

# How Do You Empower a Workforce to Realize the Potential of Children Every Day?

Many of us remember that one special teacher who spotted our potential and inspired us to achieve. Affinity Education Group Limited aims to realize that potential in everyone. Every day, it helps children learn and grow while having serious fun, and each of its centers across Australia have stories of joy to be shared. Children are the key focus at Affinity – and IT must support that. As the group continued to grow, it needed a user-friendly HR tool that supported efficient processes and visibility and could expand with the business.

With SAP® SuccessFactors® solutions, Affinity has streamlined its HR processes and empowered its people. Having a simple-to-manage HR system means it doesn't need extensive IT support and can focus on creating shining stars – in both children and staff. Affinity also uses the community-building powers of the SAP Jam™ collaboration platform to share stories and celebrate successes. Its kudos awards recognize accomplishments, with everyone from the CEO to center staff celebrating results that align with Affinity's strong values. All of this helps build a positive environment and culture across the company – and encourages minds both big and small to learn and develop to realize their potential.



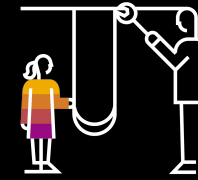
AFFINITY EDUCATION  
GROUP



“Our centers love being able to celebrate and share their stories across the Affinity family. Everyone, from the CEO down, can **interact and engage**. The kudos flowers in each center’s Recognition Garden demonstrate how we live our values every day.”

Kate McShane, HR Business Partner, Affinity Education Group Limited

Early childhood education provider Affinity Education wanted to focus on developing its children and educators, not on its HR systems. Implementing user-friendly tools using SAP® SuccessFactors® solutions has meant the educators at Affinity are free to direct their energies toward inspiring both children and colleagues to be the best they can. And the SAP Jam™ collaboration platform helps Affinity recognize achievement and celebrate stories, supporting its culture further.



**20,000**  
Children supported every year



**>150**  
Centers across Australia



**4,000**  
Team members employed and 100,000 children enrolled over the next 5 years



**Affinity Education Group Limited**  
Brisbane, Australia  
<http://affinityeducation.com.au>

**Industry**  
Professional services

**Products and Services**  
Early childhood education

**Employees**  
3,500

**Revenue**  
\$A230 million

**SAP® Solutions**  
SAP® Jam™ collaboration platform and SAP SuccessFactors® Employee Central, SAP SuccessFactors Performance & Goals, and SAP SuccessFactors Employee Central Payroll solutions

# Supporting a Culture of Inspiration with SAP® SuccessFactors® Solutions

Affinity uses SAP SuccessFactors solutions to simplify HR processes and support visibility across the business. With teams able to manage HR tools themselves, there is no need for extensive IT resources. And using SAP Jam, staff across the country can share stories and accomplishments – building community, celebrating achievements, and helping bring Affinity’s values to life.

## Before: Challenges and Opportunities

- Complex, slow, and paper-based manual processes
- Lack of visibility across the business
- Limited connection between the business and its centers across Australia
- Spreadsheet-based system used for performance reviews

## Why SAP

- Strong reputation of SAP software and ability to meet requirements of business
- User-friendly HR software that can be managed with very limited IT support
- Robust community functions of SAP Jam

## After: Value-Driven Results

- Improved visibility with a paperless office, centralized HR functions, and all information available online
- Increased efficiency with manager and employee self-service replacing multiple workflows and approvals
- Better platform for celebrating and embedding values through sharing of stories and awards
- Greater interaction across the business, from CEO to center managers

**“Anything we want to do, we can do with SAP SuccessFactors solutions – or it is on the road map.”**

Kate McShane, HR Business Partner, Affinity Education Group Limited



SAP SuccessFactors

## Empowering

Community team spirit and developing high-performance individuals by connecting the business

## Streamlining

HR processes to allow focus of time and effort on children and staff

## Celebrating

Moments of joy at centers across Australia



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