TalenTeam
People Solutions. Reimagined

The Essential First Step for Skills Transformation

TalenTeam's Enablement Pack for SAP SuccessFactors – An Expert-Led Consultation & Implementation Service

Why Every Skills Transformation Needs a Strong Foundation

Organisations are shifting from rigid pay-grade-driven job frameworks to skills-based structures to boost agility, talent mobility, and workforce planning. However without the right setup in SAP SuccessFactors, skills initiatives stall.

Too often, companies activate SAP SuccessFactors Talent Intelligence Hub (TIH) without configuring SAP SuccessFactors Job Profile Builder (JPB), the essential prerequisite for any effective skills intelligence that connects roles, responsibilities, and skills. Without JPB, role-based skills, career planning, and AI-driven recommendations simply can't work.

Common Roadblocks Include

- **No clear job architecture**

  Roles, families, and codes exist only in Employee Central or payroll systems, not in a structure that supports skills planning.

- **Missing job profiles**

  Without structured job descriptions, responsibilities, and qualifications, role-based skill assignment will limit the quality of skill to role mapping relationships.

- **Fragmented skills approach**

  No unified foundation to connect skills and roles.

The result? Empty profiles, untagged learning content, and underused SAP SuccessFactors capabilities.

The Enablement Pack:
Laying the Groundwork for Skills Success

TalenTeam's Enablement Pack is our proven, expert-led consultation and implementation service that ensures SAP SuccessFactors Job Profile Builder (JPB) and Talent Intelligence Hub (TIH) are enabled correctly from the start. Designed and refined through multiple enterprise implementations, this approach is the trusted foundation SAP SuccessFactors customers use to activate their skills strategy with speed and precision.

Our approach configures, aligns, and connects the core modules ensuring your organisation has the data structures and foundation required to launch a skills-based strategy without delays, gaps or rework.

What's Included:

- **Job Profile Builder Enablement**

  Activate and configure JPB with job families, job roles, and job codes to create a skills-ready architecture aligned with SAP best practice for scalability. supports skills planning.

- **Connected Skills Intelligence**

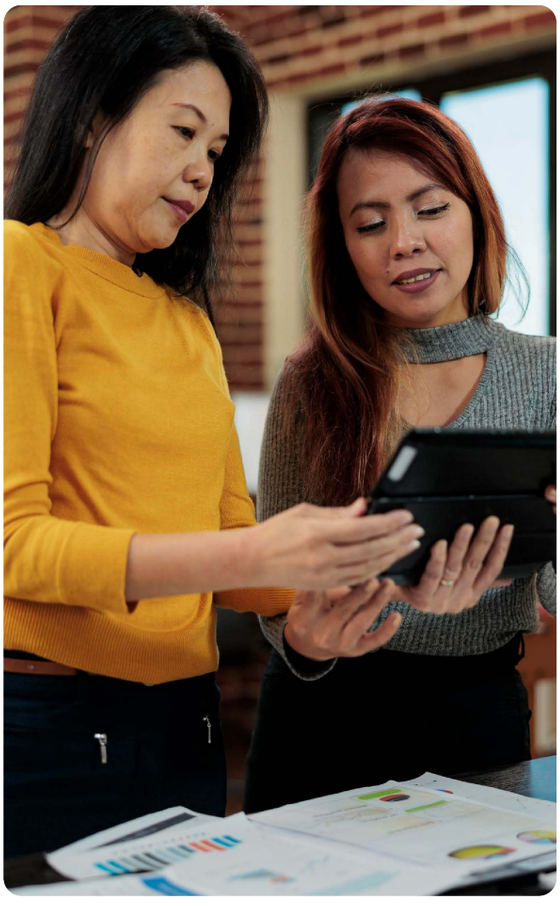
  Set up the foundational Talent Intelligence Hub (TIH) components to link skills with job roles, for role-based learning and career pathing.

- **Skills Implementation Readiness**

  Identify and address data/configuration gaps and dependencies before rollout.

- **Seamless SAP SuccessFactors Adoption**

  Ensure all outputs are compatible with SAP SuccessFactors for smooth data loading and adoption.



Core Benefits:

- **Clarity and Readiness**

  Ensure JPB and TIH are fully enabled and configured so teams can immediately leverage role-based skills capabilities.

- **Flexibility to Leverage our Proven Accelerators**

  Import your own skills data directly or optionally extend your foundation using our Skills Transformation Suite to further enrich and automate your skills architecture.

- **Workforce Agility**

  Tap into transferable skills to adapt to changing business needs.

- **Reduced Risk**

  Avoid launching skills initiatives without populated job profiles, a leading cause of low adoption.

- **Strategic Efficiency**

  Support measurable business outcomes such as improved workforce visibility and readiness, confidently moving you towards a skills based organisation model.

Who it's for:

The Enablement Pack is designed for organisations that:

- Are implementing SAP SuccessFactors skills capabilities for the first time or are experiencing low or inconsistent adoption.
- Want a best-practice, proven approach to configuring JPB and TIH.
- Have TIH (or plan to), but don't yet have JPB enabled.
- Lack a complete, structured job profiles and need foundational system to progress.
- Are moving from legacy frameworks to a skills-first model.

How We Work with You:

Workshops & Strategy Sessions

Dedicated sessions to understand your job data, roles, and goals for skills transformation.

Configuration

Enable and set up JPB, configure TIH, and prepare your environment for skills transformation.

Data enablement

Cleanse, format, and upload your job data into SAP SuccessFactors.

Handover

Provide documentation, training, and next steps to activate downstream skills features.

Use Cases:

Hydro

Needed skills insights but had no job profiles. We enabled JPB, created their skill library, and linked learning, delivering actionable skills intelligence from day one.

Cadent
Your Gas Network

JPB, modernised roles, and connected skills to TIH for better career pathing.

Harbour Energy

Had TIH but no usable job profiles. We cleansed data, enabled JPB, and created role-linked skills, unlocking workforce planning insights.

Use Cases

Use Case 1 – Starting from Scratch

A multinational manufacturer planned to launch Talent Intelligence Hub (TIH) but had no formal job profiles, only job titles.

With Enablement Pack:

Job Profile Builder (JPB) was enabled, a consistent job architecture was created, complete job profiles were established, ensuring TIH launched on time with role-based skills ready for immediate use resulting in faster skills adoption and immediate visibility into workforce capability gaps.

Use Case 2 – Modernising an Outdated Framework

A utilities provider's job architecture was tied to pay bands, limiting its use for skills planning.

With Enablement Pack:

JPB was enabled, job families and roles were restructured for a skills-first approach, and TIH was configured to link skills to roles, resulting in improved career pathing, better workforce planning, and stronger alignment between skills and business needs.

Use Case 3 – Activating Role-Based Skills Insights

A financial services firm had TIH in place but lacked populated job profiles to drive meaningful insights.

With Enablement Pack:

Job data was cleansed and aligned, JPB was configured, and TIH was integrated, resulting in accurate, role-based skills insights that supported data-driven workforce planning and talent mobility.

Why Choose TalenTeam?

The Enablement Pack empowers organisations to turn SAP SuccessFactors into a skills-ready platform. With an intuitive, best-practice approach, we remove the complexity of foundational setup, enabling role-based skills management, connected learning, and workforce planning.

As SAP's dedicated implementation partner and only Global Skills Partner, delivering complex skills-based transformation projects across industries and regions, our packaged service ensures your system is not only configured, but also ready to deliver measurable value from your SAP SuccessFactors investment.

Our deep expertise is strengthened by the ability to optionally extend your solution with our Skills Transformation Suite. This proven ecosystem of accelerators, including but not limited to SkillStackIQ and JobProfileIQ, is designed to help organisations achieve faster readiness and measurable results.

Partnering with industry leaders such as Mercer, Lightcast, and TechWolf, we provide SAP SuccessFactors consulting both directly to them and to their customers. As one of SAP's five initial global skills partners, TalenTeam is uniquely positioned to help organisations realise value faster, with a scalable, future-ready foundation for skills transformation.

Build the Foundation for Your Skills-Based Organisation Today.

Contact us to launch your Enablement Pack and go live with role-based skills in weeks.

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