



Empowering the Workforce with Integrated and **Mobile HR Solutions**



**TECO Energy, an
Emera Inc. company**
Tampa, Florida
www.tecoenergy.com

Industry
Utilities

Products and Services
Energy services

Employees
~3,700

Revenue
US\$2.7 million (2016)

SAP® Solutions
SAP® SuccessFactors® solutions, SAP ERP application, SAP Fiori® apps, SAP Cloud Platform, and the SAP Cloud Platform Integration service

With electric and natural gas systems widespread across Florida and New Mexico, the companies of **TECO Energy – Tampa Electric, Peoples Gas, and New Mexico Gas Co.** – needed interconnected human resources solutions with **mobile flexibility**. Cloud-based solutions give employees in the field the same accessibility as their colleagues in the office – 24x7.

Before: Challenges and Opportunities

- HR data residing in existing on-site systems could not be accessed by employees in the field
- Existing applications were not cloud-based systems
- Cumbersome recruiting and onboarding processes

Why SAP

- State-of-the-art SAP SuccessFactors solutions in the cloud as well as cloud integration technology
- SAP Fiori apps and extensions for SAP Cloud Platform that offer mobile accessibility
- SAP Cloud Platform Integration, which provides a central hub for a hybrid landscape that both integrates cloud-based SAP SuccessFactors Talent solutions and the on-premise SAP ERP application and also increases flexibility through custom extensions

After: Value-Driven Results

- Prepackaged integration templates to help jump-start the SAP software integration project
- Significant reduction in implementation and support costs by adopting prepackaged content
- Lower hosting costs by using the cloud solution hosted by SAP
- Replacement of several manual processes with automated solutions

SAP SuccessFactors 

Faster

Time to value with real-time integration of HR data

Lower

Implementation costs and total cost of ownership

Better

System integration and employee data management