

SAP SuccessFactors 

B.E.A.P – Blueprint's Enterprise Alumni Portal

Relationships that Matter

PUBLIC

 **Blueprint
Technologies**
Our Capabilities Our People

THE BEST RUN 

Meet **Belinda**

Former Employee of BlueTech



Feels personal to me

Culture, People and
employee friendly
policies

Gives you the opportunity
to shape your career

**What makes her
feel great about
Company?**

**What makes her
feel great about
her work?**

Accomplished something
I Made an impact
Learned new skills
Used my strengths
Made career progressions

Mentoring & Guidance
Employee friendly
policies

Learning opportunities
Being an Intrapreneur

**What are her
biggest fears
now?**

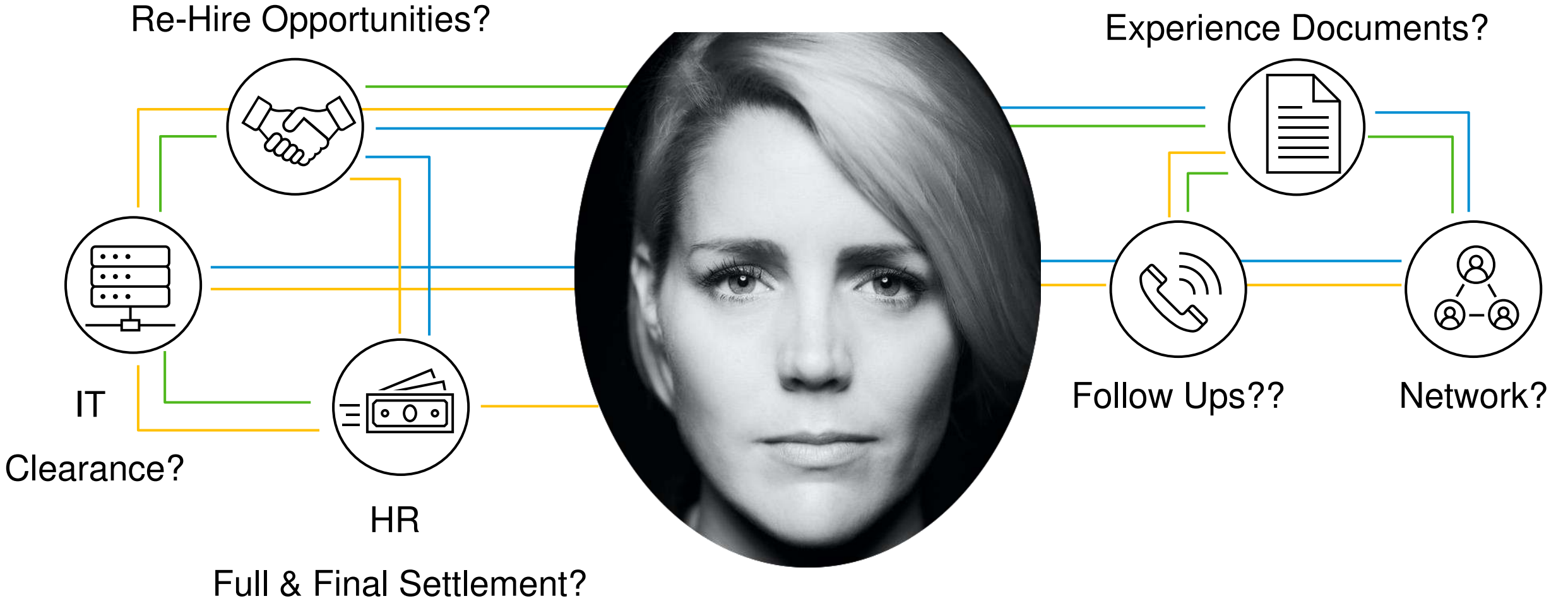


Meet **Belinda**

Former Employee of BlueTech.

She has been a top performer during her stint and now taking a short career break to take care of her children.

While Belinda has enjoyed her work and the organization culture, like most of us, even Belinda is going through **post separation emotional dilemma when leaving the organization.**



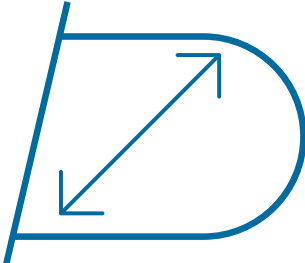
Its time to rethink and redesign experiences from A “Former employee” to an “Alumni Program”



Transactional Relationship
limiting to post separation
queries



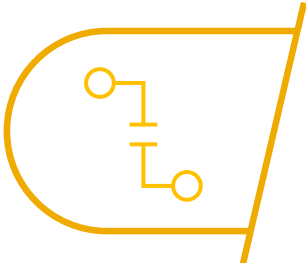
Transformational Relationships
expanding the role of Alumni



Designing traditional Hire to
Retire strategies



Redesigning experiences
around hire to separation to
rehire



Fragmented, disjointed and
siloed systemic approach



Human centric, seamless and
engaging experiences



Research says

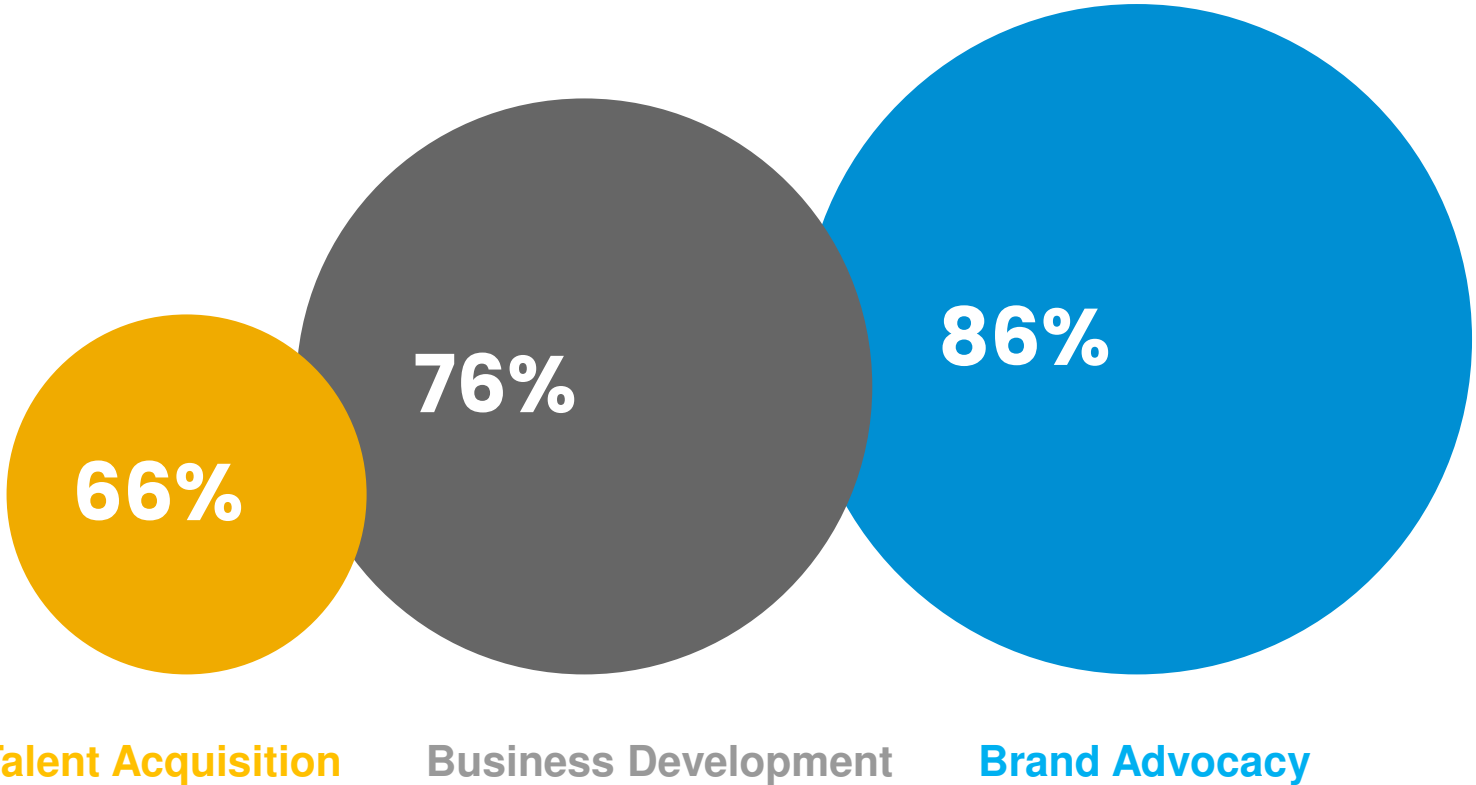
A survey from RAND Corporation, found that almost **40 percent of workers over age 65** had previously retired said that they **would return to paid work if the right opportunity presented itself.**

A survey conducted by the Workforce Institute at Kronos Inc. and WorkplaceTrends.com found that **76 percent** of more than 1,800 HR professionals reported being **more open to hiring former employees than they were in the past.**

A study from the University of Twente in the Netherlands showed that while only **15 percent of the companies surveyed had formal alumni networks**, another **67 percent** had employees who independently organized informal alumni groups

LinkedIn (the service) now hosts over 118,000 corporate alumni groups, including 98 percent of the Fortune 500. Yet surprisingly, **most of these alumni groups have little to no relationship with their former companies.**

Top 3 drivers of having an Alumni Program within companies as per research



Are you ready to take charge

Introducing

B.E.A.P – Blueprint's Enterprise Alumni Portal

powered by SAP Work Zone for HR

B.E.A.P Overview – Relationships that Matter

Business scenario

- User persona: Former Employees of Enterprises
- Business challenge: Today, managing Alumni networks is a highly disorganized market and many companies have informal social media groups to stay connected.
- It is a huge challenge for Organizations to keep track of former employees and at the same time staying connected reaps long lasting benefits.
- Lifetime employment is a passe and building relationships is the new.
- B.E.A.P is an Enterprise Alumni solution platform developed for organizations and former employees to stay connected & build long lasting relationships.

Solution

- B.E.A.P leverages SAP Work Zone for HR that provides easy access to all relevant business applications and processes, information and collaboration.
- The solution is scalable, modular, flexible and can be enhanced as per requirements.
- The solution is currently integrated seamlessly with [SAP SuccessFactors Employee Central LMS and RMK modules](#), [SAP S4/HANA](#), [SAP Qualtrics](#) and [SAP Conversational AI](#) to provide relevant details for Alumni.
- The solution also has custom UI cards for integration with Third party websites.
- Custom UI cards like [E-Clearance Status](#) , [Ticket creation requests and status](#), [life event cards](#), [Webinar and Learning store](#) are available.

Outcome

- The solution provides a personalized dashboard on post separation processes to the Alumni.
- The solution helps Alumni to stay connected, collaborate & network with peers', enhance learning opportunities, earn through referral program, publish articles / blogs and get re hired for a suitable opportunity.
- The solution reduces cost to hire and time to hire for HR department through re hires and referrals.
- The solution helps organizations gain improved brand advocacy, informal market intelligence through survey responses, improve sales by reducing business development costs, improved employee productivity through re hire, and hence better financial results.

B.E.A.P – A Sneak Peek

Blueprint Technologies
Our Capabilities Our People

Blueprint's Alumni Portal - My Desk

This Workspace ▾ Search for This Workspace...

Home Workspaces ▾

Blueprint's Alumni Portal ★
Meeting the moment, Together!
Private 2 Members

My Desk ▾ Careers Events & Updates Learning Store

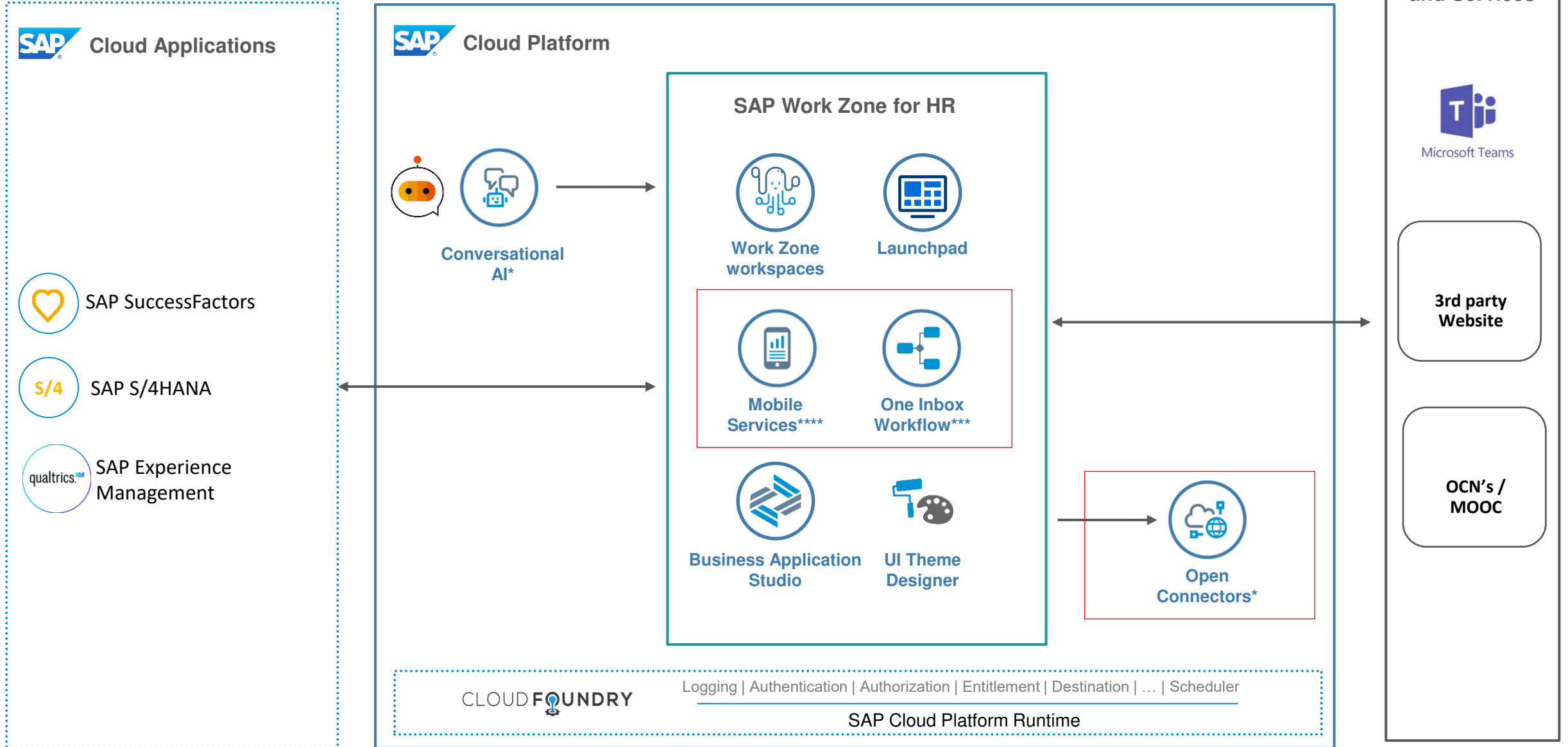
Belinda Chen
Last Designation-Account Executive

Employee Details	Company Details	Organizational Details
Name: Mrs. Belinda Chen	Hire Date: 1/01/2017	Manager: Mr. James Walker
Email: belinda.chen@bestrunsap.com	Last Pay Grade: GR-09	Email: james.walker@bestrunsap.com
Country: Massachusetts, United States	Job Code: Sales (50070967)	Designation: Sales Director
Email:		

Work Experience within Organization
Belinda Chen

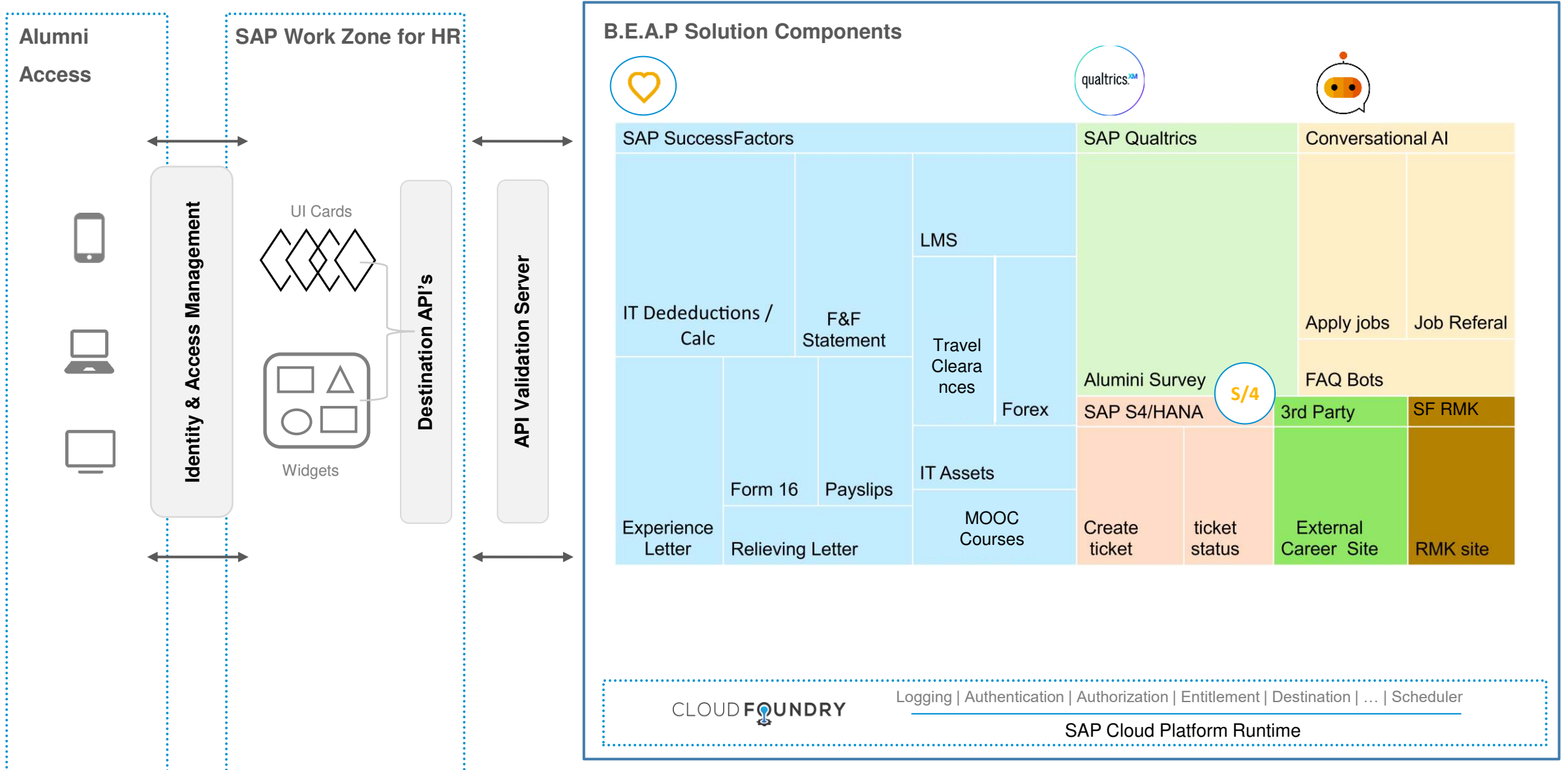
- Consultant**
9/15/21 at 5:30 AM
Department : SAP
- Associate Consultant**
8/30/21 at 5:30 AM
Department : SAP

B.E.A.P Application Architecture Overview



RED RECTANGLE BOX INDICATES OUT OF SCOPE FOR HACKATHON USE CASE DEVELOPED

B.E.A.P Solution Component Architecture Overview

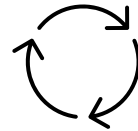


Why B.E.A.P ?



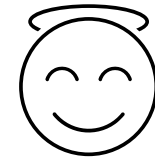
One stop

Brings together Former employees, HR, Admin and organizations need into one place



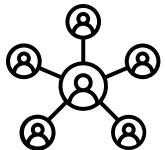
Integrated

Easy access to all relevant business applications and processes, information and collaboration.



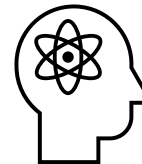
Experience first

Empathy and recognition at the core of the solution



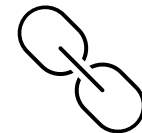
Collaborate and communicate

Find, and connect with People and content to do the job



Research & Learning

Share articles and subscribe to learning courses to stay relevant



Engagement

Push content employees need, and brings former employees into discussions with events & webinars

Expected Benefits: Its all about “**Relationships that matter**” which makes companies and Alumni experiences better

Self- Service

Improved productivity
Faster to find information
and raise a ticket instead
of follow ups

Learning

Lower training
costs for re hires by
subscribing to learning
courses

Sales

Reduced business
development costs by
leveraging network

HR

Lower cost to hire & time
to hire per employee
through referrals & re
hires

Brand Advocacy

Improved Brand
perception

Employee Efficiency

Improved employee
efficiency and productivity
gain through re hiring

Thank you.

Contact information:

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