

What Is New Zealand Doing Today to Keep Homes and Businesses Running Tomorrow?

As the world population climbs toward 10 billion by the middle of the century, the demand for reliable sources of clean energy will skyrocket. New Zealanders can count on sustainably generated electricity from Vector Limited to light the way. Vector wants to reinvent ways to power and connect communities and businesses so that they can thrive. Proud of its 95-year heritage, it seeks to help a diverse staff harness experience, determination, and creativity to solve problems, adapt to change, and deliver satisfying results to energy consumers.

With SAP® SuccessFactors® solutions, the company can put the right HR processes in place now to hire the right people at the right time, simplify the tracking and delivery of compliance-based learning, and maintain full insight into operations to support internal and external reporting. Reducing manual work lets everyone focus on strategic activities to transform the local energy sector and keep residential and commercial users on track toward a bright future.



“SAP SuccessFactors solutions help us reduce manual work and system complexity in HR while increasing visibility and security. **Critically, they help us keep pace with changes** in learning preferences – from traditional methods to 24x7 online learning options. We can clear ‘space,’ build the capability of our people, and **focus on creating the innovations in electric, solar, battery power, and other disruptive energy solutions** that our consumers expect from us.”

Paul McCloskey, Group Manager HR, Vector Limited

Vector Limited has been a key player in the New Zealand energy market for nearly a century and a keen innovator from the outset. It recently equipped a substation with the country’s first Tesla Powerpack battery and developed a two-way electrical charger that transforms electric vehicles into mobile power sources. Already rated 99.98% reliable by its end consumers, it is now using the cutting-edge HR processes in SAP® SuccessFactors® solutions to improve employee engagement and productivity.



Simplicity

End-to-end processes that shorten time to reach strategic goals and demonstrate compliance



Security

Latest technologies to protect valuable business and end-consumer data



Productivity

Accountable management and staff that is well-versed in product information



Vector Limited
Auckland, New Zealand
www.vector.co.nz

Industry
Utilities

Products and Services
Gas and electric energy distribution

Employees
Nearly 1,000, including contractors

Revenue
NZ\$114.46 billion
(US\$834 million)

SAP® Solutions
SAP® SuccessFactors®
Recruiting, SAP SuccessFactors
Learning, SAP SuccessFactors
Performance & Goals, SAP
SuccessFactors Compensation,
and SAP SuccessFactors
Onboarding solutions

Lighting the Way to a Bright Energy Future with **SAP® SuccessFactors® Solutions**

With SAP SuccessFactors solutions, Vector can move toward fully automated, paperless operations while protecting data security and reporting times. Managers can take ownership of transparent recruitment and training processes and help staff reach key goals faster. A vast collection of high-quality materials promotes professional and personal development anytime and anywhere. And the online user community lets users share lessons freely with peers in other companies.

Before: Challenges and Opportunities

- Reduce errors and increase traceability by eliminating manual processes
- Jump-start training in new products and technologies to stay future ready
- Add value for consumers through clear, informative reporting

Why SAP

- Complete vision for end-to-end processes that eliminates cumbersome product interfaces
- Support for mobile access to company systems and training materials 24x7 from any location
- Tight security to protect customer data and satisfy government and industry requirements

After: Value-Driven Results

- Reduction in elapsed time for HR managers to set goals and simplification of recruiting process through automation
- Acceleration of compensation reporting from 6 months to 4 months, with an expected reduction to 1.5 months
- Transparency and retrieval of historical performance information
- Higher employee and customer satisfaction through clear visibility and timely reporting
- Empowerment of leaders with access to information and ownership of processes
- Support for seamless business growth and integration by deploying SAP SuccessFactors solutions to a new Australian operation
- Huge increase in learning resources for professional and personal development

“Our SAP SuccessFactors solutions help us **recruit, hire, train, and satisfy top talent so we can continue to deliver great products and services to our customers.”**

Paul McCloskey, Group Manager HR, Vector Limited



SAP SuccessFactors

20%

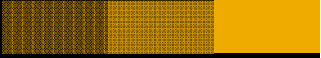
Fewer recruitment coordinator tasks

75%

Less time to report on learning across
50 courses

24x7

Platform for mobile e-learning



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