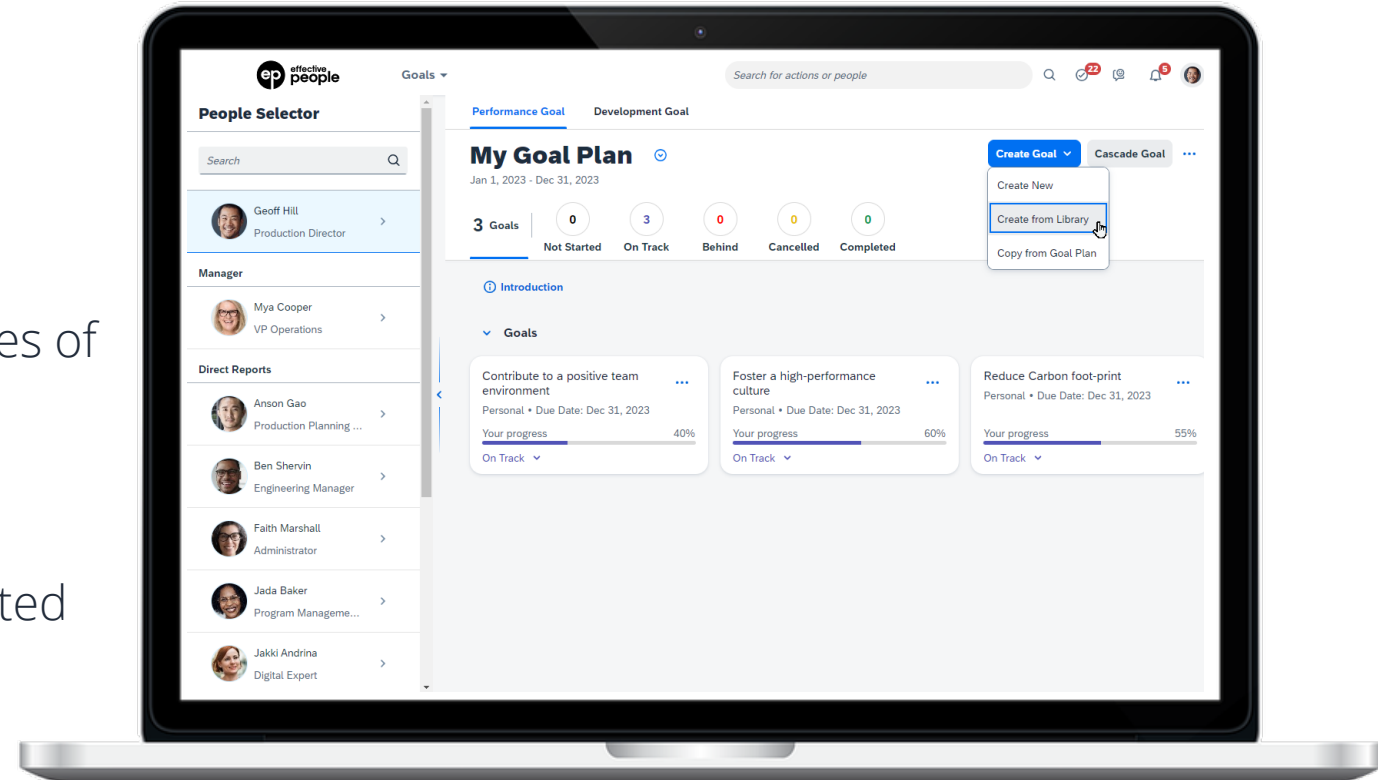
Create Goals from a Goal Library

Type: New

Lifecycle: General Availability

Enablement: Contact Product Support

- In the latest Goal Management, users can now create personal goals from a predefined goal library as a new way to create goals.
- Configuration Requirements:
 - The latest Goal Management is enabled.
 - A goal library is linked to the goal plan.
 - Goal library files configured in the languages of users are imported.
 - The create permission is granted in XML configurations.
 - The write permission for goal fields is granted in XML configurations.



The level of impact of this release is Medium. Effective People recommends that you test and decide if you want this feature enabled

Create Goals from a Goal Library in iOS and Android Mobile Apps

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- In iOS and Android SAP SuccessFactors Mobile apps, users can now create personal goals from a predefined goal library as a new way to create goals with the latest Goal Management.
- Configuration Requirements:
 - The latest Goal Management is enabled.
 - A goal library is linked to the goal plan.
 - Goal library files configured in the languages of users are imported.
 - The create permission is granted in XML configurations.
 - The write permission for goal fields is granted in XML configurations

The level of impact of this release is Medium. Effective People recommends that you use this feature. It will automatically be on if Mobile features are enabled for Goal Management and configured on Goal plan.



Work with the Latest Team Goals in iOS and Android Mobile Apps

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- Users in different roles with proper permissions in your organization can:
 - Create, edit, or delete team goals
 - Access team goals from their own goal plan
 - Assign team goals to people from their team or people found via search
 - Unassign a team goal from certain people
 - Share ownership of a team goal with others so they become co-owners of the goal
 - Withdraw shared ownership of a team goal from certain people
- If properly configured, activities linked to and comments left on an assigned team goal are available in its details.
- Additionally, users can manage team goals assigned to them in Continuous Performance Management.

The level of impact of this release is Medium. This feature is available if Team Goal is in use



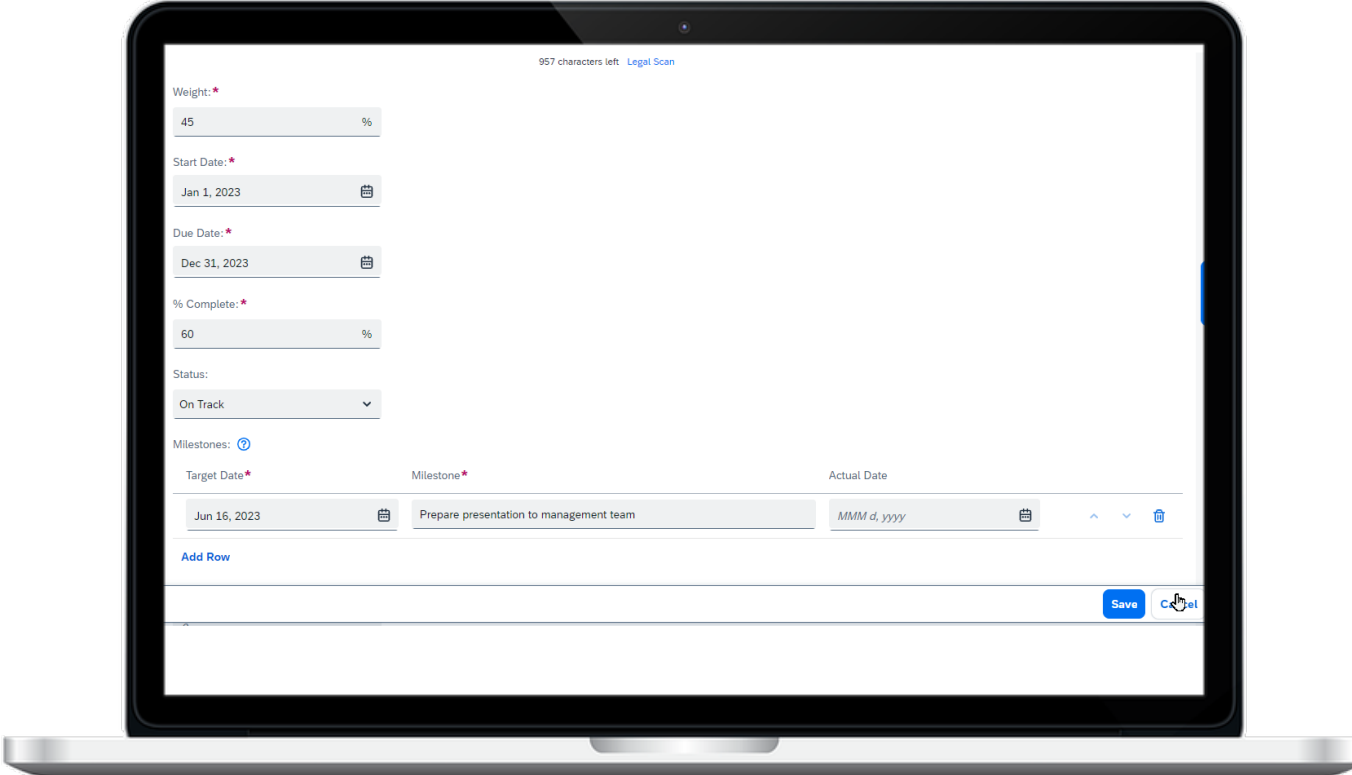
Manage Milestones for Goals

- In the latest Goal Management, users can now manage milestones (also known as sub-goals) for both personal and team goals.
- With proper permissions, users can create, edit, or delete milestones on the goal details page.
- Configuration Requirements
 - The latest Goal Management is enabled.
 - The read or write permission for the milestone field is granted in XML configurations.

Type: New

Lifecycle: General Availability

Enablement: Contact Product Support



The screenshot displays a web application interface for managing goals. At the top, a character count shows '957 characters left' with a 'Legal Scan' link. The form includes several input fields: 'Weight' (45%), 'Start Date' (Jan 1, 2023), 'Due Date' (Dec 31, 2023), and '% Complete' (60%). The 'Status' is set to 'On Track'. Below these, a 'Milestones' section is visible, featuring a table with columns for 'Target Date', 'Milestone', and 'Actual Date'. The first row shows a target date of 'Jun 16, 2023' and a milestone of 'Prepare presentation to management team'. An 'Add Row' button is located below the table. At the bottom right, there are 'Save' and 'Cancel' buttons.

The level of impact of this release is Low. Effective People recommends this feature. It closes a gap in Latest Goal Management

Manage Milestones for Goals in iOS and Android Mobile Apps

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- In the latest Goal Management in iOS and Android SAP SuccessFactors Mobile apps, users can now manage milestones (also known as sub-goals) for both personal and team goals.
- With proper permissions, users can create, edit, or delete milestones on the goal details screen.
- Configuration Requirements
 - The latest Goal Management is enabled.
 - The read or write permission for the milestone field is granted in XML configurations.

The level of impact of this release is Low. Effective People recommends that you use this feature. It will follow configuration on the Goal Plan



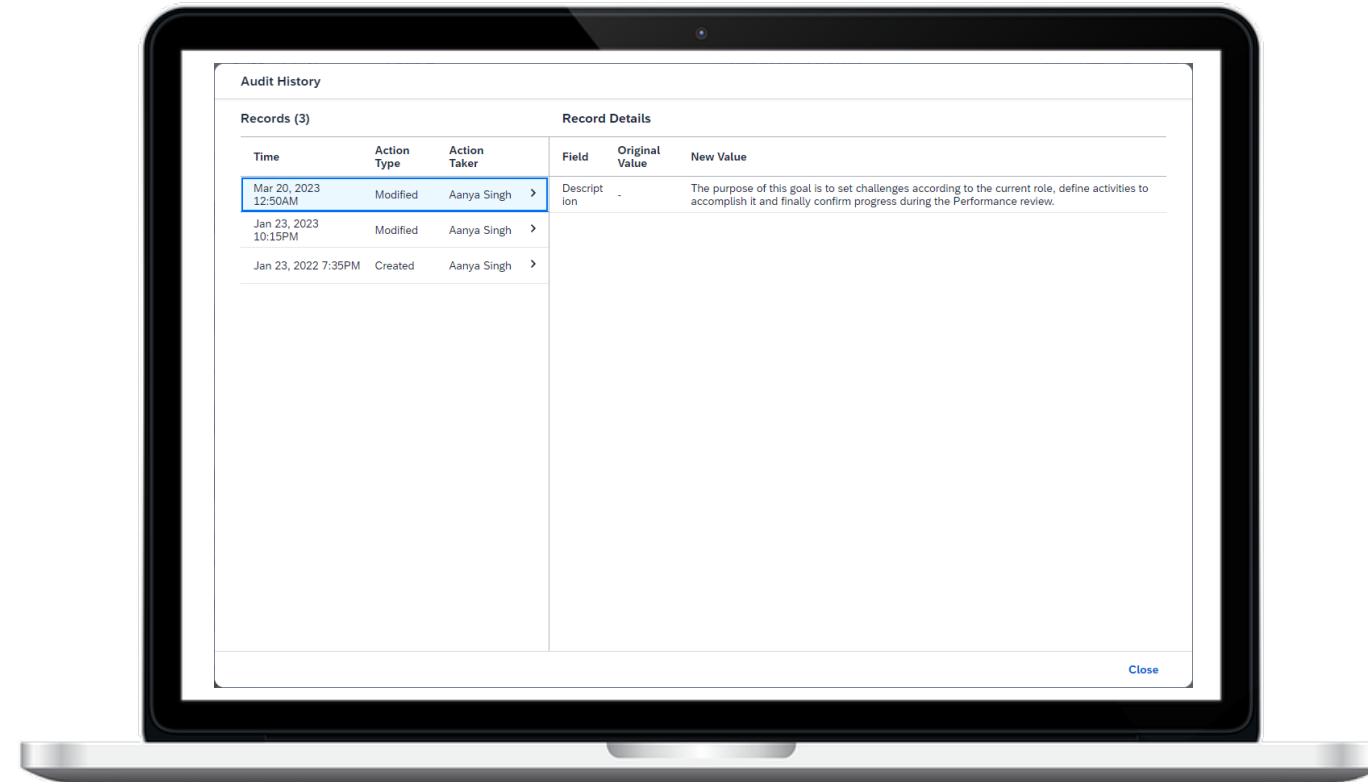
View Audit History for Goals

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- In the latest Goal Management, users can now keep track of changes to goals.
- An audit history record is created when a goal is created, modified, deleted, cascaded, assigned, copied, or replaced. With proper permissions, users can see a list of records showing what changes were made, who made the changes, and when. If a goal was modified or replaced, users can see a comparison between the previous values and the new values of the changed fields.
- Changes made to the following features are not logged in Audit History: milestones, comments, activities, and learning activities.



The laptop screen displays the 'Audit History' interface. It features a table with three columns: 'Time', 'Action Type', and 'Action Taker'. The first row is highlighted in blue. To the right of the table, there is a 'Record Details' section with columns for 'Field', 'Original Value', and 'New Value'. The 'Description' field is visible, showing a comparison between the original and new values.

Records (3)			Record Details		
Time	Action Type	Action Taker	Field	Original Value	New Value
Mar 20, 2023 12:50AM	Modified	Aanya Singh	Description	-	The purpose of this goal is to set challenges according to the current role, define activities to accomplish it and finally confirm progress during the Performance review.
Jan 23, 2023 10:15PM	Modified	Aanya Singh			
Jan 23, 2022 7:35PM	Created	Aanya Singh			

Replacement of Continuous Performance Management Legacy Version with the Continuous Performance Management Latest Version

Type: Changed

Lifecycle: Deprecated

Enablement: Automatically on

Milestone	Date	Definition
End of Development	May 20, 2022	The deprecation milestone after which SAP stops enhancing a product or part of a product. You can continue to use the software, but you should begin planning for a time when it will no longer be available for use. We still fix high-priority bugs.
End of Maintenance	May 20, 2022	The deprecation milestone after which SAP does not fix bugs or deliver patches for the software. SAP continues to answer your how-to questions. We strongly encourage you to adopt an alternative method for your business scenario.
Deleted	May 24, 2024	The deprecation milestone when a feature is no longer available for productive use. You should now be using an alternative method for your business scenario.

The level of impact of this is High. Effective People recommends that you upgrade to the latest version of Continuous Performance Management



New Release Features

Hide Prior Feedback from the New Manager That Was Requested or Given By the Former Manager

Type: New

Configuration Type: Opt in

Lifecycle: General Availability

- Administrators now have the option to automatically hide feedback from former managers in Continuous Performance Management. This enhancement is only supported for instances with Employee Central (EC-enabled).
- Previously, when a manager provides feedback to the employee and leaves the company, or the employee inherits a new manager, the employee has the option to manually hide or delete that feedback from their new manager. While the previous behavior does allow the employee to hide or delete feedback, the process wasn't automated.
- Now, an administrator can enable the Automatically Hide Prior Feedback Requested or Given by Former Manager from the New Manager setting on the Continuous Performance Management Configuration view. Then, when a manager transfer occurs, feedback given by the former manager as well as feedback requested on behalf of that manager is automatically hidden from the new manager. This new feature only supports EC-enabled scenarios.

The level of impact of this release is High. Effective People recommends that you implement this to ensure Data Privacy for employee



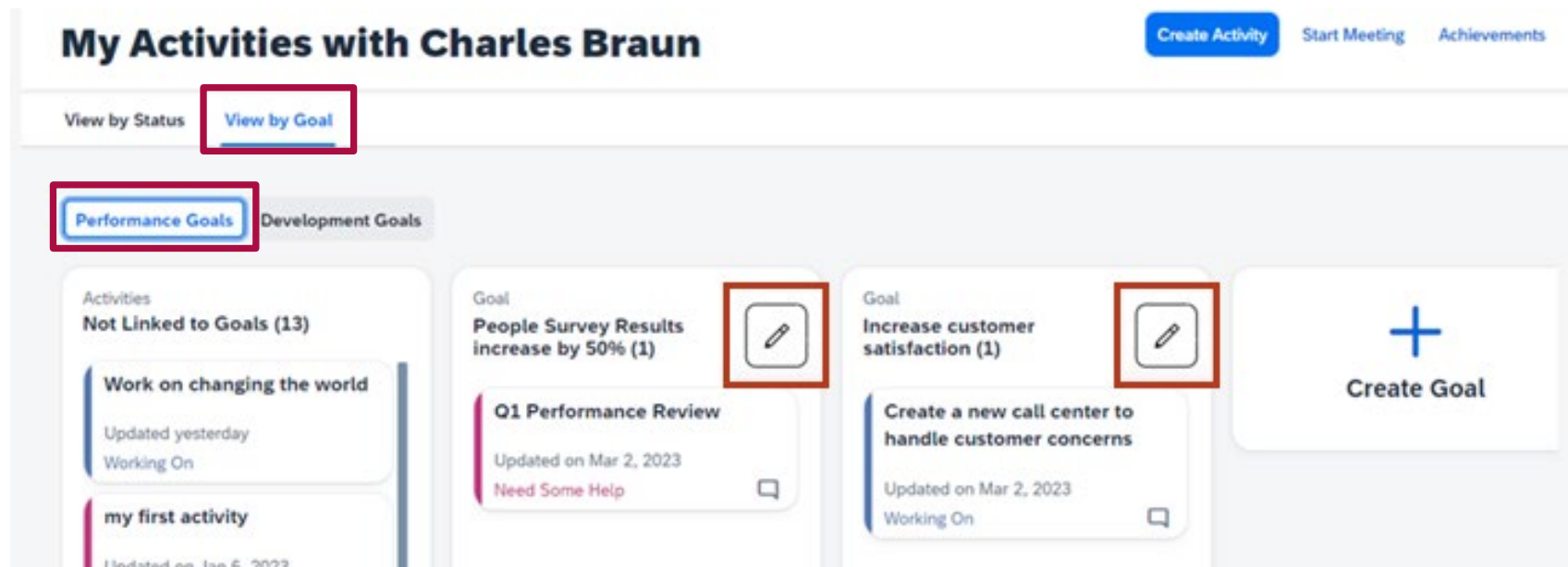
Visibility of Edit and Delete Actions for Continuous Performance Goal Cards Based on User Permissions

Type: New

Configuration Type: Universal

Lifecycle: General Availability

- Employees using Continuous Performance now see actions for edit or delete for Goal cards based on their granted permissions. There are three different access views of the Goal card. Edit and Delete, Edit only or Delete only. This example show a user that only have Edit access:



The level of impact of this release is Medium. This will be visible to all users using CPM and linked Goal plans, depending on Goal plan permissions

Visibility of Edit and Delete Actions for Continuous Performance Activities Based on User Permissions

Type: New

Configuration Type: Universal

Lifecycle: General Availability

- To modify an Activity linked to a Goal, you select that Activity, which opens a new view with Activity Details. Separate Edit and Delete options are available for the selected Activity.

[Activities](#) / Activity Details

Edit

Request Feedback

Delete

First 1:1 pilot meetings executed

Status:

Completed

Created On:

Jan 24, 2023

Date of Achievement:

Feb 17, 2023

Goal:

[Linked Goals \(1\)](#)

Feedback Received:

[View Feedback Received \(1\)](#)

Last Updated:

Feb 17, 2023

Achievement:

[Linked Achievement](#)

Updates

Activity updates

The level of impact of this release is Medium. This will be visible to all users using CPM and linked Goal plans, depending on Goal plan permissions

Use Continuous Feedback in the SAP SuccessFactors App in Microsoft Teams

Type: New

Configuration Type: Opt In

Lifecycle: General Availability

- With the integration of SAP SuccessFactors and Microsoft 365, users can now use Continuous Feedback of the latest Continuous Performance Management right inside Microsoft Teams.
- In Teams, users can enter the SAP SuccessFactors app from the app bar or the compose message area of any chat and perform these tasks:
 - Request feedback: users can send a feedback request to others to ask for feedback on their performance at work.
 - Give feedback: users who receive a feedback request can provide their feedback and send it back to the requester.
- Prerequisites
 - You have the Administrator Permissions Manage System Properties Work Tech Configuration permission.
 - You have Microsoft 365 Global admin role permissions.

The level of impact of this release is Medium. This will require an administrator action on Microsoft 365.



Automatically Fix Document Transfer and Change Engine Issues Caused by RBP Refresh Failures

Type: New

Configuration Type: Opt In

Lifecycle: General Availability

- The Document Transfer and Change Engine issues caused by RBP refresh failures can now be fixed automatically on a daily basis.
- To enable the automatic fixing, select Automatically Fix Document Transfer and Change Engine Issues under Admin Center Performance Management Feature Settings.
- SAP built this feature to proactively remove the potential barriers to your performance review flows and save you the time and trouble of manually running a check and fix in Check Tool to resolve the issues.

The level of impact of this release is Low. This will require an action from your System Administrator.

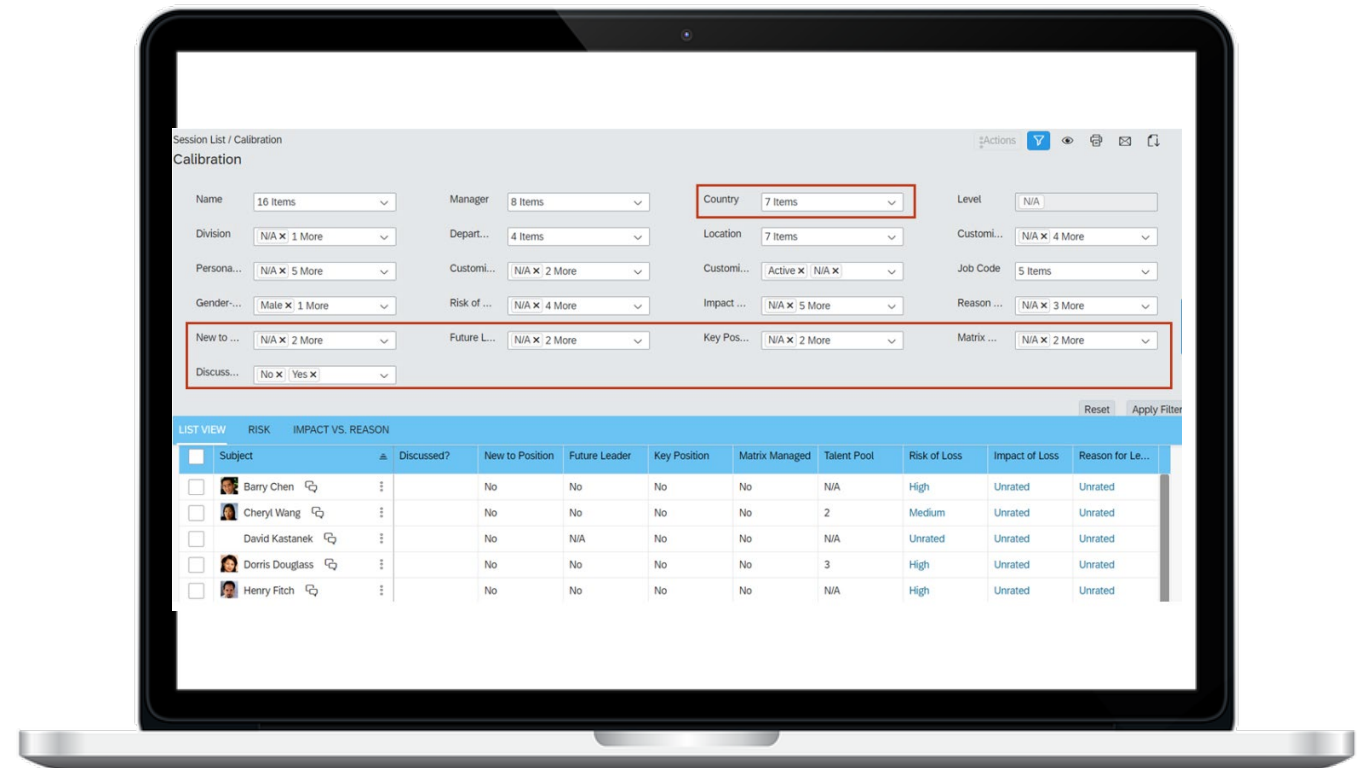
New Filter Options in Calibration Session

Type: New

Configuration Type: Customer configured

Lifecycle: General Availability

- SAP have added **Discussed**, **Country**, **New to Position**, **Future Leader**, **Key Position**, and **Matrix Managed** options for the filter function. The **Discussed** option is predefined as a default filter that you can use without any configuration.
- If you want to use the other five filters, you can enable corresponding options in Filter Fields based on your needs at Admin Center Manage Calibration Settings Search and Filter Fields.



The level of impact of this release is High. Effective People recommends that you explore this feature for better search functionality

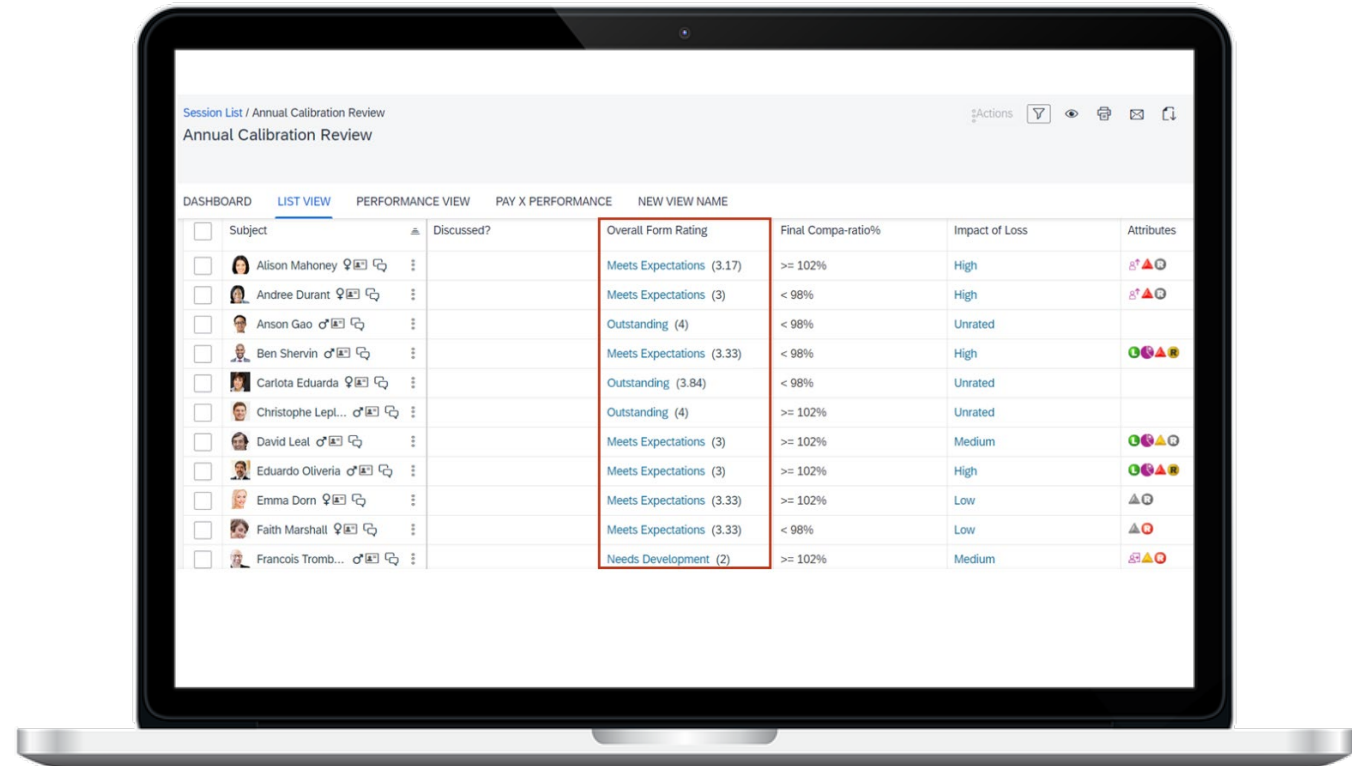
Calculated Performance Management Ratings Available in List View

Type: New

Enablement: Customer configured

Lifecycle: General Availability

- You can now view calculated ratings of employees for all Performance rating elements in the List view of a calibration session.
- By enabling the new admin option Show Calculated Rating from Performance Management in List View at Admin Center > Manage Calibration Templates > Views > List View, calculated ratings of employees can be shown in the List view.



The screenshot displays the 'Annual Calibration Review' interface in 'LIST VIEW'. The table lists employees with their performance ratings and calculated overall form ratings. The 'Overall Form Rating' column is highlighted with a red box.

Subject	Discussed?	Overall Form Rating	Final Compa-ratio%	Impact of Loss	Attributes
Alison Mahoney		Meets Expectations (3.17)	>= 102%	High	
Andree Durant		Meets Expectations (3)	< 98%	High	
Anson Gao		Outstanding (4)	< 98%	Unrated	
Ben Shervin		Meets Expectations (3.33)	< 98%	High	
Carlota Eduarda		Outstanding (3.84)	< 98%	Unrated	
Christophe Lept...		Outstanding (4)	>= 102%	Unrated	
David Leal		Meets Expectations (3)	>= 102%	Medium	
Eduardo Oliveria		Meets Expectations (3)	>= 102%	High	
Emma Dorn		Meets Expectations (3.33)	>= 102%	Low	
Faith Marshall		Meets Expectations (3.33)	< 98%	Low	
Francois Tromb...		Needs Development (2)	>= 102%	Medium	

The level of impact of this release is High. Effective People recommends that you explore this feature for better search functionality

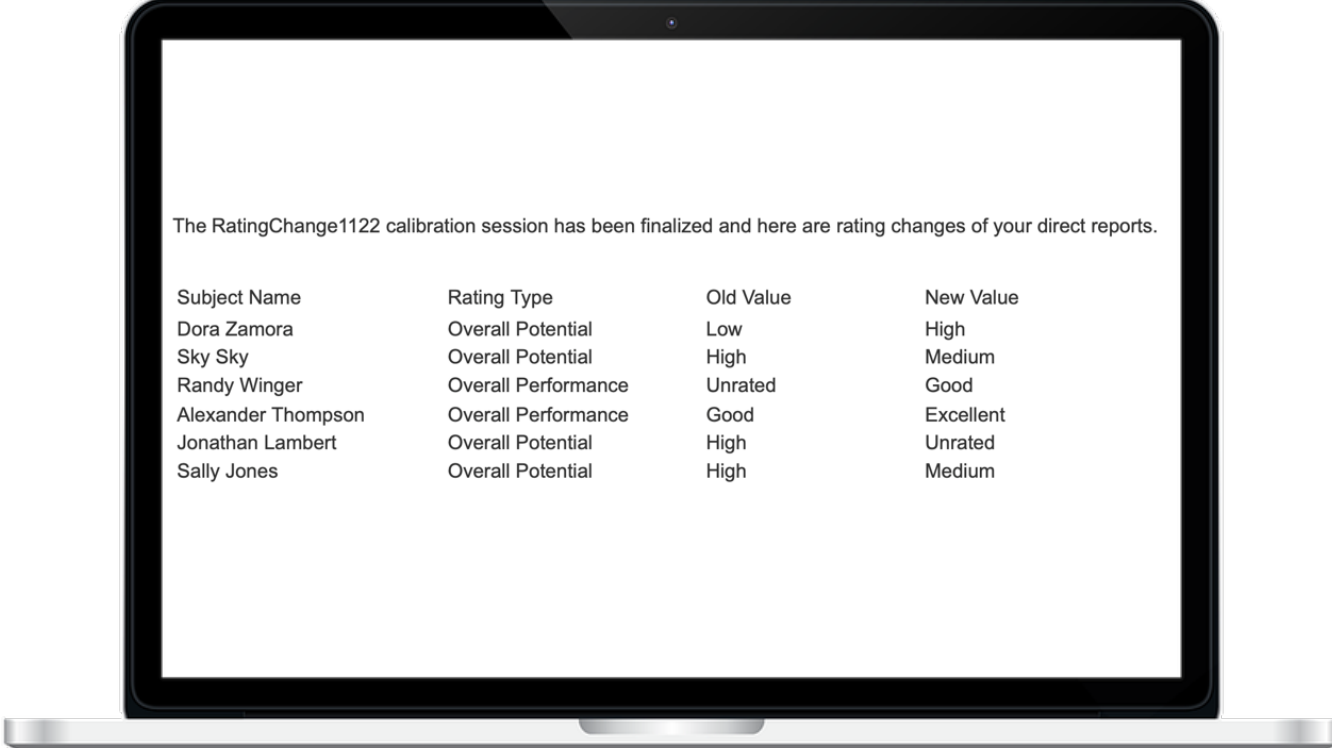
Improved Format of E-mail Notifications Regarding Calibration Rating Changes

- SAP now left-align columns in e-mail notifications about rating changes in finalized calibration sessions.
- SAP made this enhancement to provide a more user-friendly format so that users can quickly get information about rating changes.

Type: Changed

Enablement: Automatically on

Lifecycle: General Availability



The RatingChange1122 calibration session has been finalized and here are rating changes of your direct reports.

Subject Name	Rating Type	Old Value	New Value
Dora Zamora	Overall Potential	Low	High
Sky Sky	Overall Potential	High	Medium
Randy Winger	Overall Performance	Unrated	Good
Alexander Thompson	Overall Performance	Good	Excellent
Jonathan Lambert	Overall Potential	High	Unrated
Sally Jones	Overall Potential	High	Medium

The level of impact of this release is High. Effective People recommends that you explore this feature for better user experience

Deep Dive Topic

Enrichment of the user experience for performance forms

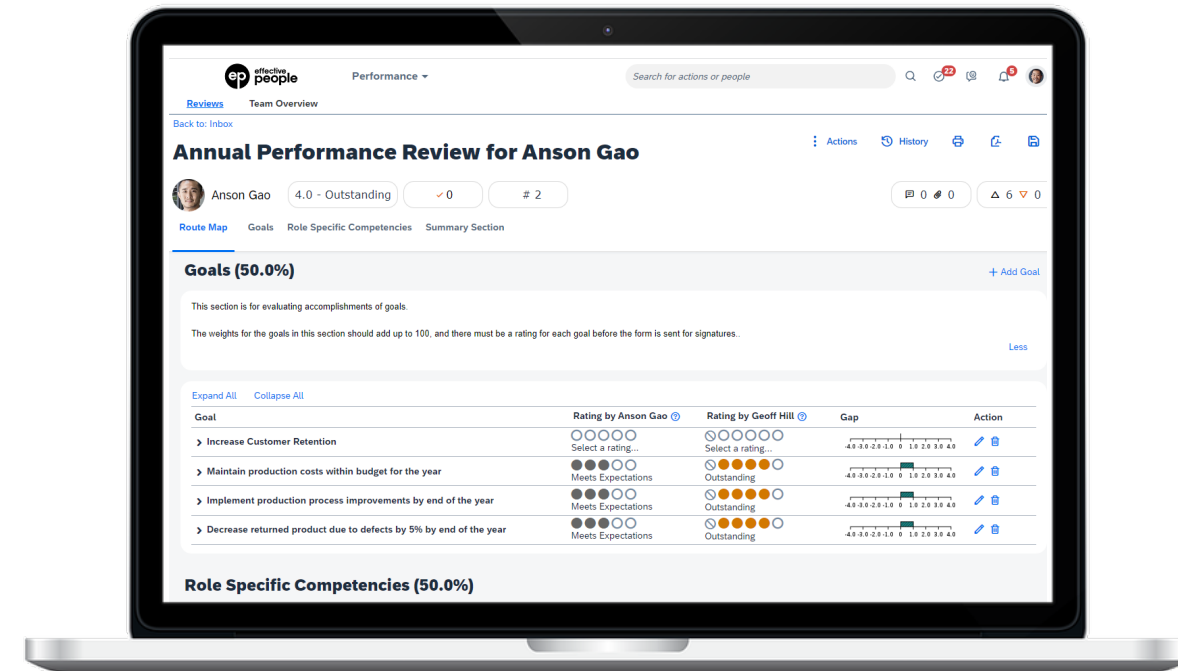
Type: Change

Lifecycle: General Availability

Enablement: Automatically on

- Page anchoring after performing actions on the form

The level of impact of this release is High. This has been developed to enrich user experience



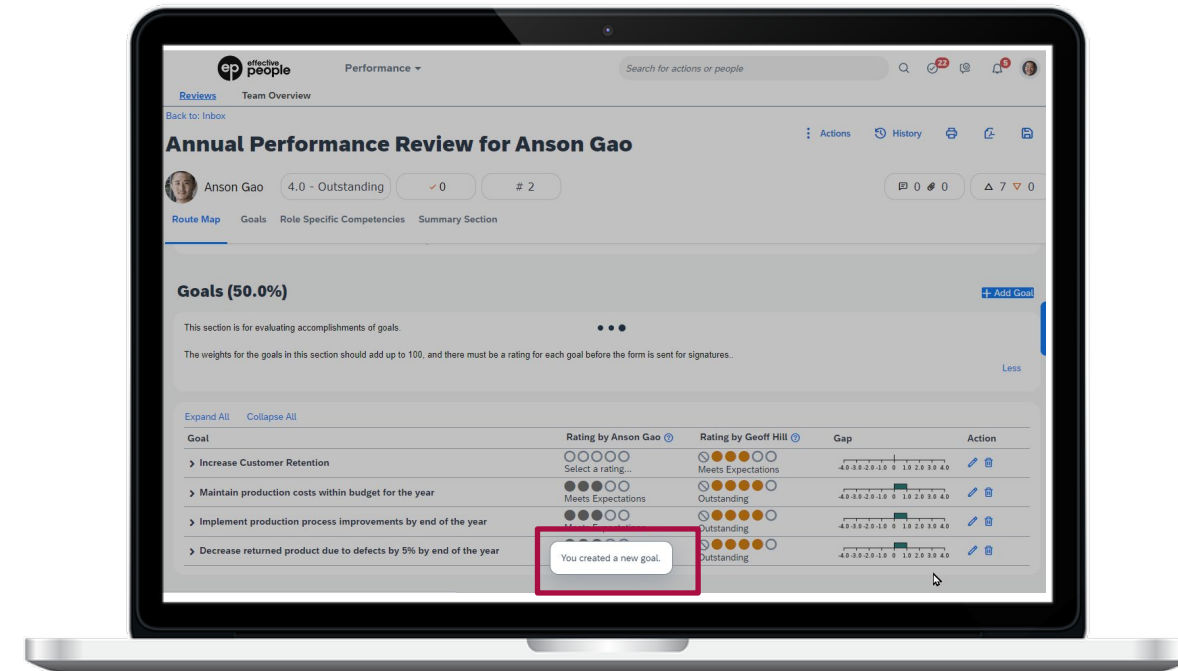
Enrichment of the user experience for performance forms

Type: Change

Lifecycle: General Availability

Enablement: Automatically on

- Message toast confirmation to offer experiential consistency



The level of impact of this release is High. This has been developed to enrich user experience

User Experience Enhancements to Performance Management Forms

Type: Changed

Configuration Type: Universal

Lifecycle: General Availability

- Rearranged order of tabs: In the goal section, Goal Details now appears first among all available tabs.
- Updated typography: Goal name is now in bold font, which is part of the Horizon visual theme. If you turn off the Horizon, the change is not available.

Route Map Review Dates Introduction **Goals** Core Values Role Specific Competencies Development Goals Mid-Year Comments Summary Section

Goal

Rating by Geoff Hill [?](#) Official Rating [?](#)

▼ Forecasting of future costs accurate to 5%

Financial
Expense report accuracy

●●●○○ Meets Expectations

●●●●○ Outstanding

Ratings from Others
There are no Ratings from Others.

Goal Details Achievements Other Details

Goal Name	Forecasting of future costs accurate to 5%	Metric	Expense report accuracy
Weight	30.0%	Start Date	01/01/2023
Due Date	12/31/2023	% Complete	60.0%
Status	Behind		

The level of impact of this release is Low. This will require an action from your System Administrator.

Roadmap

Talent Intelligence Hub

Type: New

Lifecycle: Early Adoption

Enablement: Customer
Configuration

- Talent Intelligence Hub is a centralized framework that connects individual attributes, strengths and styles, and expressive preferences to both people and the experiences throughout SAP SuccessFactors solutions. This framework enables organizations to understand and manage their workforce holistically while supporting excellence and growth aspirations of their people.
- Attributes Library is a repository that allows organizations to define attributes they expect in their people. Organizations can develop talent by enabling people in the organization to access these attributes. The attributes in the library are grouped into individual categories based on the attribute type.

The level of impact of this release is Low. This feature is still in development and we recommend that you reach out if you are interested in this subject

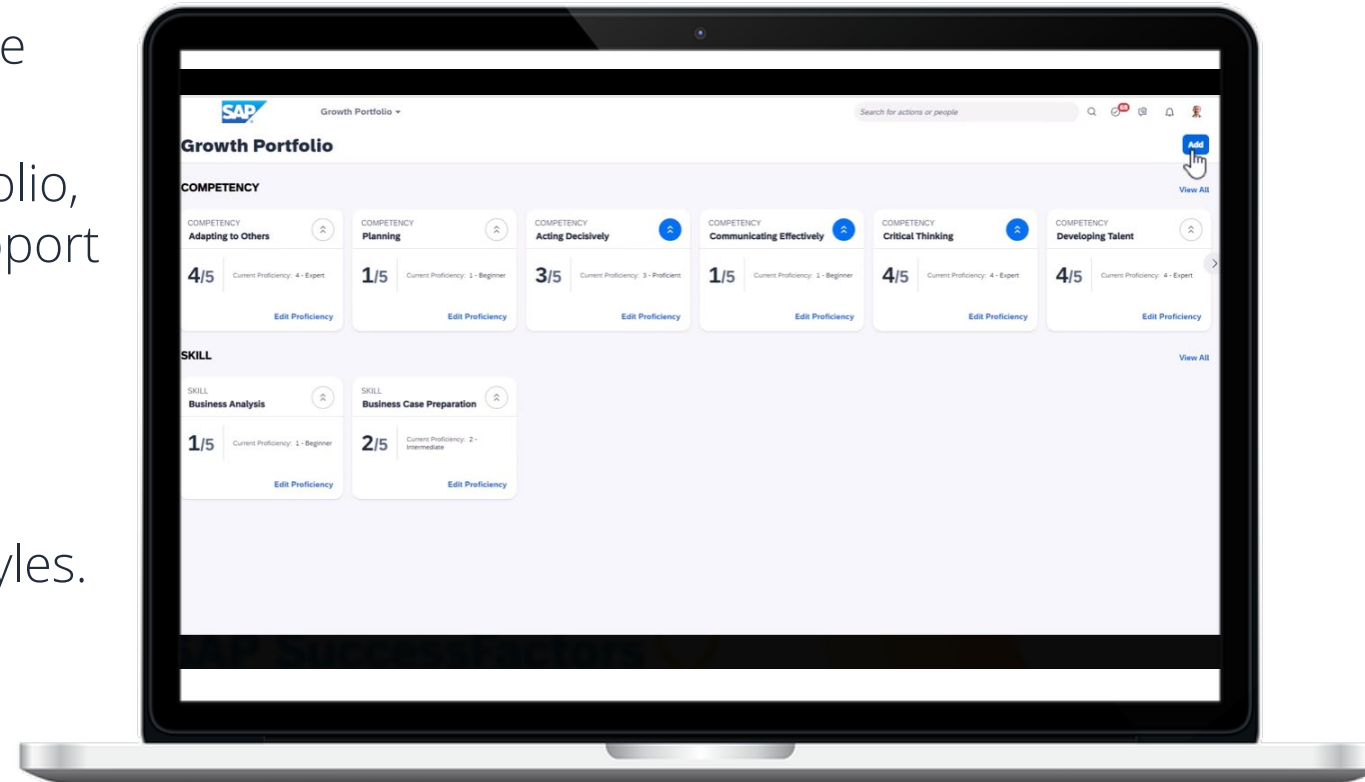
Growth Portfolio

Type: New

Lifecycle: Early Adoption

Enablement: Customer Configuration

- The growth portfolio allows individuals to add, rate, and accept recommended skills and competencies without the use of performance management forms.
- As the next evolution of the capabilities portfolio, the growth portfolio moves us toward full support of the whole-self model attributes.
- Growth Portfolio integrates with SAP SuccessFactors Opportunity Marketplace to enable people find relevant opportunities matching their work preferences and work styles.



The level of impact of this release is Low. This feature is still in development and we recommend that you reach out if you are interested in this subject

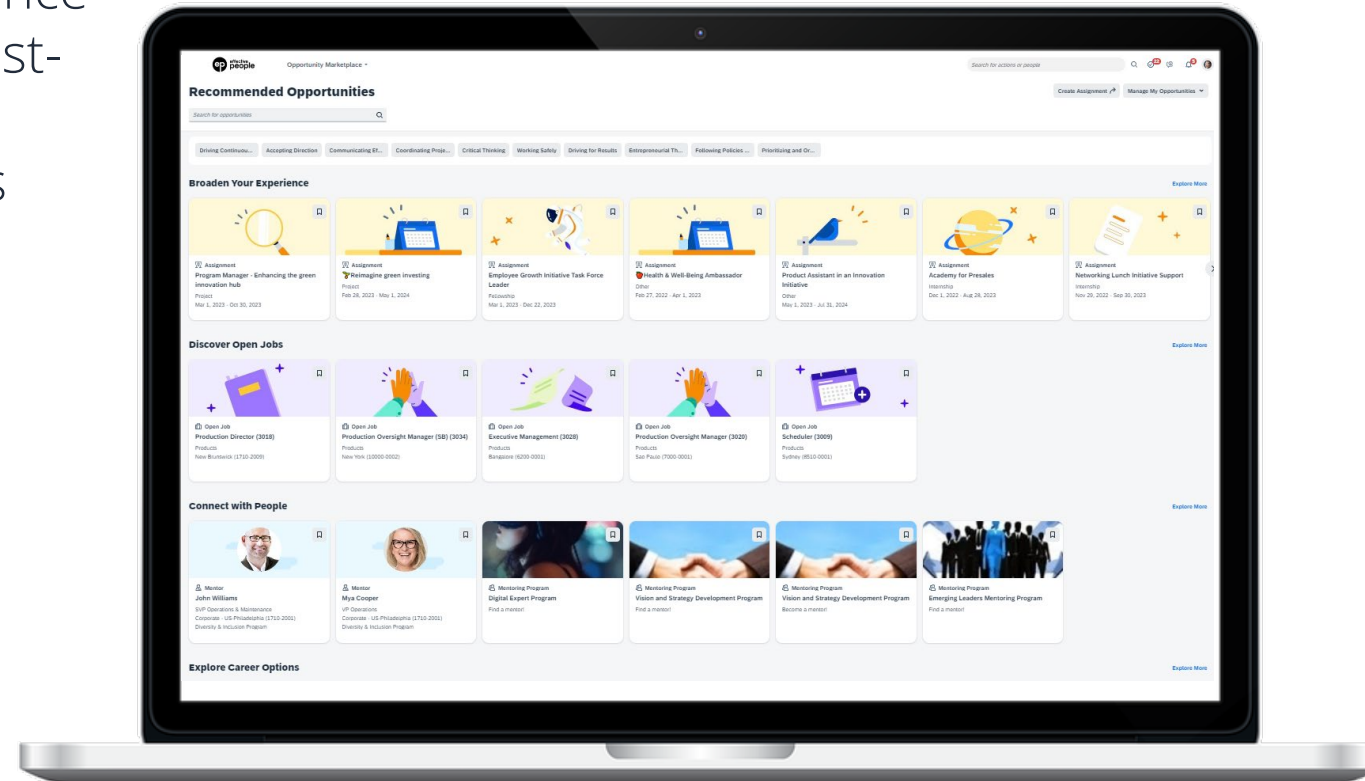
Opportunity Marketplace

Type: New

Lifecycle: General Availability

Enablement: Customer Configuration

- Opportunity Marketplace leverages cutting-edge technologies such as artificial intelligence and machine learning in recommending best-matching opportunities for all users. This allows employees to discover opportunities that are suited for their skills and interests while empowering managers to source the best talent for their projects.



The level of impact of this release is Low. This is a new module in SuccessFactors and we recommend that you reach out if you are interested in this subject

Product Road Map

- As you can see from the Road Map, work is continuing adapting the cross-module functionality of Talent Intelligence Hub and Growth Portfolio in Performance Management. Stay tuned!
- [Road Map Explorer](#)

The screenshot displays the SAP SuccessFactors Product Road Map Explorer interface. It is divided into two main sections: Q4 2023 and Q2 2024. Each section lists various road map items, categorized by functional areas like Compensation Management, Employee Performance Management, Skills and Competencies Management, and Talent Intelligence Hub integration. Each item includes a description, a 'Future Release' tag, and icons for adding (+) and favoriting (☆) the item. The interface also shows the total number of road map items for each quarter (46 for Q4 2023 and 13 for Q2 2024).

Q4 2023 46 Road Map Items

Future Release

- Compensation Management**
- Employee Performance Management**
 - Ability to control feedback visibility from a previous manager when a...
SAP SuccessFactors Performance & Goals
 - Ability to rate skills on a performance form
SAP SuccessFactors Performance & Goals
 - Control of feedback visibility from a previous manager when a manage...
SAP SuccessFactors Performance & Goals
 - Skills inferences based on continuous performance...
SAP SuccessFactors Performance & Goals
 - Talent intelligent hub integration – skills on 360-degree review
SAP SuccessFactors Performance & Goals

Q2 2024 13 Road Map Items

Future Release

- Employee Performance Management**
 - Public APIs for CPM activities
SAP SuccessFactors Performance & Goals

Skills and Competencies Management

- Ability to import and export growth portfolio data
SAP SuccessFactors HXM Core
- Import and export support for the talent intelligence hub attributes...
SAP SuccessFactors HXM Core

Talent intelligent hub integration – skills on a performance form
SAP SuccessFactors Performance & Goals

Updated feedback request “To Do” experience on the new home page
SAP SuccessFactors Performance & Goals



SAP SuccessFactors Succession & Development

Presented by
Lars Ole Dencker

May 11th, 2023

Session agenda

- Most Important Topics
- Other Release Features
- Product Road Map

Most Important Topics

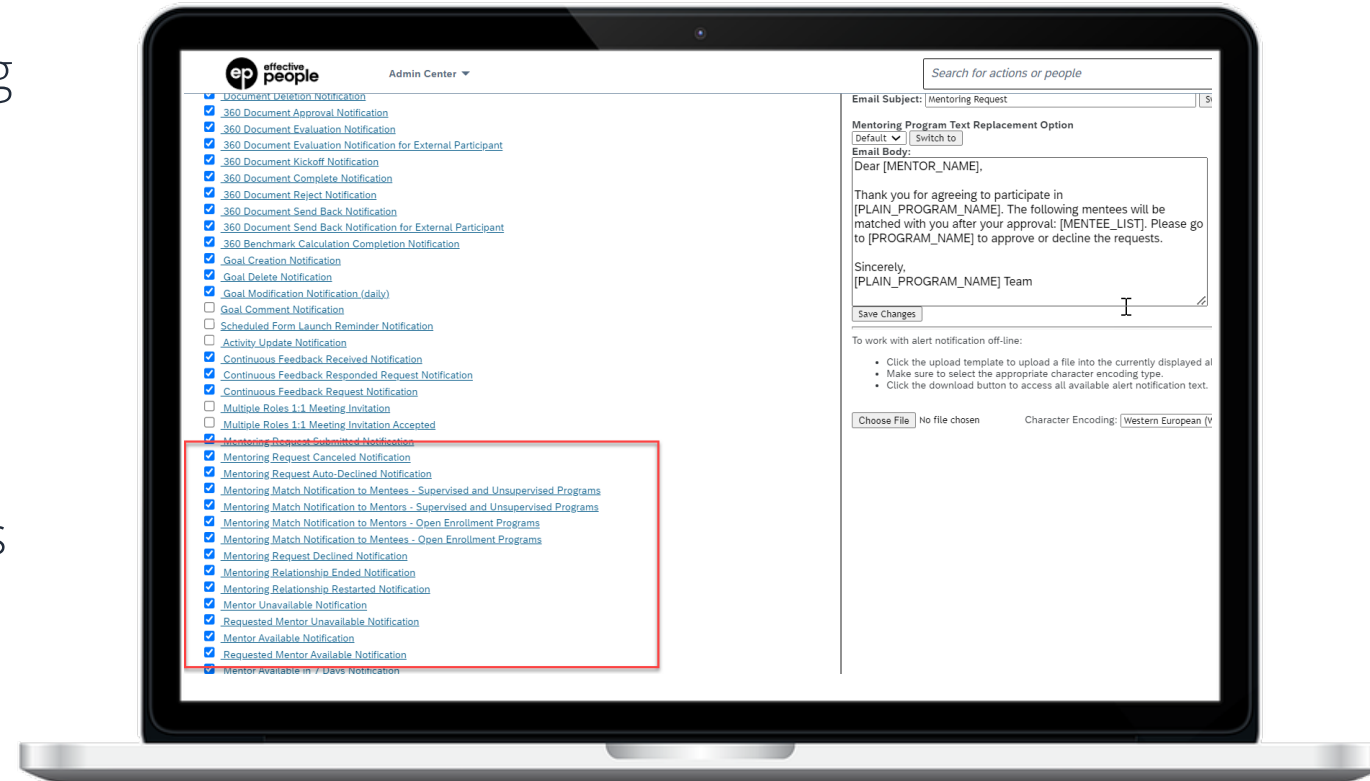
Customize Mentoring Email Notifications

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- You can now customize Mentoring email notifications in *Admin Center* → *Email Notification Templates Settings*. According to your business needs, you can customize email subject and body in all supported languages or disable certain types of email notifications.
- The list of supported emails can be verified in Email Notification Templates Settings. Please be aware that all emails are **enabled by default**.



The level of impact of this release is High. Effective People recommends that you evaluate if all these notifications should be adjusted and turned on/off.

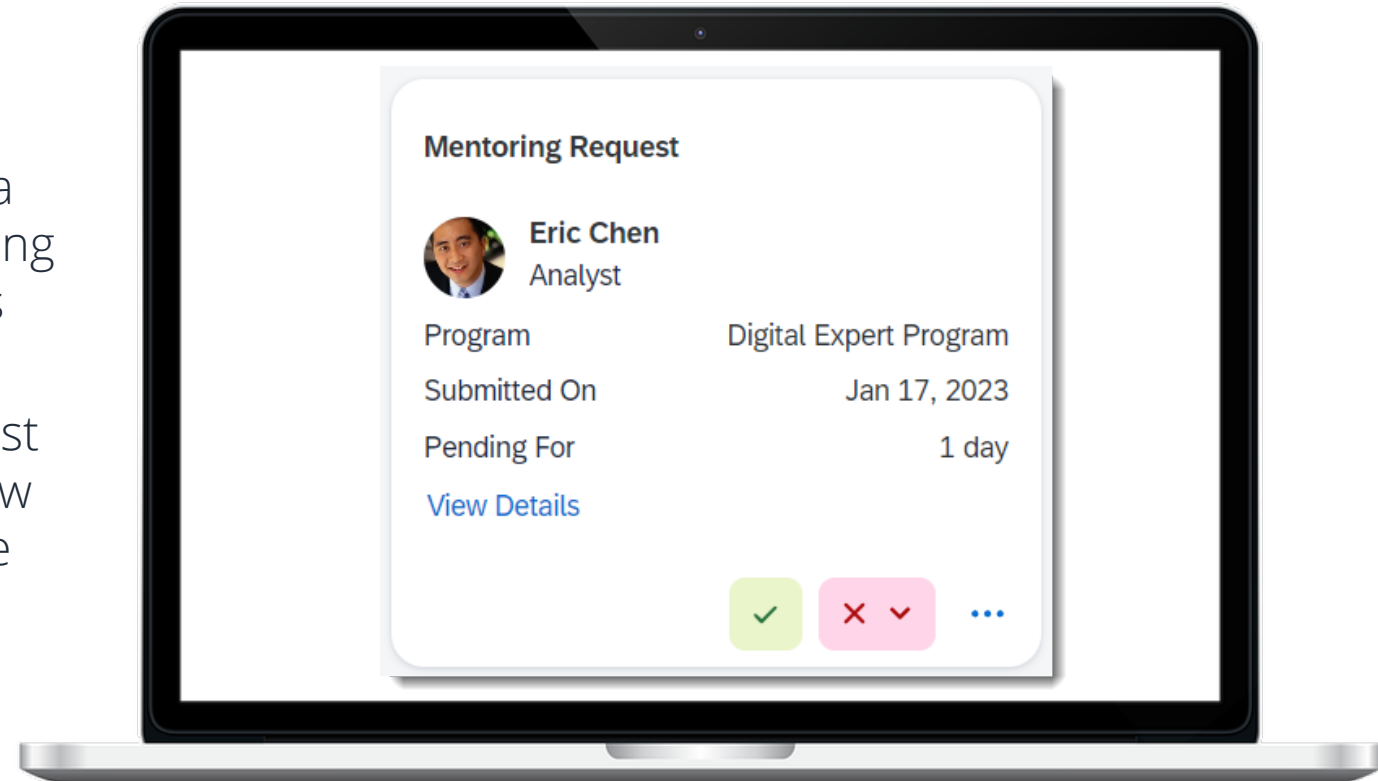
Approvals for Mentoring Requests on the Latest Home Page

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- Mentors can now **accept** or **decline** the mentoring requests sent by mentees in the **Approvals** section on the latest home page.
- In an open enrollment or unsupervised mentoring program, when a mentee sends a mentoring request to a mentor, the Mentoring Request **to-do task** appears on the mentor's home page.
- The mentor can accept or decline the request directly on the home page. Or they can follow the **View Details** link to learn more about the program before responding to it.



The level of impact of this release is Medium. Effective People recommends that you test this feature on your Latest Home Page.

Career Worksheet Data in Story Reports Now Limited to Target Population

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- The Career Worksheet data that users can view in Story reports, including current and target roles, is now limited to their target population.
- To ensure that users view the right data, it's recommended you check users' permission settings for viewing Career Worksheet data in Story reports.
- Role-Based Permission Prerequisites:
 - User → Reports Permission → Create Story. The permission of Career Worksheet is selected and granted.
 - User → Career Development Planning → Data Access: Story. The permission of relevant Career Worksheet templates is selected and granted. The target population is specified.

The level of impact of this release is Medium. Effective People recommends that you check your current setup and verify the permissions that are granted as they might require changes.



New Release Features

Changed Permission for Users to Show Target Roles in People Profile

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- With only the View permission of *User Permissions* → *Employee Data* → *Preferred Next Move*, users can now select the **Make public in Live Profile** checkbox in Career Worksheet to show target roles in People Profile.
- Previously, they needed both the **View** and **Edit** permissions.

The screenshot displays the 'Career Worksheet' interface in the Effective People system. At the top, there's a navigation bar with 'Career Worksheet', 'Career Path', and 'Mentoring' tabs. A search bar on the right says 'Search for actions or people'. Below the navigation, an 'Instruction' box provides guidance on using the worksheet. The main section is titled 'My Job Roles' and 'Suggested Roles'. Under 'Job Roles I'm Considering (1)', there's a card for 'Digital Consultant' with a '0% Ready' status. To the right, a sidebar offers options to 'Add a new role', 'Browse job roles...', and 'View suggested roles...'. At the bottom, a section for 'Competencies for Digital Consultant (4)' shows a progress bar for 'Delivering High Quality Work'. On the far right, a 'Digital Consultant' summary box includes a 'View Career Path' link and a checkbox labeled 'Make public in Live Profile', which is highlighted with a red rectangle.

The level of impact of this release is Low. Effective People recommends that you check if the feature is in use and adjust the configuration if needed.

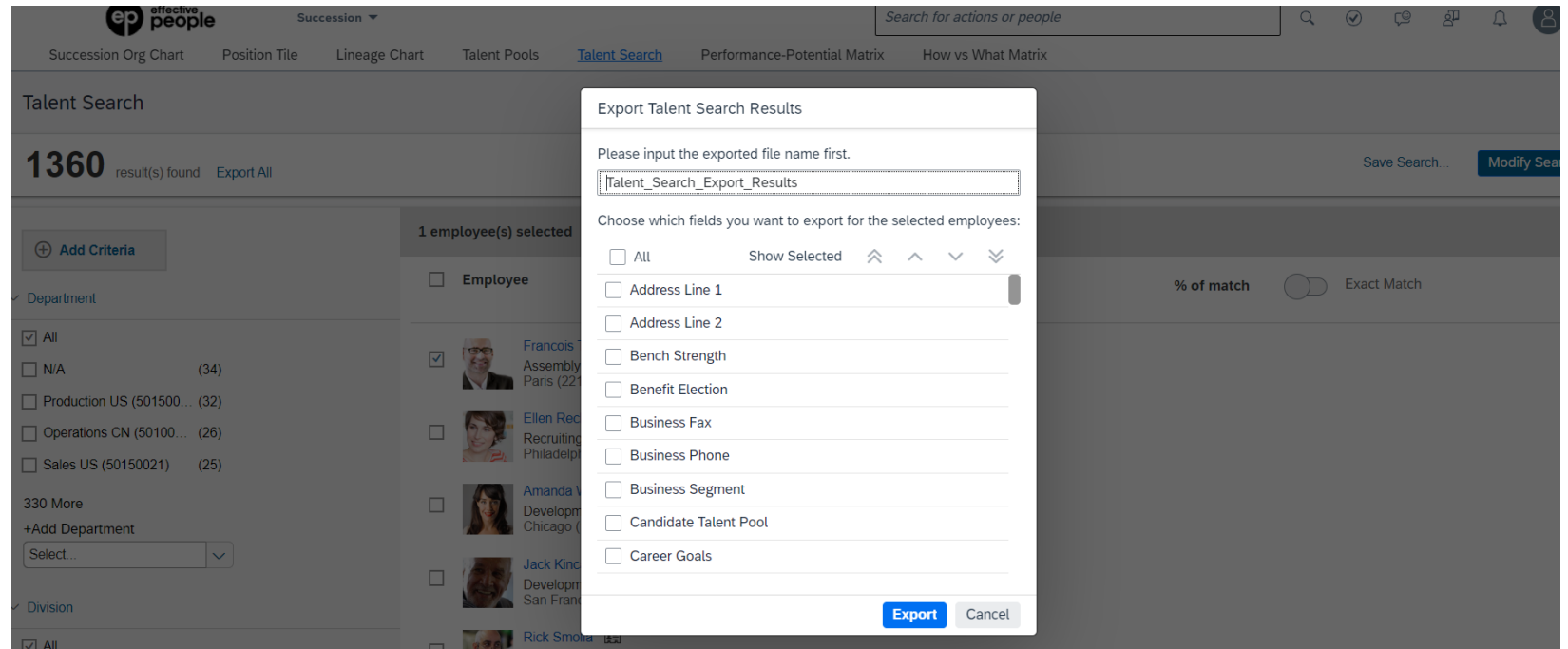
Export Talent Search Results to an XLSX File

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- You can now export your search results from Talent Search to an XLSX file which supports up to 16,384 columns. Previously, the exported file was in XLS format which supports no more than 256 columns.



The level of impact of this release is Low.

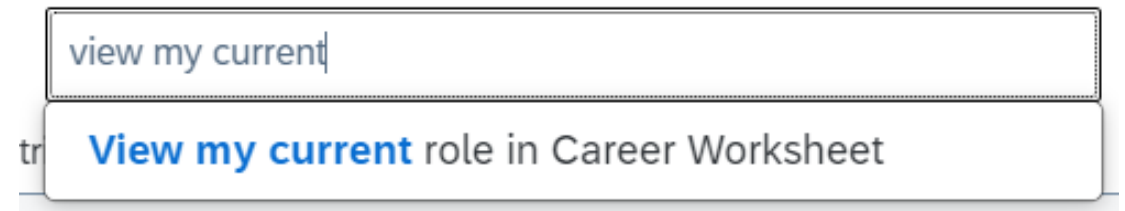
New Action Available in Action Search

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- The “View my current role in Career Worksheet” action is now available in the global search box. Users can enter the exact text of the action or select from suggested actions to navigate to the Career Worksheet page.



A screenshot of a search interface. At the top, a search bar contains the text "view my current". Below the search bar, a dropdown menu is open, displaying a single suggestion: "View my current role in Career Worksheet". The text "View my current" in the suggestion is highlighted in blue. To the left of the suggestion, the letters "tr" are partially visible.

The level of impact of this release is Low.

View More Recommended Mentors

Type: New































Lifecycle: General Availability

Enablement: Automatically on

- When a user signs up for a mentoring program as a mentee, they can now view up to **100 recommended mentors**. After filling up the signup form and choosing Show Recommended Mentors, they'll see two rows of recommended mentor cards and the **View More** link below the cards.
- In the **previous** version, users were recommended with up to **10 available mentors**.


Show Recommended Mentors

Select at least one available mentor to send match requests. If you select several, you increase your chance of a successful match.

 Janice Jones  HRIS Manager N/A Scoring Items  Country Gender Location	 Connie Butler  Business Partnership Manager, S... N/A Scoring Items  Country Gender Location	 Gina Walker  Administrative Assistant N/A Scoring Items  Country Gender Location	 Judy Chille  Administrative Assistant N/A Scoring Items  Country Gender Location	 Mike Maloney  Benefits Specialist N/A Scoring Items  Country Gender Location
 Jessica Wang  Senior Consultant N/A Scoring Items  Country Gender Location	 Atif Singh  Technical Support Specialist N/A Scoring Items  Country Gender Location	 Kim Nelson  Manager, Technical Publications N/A Scoring Items  Country Gender Location	 Lorna Okamoto  Recruiting Coordinator N/A Scoring Items  Country Gender Location	 Darren Foo  Program Manager N/A Scoring Items  Country Gender Location

[View More](#)

Or search for a mentor



[Back](#) [Save for Later](#) [Complete Signup](#)

The level of impact of this release is Low.

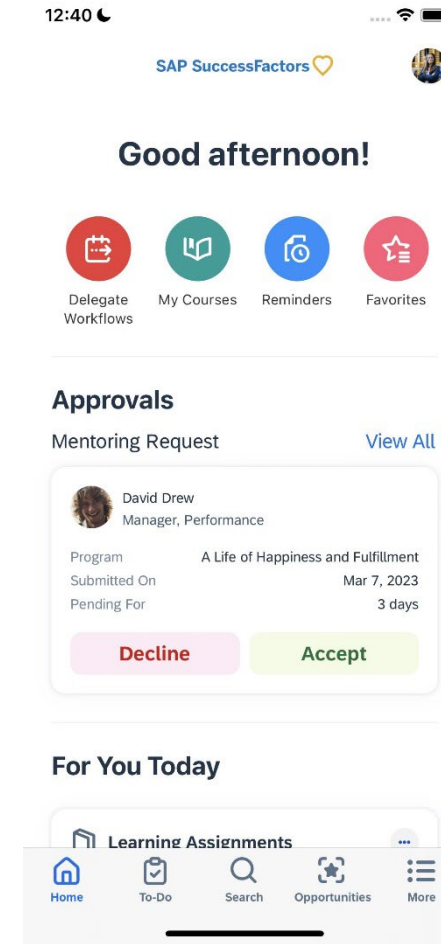
Approvals for Mentoring Requests on the Latest Home Page in iOS and Android Mobile Apps

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- In iOS and Android SAP SuccessFactors Mobile apps, mentors can now accept or decline the mentoring requests sent by mentees in the **Approvals** section on the latest home page.
- In an open enrollment or unsupervised mentoring program, when a mentee sends a mentoring request to a mentor, the Mentoring Request to-do task appears on the mentor's home page.



The level of impact of this release is Low. To be noted that the tile is automatically on, on the mobile version.

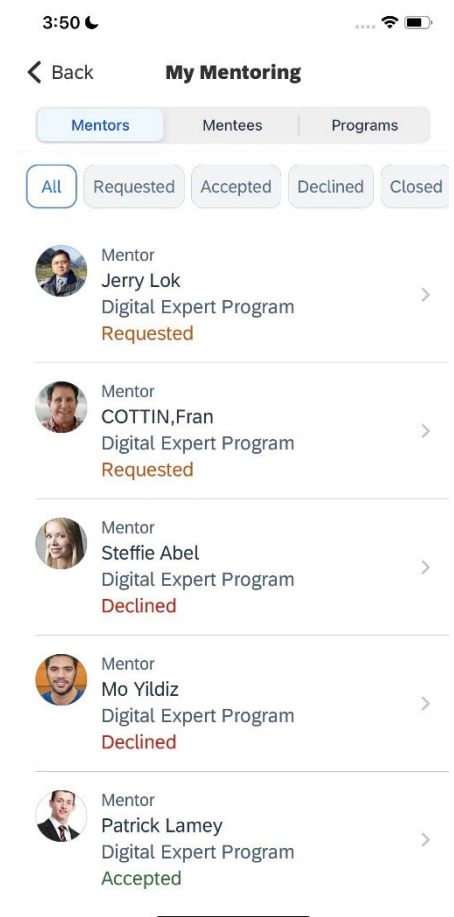
Use Mentoring in iOS and Android Mobile Apps

Type: New

Lifecycle: General Availability

Enablement: Automatically on

- Users can now use Mentoring in iOS and Android SAP SuccessFactors Mobile apps to explore and manage mentoring opportunities.
- These're a few typical things they can do:
 - Explore recommended mentoring programs and mentors.
 - Join mentoring programs as a mentor or mentee as recommended.
 - Contact mentors and mentees by phone or email.
 - (For mentees) Submit mentoring requests to preferred mentors, cancel requests, or end mentoring relationships.
 - (For mentors) Accept mentoring requests or decline them with or without comments.
 - Check their progress in mentoring programs and the status of mentoring relationships.
 - Edit mentoring preferences as necessary.



The level of impact of this release is High as it introduces new capabilities on mobile.

Copy Goals from Goal Plans in iOS and Android Mobile Apps

Type: New

Lifecycle: General Availability

Enablement: Contact Product Support

- In iOS and Android SAP SuccessFactors Mobile apps, users can now copy goals from their own goal plans as a new option to create goals with the latest Goal Management.
- Configuration Requirements:
 - The latest Goal Management is enabled.
 - The TGM/CDP Goal Transfer Wizard feature is enabled.
 - The create permission is granted in XML configurations.
 - The write permission for goal fields is granted.

The level of impact of this release is High as it introduces new capabilities on mobile.

Leave Comments on Goals in iOS and Android Mobile Apps

Type: New

Lifecycle: General Availability

Enablement: Contact Product Support

- In iOS and Android SAP SuccessFactors Mobile apps, users can now add, edit, or delete comments on their own goals or those of their direct reports with the latest Goal Management.
- Comments can also be managed in Performance Management forms, 360 Reviews forms, and Career Development.
- Configuration Requirements:
 - The latest Goal Management is enabled.
 - The comments field is defined in XML configurations.

The level of impact of this release is High as it introduces new capabilities on mobile.

Roadmap

Product Road Map

- There are 4 items related to Succession & Development currently on the roadmap which can be checked in detail here:
<https://roadmaps.sap.com/board?range=CURRENT-LAST&PRODUCT=73555000100800000776#Q2%202023>

The image displays three overlapping screenshots of the SAP Product Roadmap interface, showing various items related to Succession & Development.

Top Screenshot (Q2 2023): Shows 4 Road Map Items. The items listed are:

- Future Release
- Career development planning solution adopting talent intelligenc... (SAP SuccessFactors Succession & Development)
- Mentoring – mobile app (SAP SuccessFactors Succession & Development)

Bottom Left Screenshot (Q2 2023): Shows 4 Road Map Items. The items listed are:

- Future Release
- Succession Management
- Succession management solution adopting talent intelligence hub (phase one) (SAP SuccessFactors Succession & Development)

Bottom Right Screenshot (Q4 2023): Shows 1 Road Map Item. The item listed is:

- Emergency cover – increased flexibility (SAP SuccessFactors Succession & Development)

A vertical sidebar on the right side of the bottom two screenshots indicates the current view is for Q3 2023, with 0 Road Map Items.