

Annual
HR Management Conference
Europe 2024

 February 21

 Microsoft Munich,
Germany

Hubdrive &  Microsoft

Too Expensive

Challenges and solutions for selling HR
in the Microsoft Ecosystem

Agenda - Too Expensive

1

Challenges

Challenges for Selling HR

2

Solution

Solution for Selling HR

3

Tools


4

CTA

Tobias Konrad

 Sales Director


 Tobias.Konrad@hubdrive.com

 +49 (931) 660-8431

 www.linkedin.com/in/tobias-konrad/



Peter Chmielewski

 Sales Executive: Business Applications
(Dynamics 365) & Power Platform

 chmielewski@microsoft.com

 +49 160 5892755

 [www.linkedin.com/in/peter-w-
chmielewski-b0025088/](https://www.linkedin.com/in/peter-w-chmielewski-b0025088/)





Microsoft Cloud



- One common datamodel (Dataverse - Azure)
- Full Integration & seamless operability
- Strategic Focus: AI in all solutions
- Best User Experience with familiar GUI
- Trust: worldwide market leader in cybersecurity & own cloud computing platform (Azure)

Challenges



We are not cheap

Challenge 1

Pricing for America, Asia, Australia and Africa

License type	Purchase	Subscription
Staff (10 Pack)	\$ 799	\$ 51
Employee Self-Service	\$ 182	\$ 10.50
Supervisor	\$ 785	\$ 39.50
Recruiter	\$ 945	\$ 44.25
HR Manager	\$ 1525	\$ 66.25

Pricing for Europe

License type	Purchase	Subscription
Staff (10 Pack)	814 €	52 €
Employee Self-Service	185 €	10,70 €
Supervisor	802 €	40 €
Recruiter	964 €	45 €
HR Manager	1557 €	67,50 €

Power Extensions

License type	Purchase	Subscription
OKR (Objectives & Key Results) Employee	64,40 €	4,30 €
CV Parsing	call	call

A nighttime photograph of an industrial facility, possibly a power plant or refinery, with several tall smokestacks and large buildings illuminated by lights. A prominent feature is a large, arched metal bridge structure spanning across a body of water in the foreground. The lights from the facility and the bridge are reflected in the water. The sky is dark with some light clouds.

The platform is needed

Challenge 2

... Total Cost of Ownership is higher compared to other competitors

But the real challenge is...



PROKARTING



from 59k



from 64k

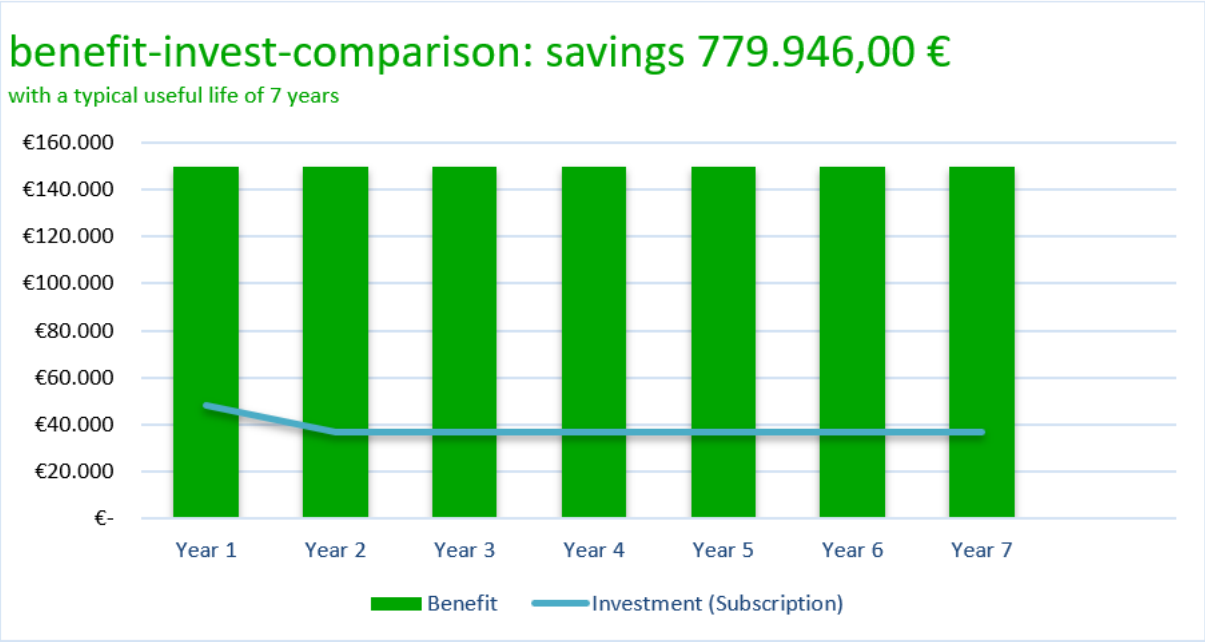
Solution

Solution

Place yourself into the
mind of your Customer



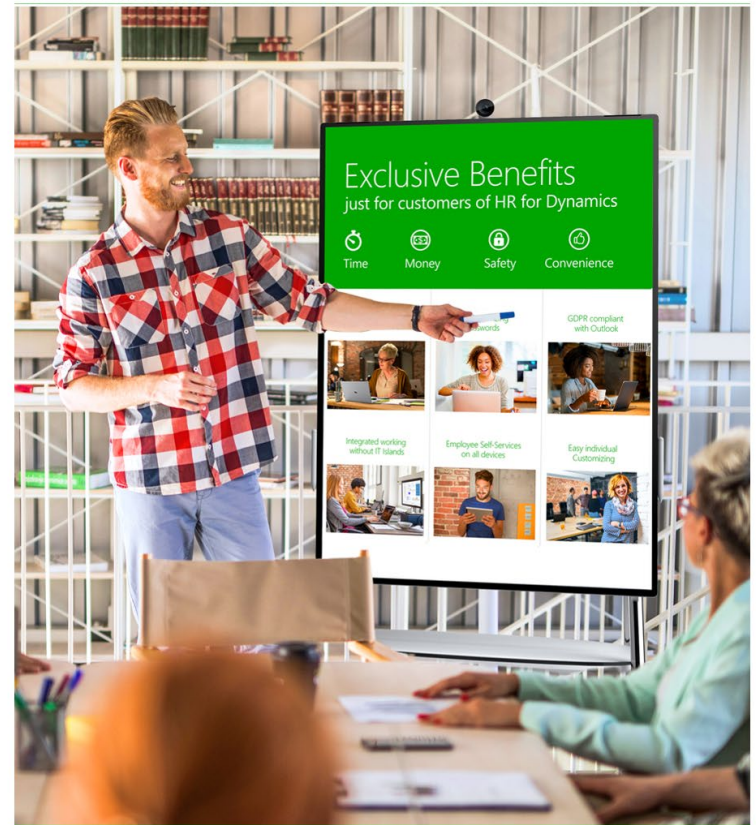
Benefit-invest-comparison



Ensure...

...that the decision-makers are informed of this

...for example via the management summary



Management Summary

Benefit and investment

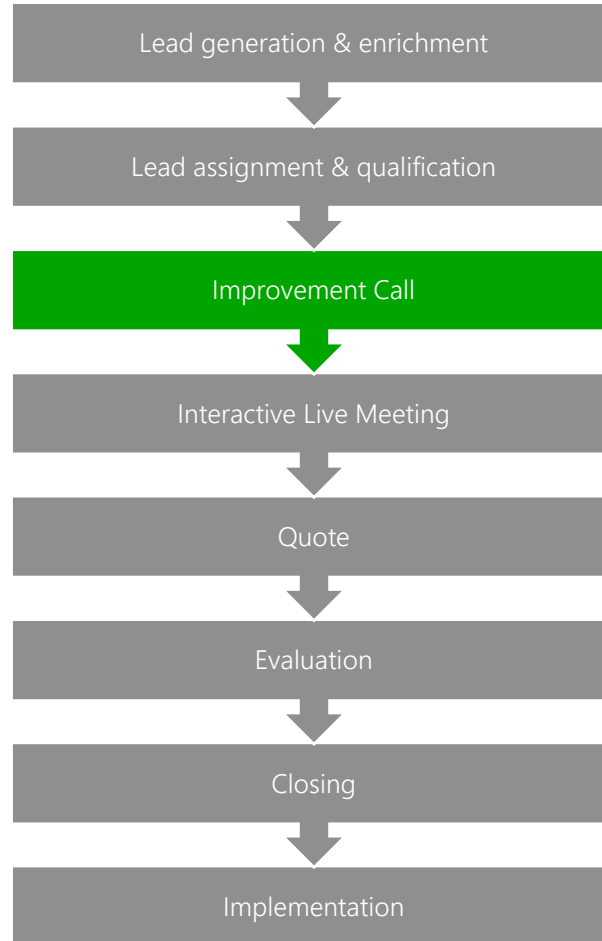
Modular approach

according to customer requirements

<h1>HR</h1> <p>HR Management Software for Microsoft Dynamics 365</p>	Recruiting & Onboarding	Staff Administration & Automation	Digital Personnel File & Documents	Talent & Performance Management
	Time & Attendance	Leave & Absence	Travel & Expenses	Training & eLearning
	Employee Self-Services	Manager Self-Services	Compensations & Benefits	Reporting & Analytics
	Leadership & Management	Country & Industry Templates	Office 365 for HR	Modern Workplace

Microsoft Dynamics 365 Business Platform

Start the Sales Process right





Communication

...communication about costs too early

...when costs are talked about too much

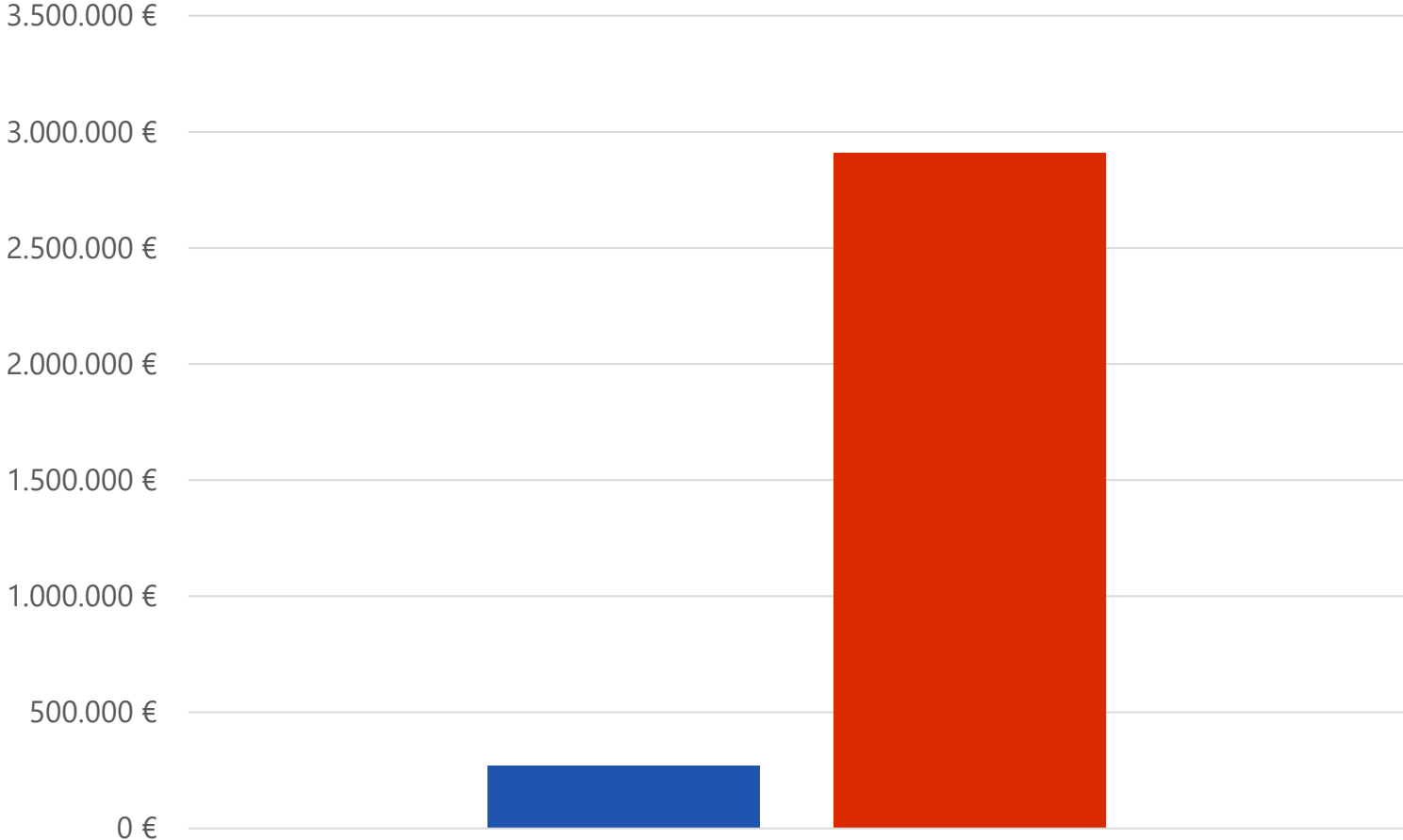
Welcome to reality

then we now have a real
problem

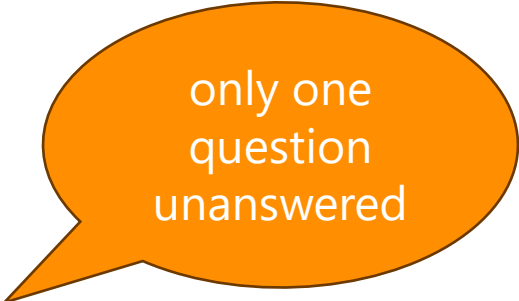
then we made a mistake at the
very beginning.



Invest – Benefit: a simple decision



a simple decision



only one
question
unanswered



how fast can i
get it ?

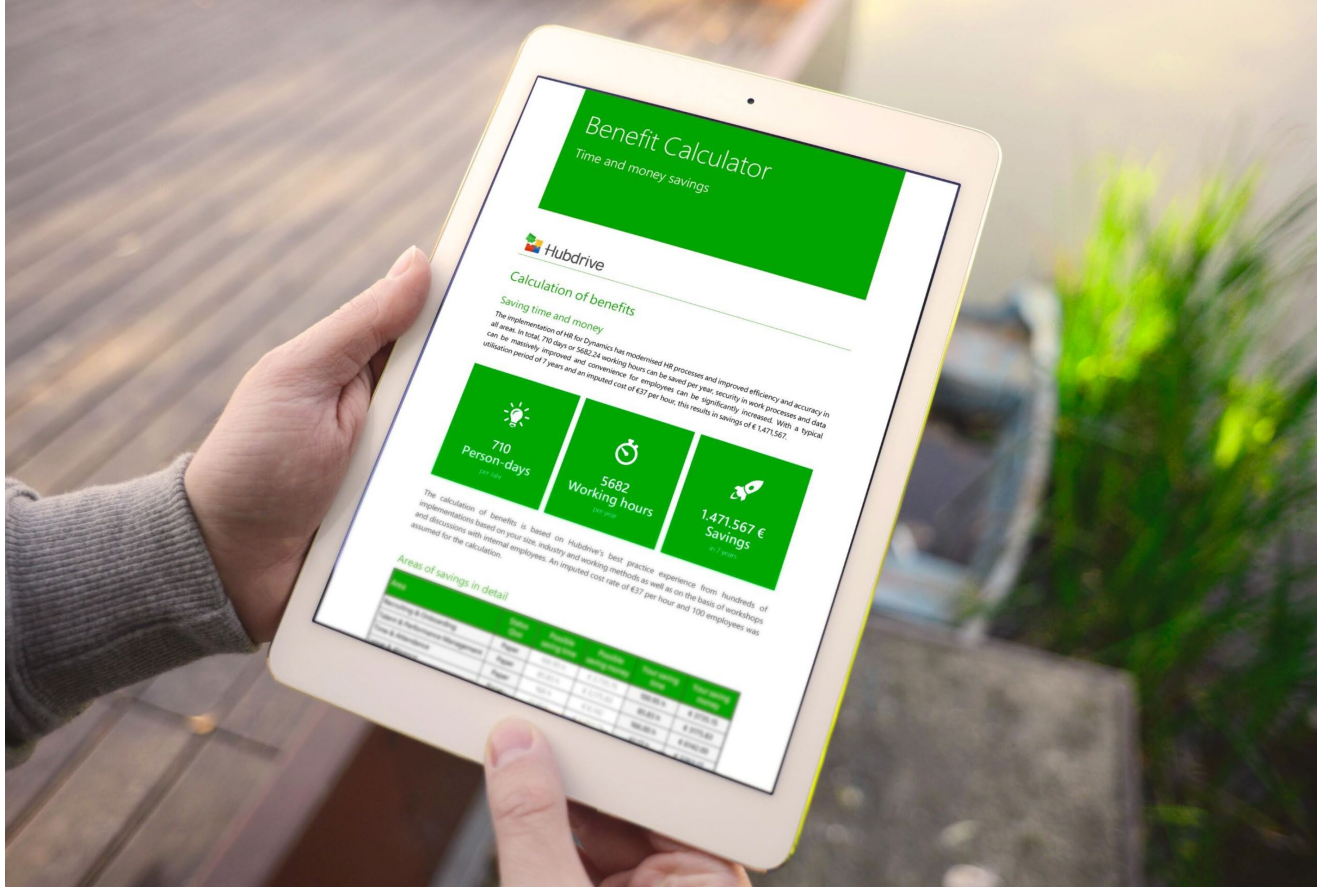
a simple decision

Now the customer knows what he
really wants

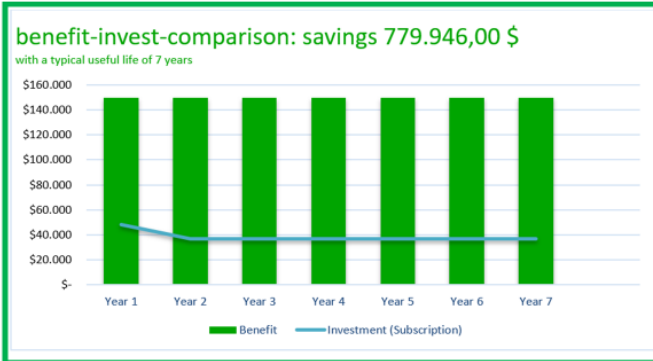
namely not to do that

Tools that can help

Benefit Calculator



Management Summary



Time & Attendance

Time & Money – coming from an IT-Island

Title	Description	Affected Role(s)	Leverage	Monthly savings	Savings in hours	Savings in \$
Time check	It is more easy to check times of Employees for Supervisors as all data is collected in the digital personnel file Time Saving: Organization time to check multiple systems and transfer them to digital employee files in another system.	Supervisor	Amount of Employees	0.25 h / Employee	50.00 h	\$ 1,850.00
Manage time tracking	It is more easy to manage the time tracking for HR Managers within the whole organization Time Saving: Organization of compiling data from multiple systems to ensure accuracy and compliance	HR Manager	Amount of Employees	0.25 h / Employee	50.00 h	\$ 1,850.00
Cost savings through cancellation of the old system	Cost saving: the previously used T&A system can be turned off and the recurring costs (subscription/licenses/maintenance) is saved	IT System	Monthly costs for the replaced T&A System	\$ 5.80 / Employee	-	\$ 1,160.00
Sum					100.00 h	\$ 4,860.00

Increased employee satisfaction:

HR for Dynamics offers a user-friendly interface and self-service options that provide a pleasant experience for employees. Ms. Müller from Controlling confirms that time tracking with HR for Dynamics on mobile is as easy as Facebook and Instagram. Automatically booking time for projects and tracking contractor hours, as well as project-based billing, will save over 5,000 hours annually.

To the point - time and money saved.

By implementing HR for Dynamics, BMW South Carolina will achieve its goal of modernizing HR processes and improving efficiency and accuracy across the board. In total, per year, XX man-hours will be saved, security in workflows and data will be massively improved, and employee comfort will be relevantly increased.

With a typical usage period of 7 years, the sum of time saved is 9,823.8 person days in 7 years. At \$ 37 imputed cost per hour, this is a **savings of \$2,907,909.48 in 7 years.**

Monthly savings	Savings in hours	Savings in \$
0.33 h / Employee	66.00 h	\$ 2,442.00
0.25 h / Employee	50.00 h	\$ 1,850.00
0.25 h / Employee	50.00 h	\$ 1,850.00

Management Summary

Management Summary – content from the customer



Management Summary

Current challenge for BMW South Carolina

Most manufacturing companies face the challenge of keeping production in the U.S. economically viable in a rapidly changing global marketplace. Many companies are increasingly turning to outsourcing jobs overseas. Management at BMW's South Carolina plant wants to take a different approach. It aims to cut costs by streamlining local operations. These innovation efforts are intended to ensure that BMW South Carolina remains competitive while preserving quality jobs for U.S. employees.

BMW's specific human resources challenge

The BMW South Carolina site sees the potential to modernize its human resources processes. This is intended to make a relevant contribution to BMW South Carolina's overall rationalization.

It currently uses an old ATS system that Human Resources Manager Theo Müller says is "anything but brilliant." He wants to implement a fully automated and digitized solution because he can no longer cope with the outdated HR systems.

One specific challenge in HR management at BMW South Carolina is the manual posting and publication of vacancies. There is no easy way to post time to projects or record and bill contractors. The HR manager realized that his time was being used inefficiently, as he spends a large portion of his day doing redundant work, such as manually posting to multiple job boards for each open position.

In addition, employee time tracking is based on manual processes using Excel. Here, a great many working hours are wasted inefficiently.

Accounting for working hours, overtime and vacation is also based on manual processes and Excel spreadsheets - unnecessarily complicated, inefficient and time-consuming.



The result of the evaluation was impressive

No other solution was able to meet expectations as well as HR for Dynamics. The HR team is evaluating the solution in detail to see how much it would automate manual processes, reduce errors, and modernize HR processes to align with the company's overall innovative approach.

The benefits for BMW South Carolina

Job Posting Automation:

HR for Dynamics allows you to automate job postings, book time on projects, and improve the overall efficiency and convenience of HR processes while reducing costs. By improving the employee experience, HR resources are freed up to focus on other important tasks. The HR manager, Mr. Müller, confirms that he will use the freed-up time to conduct more interviews, hire good employees, and facilitate the onboarding of new employees. The potential savings in this area is 3,150 hours per year.

Streamlined HR processes:

By automating manual processes, BMW South Carolina will simplify its HR operations and reduce errors. The integration of a job portal to replace the current ATS will save \$ 168,000 per year in the future.

Increased employee satisfaction:

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By implementing HR for Dynamics, BMW South Carolina will achieve its goal of modernizing HR processes and improving efficiency and accuracy across the board. In total, per year, XX man-hours will be saved, security in workflows and data will be massively improved, and employee comfort will be relevantly increased.

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Module	Work Today	Work in the Future	Improvements	When
	What is your current process	How would you like to work in the future	<ul style="list-style-type: none"> Save time Save money Security Data Security Pro Comfort for employees 	Time
Recruiting & Onboarding				
Digitale Personalakte & Dokumente				
Talent & Performance Management				
Zeitwirtschaft				
Urlaube & Abwesenheiten				
Reisen & Belege				
Trainingsmanagement				
Mitarbeiter Self-Services				
Manager Self-Services				
Reporting & Analytics				
Leadership & Management (OKR)				

Your discussed Improvements

Improvement: Time Tracking

Potential for Savings: 4500 Hours Per Year

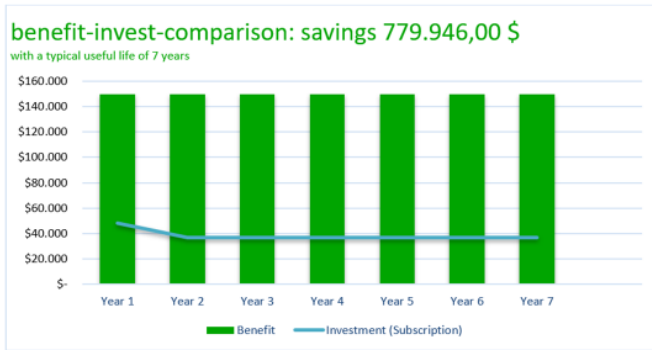
Your True Savings: 4800 Hours Per Year



We want an automated time tracking system
We want to standardize weekly time sheets

Management Summary

Management Summary in numbers



The benefit-invest comparison is based on Hubdrive's best practice experience from hundreds of implementations based on your size, industry and way of working and based on workshops and conversations with internal employees. For the calculation, an imputed cost rate of **\$ 37 per hour** and **200 employees** was assumed.

Areas of savings in detail

Area	Status Quo	Possible saving time	Possible saving money	Your saving time	Your saving money
Recruiting & Onboarding	Paper	100.95 h	\$ 3,735.15	100.95 h	\$ 3,735.15
Talent & Performance Management	Paper	85.83 h	\$ 3,175.83	85.83 h	\$ 3,175.83
Time & Attendance	Paper	166 h	\$ 6,142.00	166.00 h	\$ 6,142.00
Leave & Absence	Paper	61.17 h	\$ 2,263.17	61.17 h	\$ 2,263.17
Travel & Expenses	Paper	57.6 h	\$ 2,131.20	57.60 h	\$ 2,131.20
Training & eLearning	Paper	102.08 h	\$ 3,777.08	102.08 h	\$ 3,777.08
Employee Self-Services	Paper	22.25 h	\$ 823.25	22.25 h	\$ 823.25
Manager Self-Services	Paper	3.07 h	\$ 113.62	3.07 h	\$ 113.62
Compensation & Benefits	Paper	60.17 h	\$ 2,226.17	60.17 h	\$ 2,226.17
Reporting & Analytics	Paper	27.33 h	\$ 1,011.33	27.33 h	\$ 1,011.33
Leadership & Management	Paper	249.17 h	\$ 9,219.17	249.17 h	\$ 9,219.17
Total savings per month		116.95 days	\$ 34,617.97	116.95 days	\$ 34,617.97
Total savings per year		1,403.40 days	\$ 415,415.64	1,403.40 days	\$ 415,415.64

Details help to prove the benefits

Benefit details

Time & Attendance

Time & Money – coming from an IT-Island

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Sum					100.00 h	\$ 4,860.00

Time & Money – coming from Paper and Excel

Title	Description	Affected Role(s)	Leverage	Monthly savings	Savings in hours	Savings in \$
Simple time tracking	It is more easy for employees to track their time with an integrated solution Time Savings: Quickly clock in/out/break in one system with no manual paperwork	Employees	Amount of Employees	0.33 h / Employee	66.00 h	\$ 2,442.00
Verification of time tracking by supervisors	It is more easy to check times of Employees for Supervisors as all data is collected in the digital personnel file Time Saving: Organization time to check multiple spreadsheets and transfer them to an employee files in another system.	Supervisor	Amount of Employees	0.25 h / Employee	50.00 h	\$ 1,850.00
Verification of time tracking by HR Manager	It is more easy to manage the time tracking for HR Managers within the whole organization Time Saving: Organization of compiling data from multiple spreadsheets to ensure accuracy and compliance	HR Manager	Amount of Employees	0.25 h / Employee	50.00 h	\$ 1,850.00
Sum					166.00 h	\$ 6,142.00

CTA

CTA

- 1) Use the Cost-Benefit Calculator
- 2) Use Co-Sell Training
- 3) More Co-Sells with us – otherwise dead end