

10èmes TROPHEES ORACLE DES CLUBS UTILISATEURS

**AUFO – PEOPLESOFT
JD EDWARDS**



TechnipFMC

VOTRE REALISATION EN QUELQUES MOTS

HRWeB was launched as part of HR transformation by Group HR director under CEO sponsorship in 2008. Focus has been on creating a truly international company by harmonizing Talent Management processes and establishing one common language.

OBJECTIVES

- Implement a global HR/HRIS framework leveraging market best practices from SaaS products, covering very specific needs (Stock options, LTI, HR reporting...) and ensuring fast implementations
- Modernize HRWeB (portal / architecture): migration from Taleo to the next generation of HCM Cloud
- Launch competency module in HCM to support the 3Y-Plan
- Implement Group On/Offboarding – Mobility Processes (Employee administrative journey)

SCOPE

- | | | |
|-----------------|---------------|------------------|
| ▪ All employees | 29 000 people | ✓ EXCOM members |
| ▪ All HR | 600 people | ✓ Top Management |
| ▪ Managers | 3 500 people | |

EXPECTED BENEFITS

- Employee experience enhancement including roll-out of mobile functionalities
- New social functionalities
- More integration in HR processes
- Extended reporting
- Modernization of existing processes and deployment of new processes (Competency, Employee journey)

CONTEXTE L'ORGANISATION



In January 2017, Technip and FMC Technologies have merged to create TechnipFMC with the vision to enhance the performance of the world's energy industry.

TechnipFMC is a global leader in oil and gas projects, technologies, systems and services. We provide unique expertise across three distinct segments: subsea, onshore/offshore, and surface projects.

44 000 employees

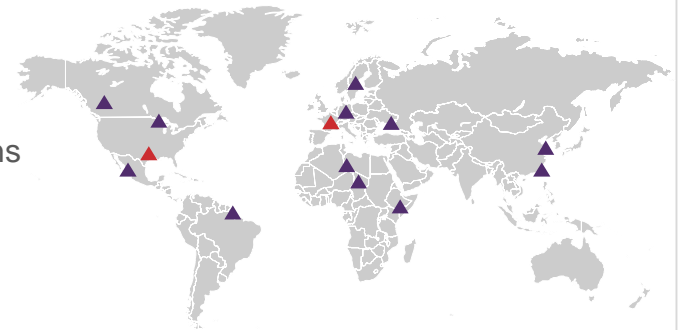
48 countries

126 nationalities

21 vessels

14 billions USD revenue

20 billions USD backlog



www.technipfmc.com

About digital HR at TechnipFMC

TechnipFMC launched an HR transformation program in 2008 with a standardization of talent management practices and the first launch of a global Cloud HR Platform (HRWeB) in 2009 serving all employees in the organization. Since then, TechnipFMC continued the digitalization of HR to better manage its Talent development and increase efficiency of the organization.

The Corporate HRIS function is part of the Corporate HR, and drives strategy and large projects with a small international team based in Paris and India.

Magellan Consulting has been a partner providing counseling and resources for the HRIS function and in 2016 S&H was selected to support the move from Taleo to Oracle HCM.

VOTRE REALISATION

Environnement humain de mise en œuvre

- Project is led by Corporate HRIS team (5 people) with support of partners (Magellan Consulting, S&H)
- HRIS team is part of the Corporate HR organization and works in close collaboration with Talent, C&B, L&D teams.
- Processes and tools are developed with involvement of Regional network
- Global Business Services organization is leveraged to RUN / Maintain application after go live.

Méthodologie et type de déploiement

- HR Processes are developed through an agile approach leveraging market best practices brought by SaaS, close collaboration with the HR function and in house development capabilities for niche topics enabling fast « time to market »
- Strong HR expertise within HRIS team
- Partnership bringing expertise on solutions (S&H) and PMO (Magellan Consulting)

Difficultés et opportunités

- Find the right balance between standard SaaS, PaaS for SaaS and in house tools
- Products and SaaS roadmap : limited visibility delays decision making process on technological choices
- Clarity / Maturity of new tools : BI, Mobile
- Availability of R12 delayed and simultaneous with our project

RESULTATS OBTENUS

RESULTS

- New Portal delivered
- First flavor of social features : directory with public profile & organization chart
- HCM / PaaS foundations put in place
- Competency module delivered

BENEFITS

- All employees access to the same portal for the performance appraisal, browse job openings and access to Learning material.
- As of today HRWeB is available for 44,000 employees, in 6 languages, 48 countries
- 8 PA campaigns conducted in HRWeB with high level of engagement
(in 2016 Performance appraisal process was completed for 98% of employees)
- Around 200k employees in Job Portal (candidate pool)
- HRWeB has contributed to enhance corporate branding, employee engagement and to remove borders between geographies and ensure
- HRWeB supports HR transparency through standardized process of performance appraisal. Talents have same opportunities irrespective of locations, nationality or gender
- HRWeB participates to creation of a true HR community
- More systematic identification of High potentials and more targeted development actions



INNOVATION DE LA REALISATION

- ✓ Integrated & flexible architecture (SaaS products + widgets)
- ✓ Single modern user interface for all users (Employees, Managers, HR)
- ✓ iPad application for senior management

HRWeB

SaaS products

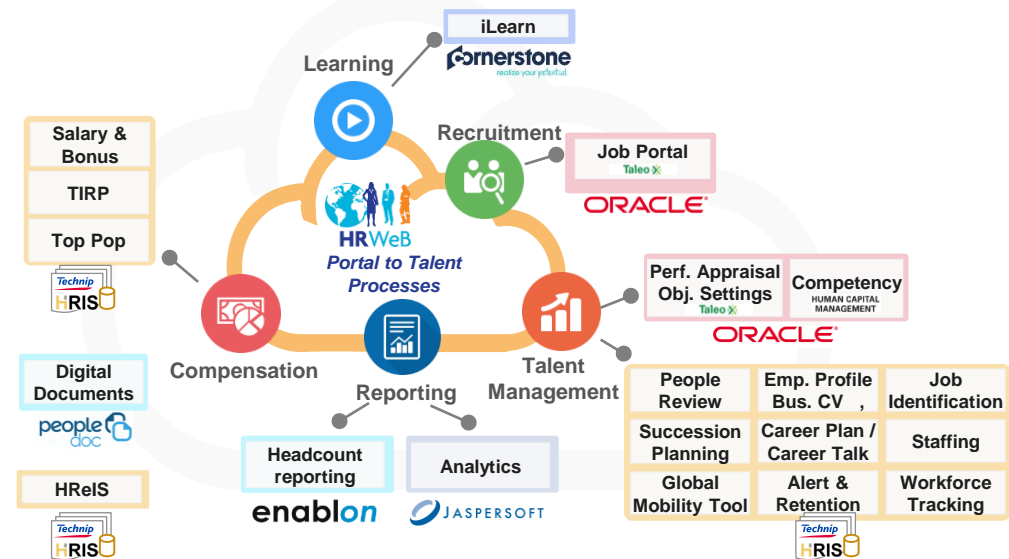
- Market tools based on best practice
- For standard processes

ORACLE Cornerstone

Widgets

- Custom tools
- For specific process

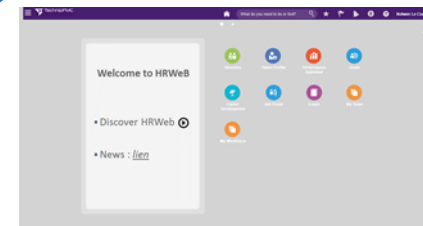
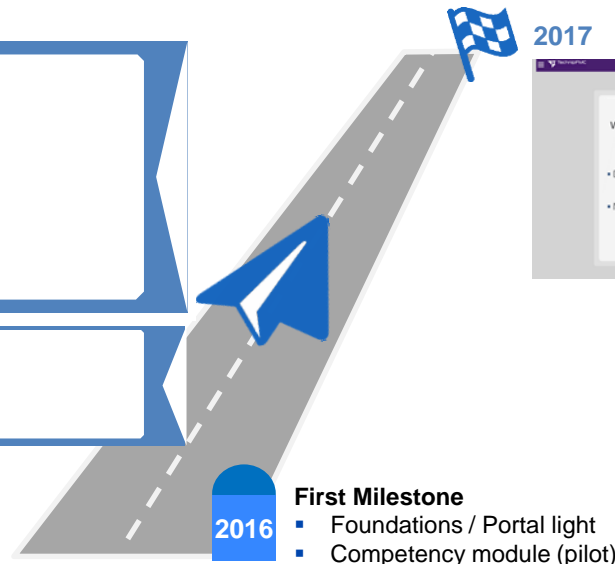
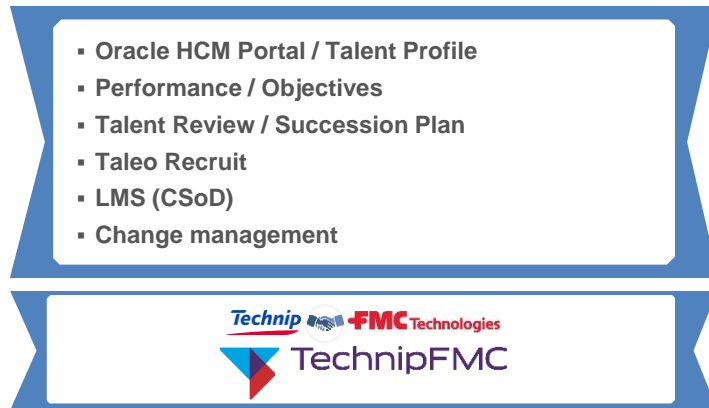
HRIS



PROCHAINES ETAPES

Quel futur ?

- TechnipFMC merger: Integrate, transform and roll-out at the same time !



Not only the scalable architecture enables fast integration of new ERPs but also enables to speed-up the HR integration

Quels enseignements tirer de cette réalisation ?

- Ensure alignment with SaaS standard and avoid customizations
- Involve right teams at Oracle to study product capabilities against process requirements
- Transversal approach for mobile and analytics

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