



## Euro Disney: Building a Sound HR Foundation and Talent Pool with Visualization Solutions from SAP

### Overview

#### Company

Euro Disney S.C.A.

#### Headquarters

Marne-La-Vallée, France

#### Industry

Retail – Arts, entertainment, and recreation

#### Products and Services

Amusement park and hotels

#### Employees

14,500

#### Revenue

US\$1.8 Billion

#### Web Site

[corporate.disneylandparis.com](http://corporate.disneylandparis.com)

#### Solution

SAP® Org Visualization and SAP Talent Visualization by Nakisa



Disney's people create the magic. Euro Disney S.C.A. counts on 14,500 employees to maintain Disneyland Paris as Europe's top tourist spot. Euro Disney collaborated with SAP to implement both SAP® Talent Visualization by Nakisa and SAP Organizational Visualization by Nakisa. Using these solutions Euro Disney reinforced the integrated SAP ERP Human Capital Management system as the foundation for all HR plans and built a **dedicated talent pool to ensure continued business success well into the future.**





“Visualization solutions from SAP reinforced our HR foundation by automating a variety of talent reporting activities and helped increase workforce engagement for more reliable succession plans.”

**Eric Pingal**, HRIS Manager, Euro Disney S.C.A.

## Executive Overview

### BUSINESS TRANSFORMATION

#### The company's top objectives

- Establish a foundation of accurate HR data and position hierarchies to support talent management
- Mitigate operational risk due to talent departures
- Better align talent management plans with workforce ambitions

#### The resolution

- Enabled interactive org navigation and reporting
- Automated employee profile match-up and succession planning for more objective successor nomination
- Established clear talent profiles, with skills and aspirations data for key insight to align development and succession plans

#### The key benefits

- Automated creation and distribution of employee data and org structure reports
- Workforce data and structure validation by management via clear visualization and real-time access to the right HCM information
- Increased number of key roles identified and supported with more reliable bench
- Improved employee engagement and reduced flight risk by considering workforce aspirations and development plans in the succession planning process

### TOP BENEFITS ACHIEVED

**60%**

Reduction in manual labor for key org and talent reports

**50%**

Increase in bench successors identified for key roles

**100%**

Automated employee profile to position match-up

# NAKISA®

### About Us

Nakisa makes the world's largest organizations more innovative, competitive and profitable with an integrated suite of organization and talent management software. The solutions help customers clearly visualize and maintain accurate HCM data, devise harmonized succession and career plans and engage a productive workforce. Nakisa serves companies across all sectors and regions including the likes of ABB, Airbus, Alstom, Adidas, BBC, Carrefour, Coca-Cola, Disney, Exxon, Merck, Michelin, MillerCoors, Nissan, Procter and Gamble, Philips, SAP,

Sony, Statoil and Volkswagen. The SAP solution extensions by Nakisa are in fact SAP products, co-developed, sold and supported by SAP. These SAP solutions form a key part of the SAP product and enhancement roadmap, ensuring customers benefit from the latest HCM technology innovations.



[www.nakisa.com](http://www.nakisa.com)

### Contact Us

Please visit [www.nakisa.com](http://www.nakisa.com) for more information or email [info@nakisa.com](mailto:info@nakisa.com) to arrange an assessment of your talent management capabilities and a live demonstration of the SAP® Org and Talent Visualization solutions by Nakisa.

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