

GAEA: Globally Unified HR System



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Director

PROJECT GAEA

Global integration amongst
Americas, EMEA and Asia

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HR Update: Launch of Global DEI project and GAEA update

As you all already know, the new global working guidelines were launched. In order to realize...

Namino Kobayashi (小林 凡乃) 28. September



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Unifying Olympus with One Global HR System

I would like to share an overview of the ambitious global project HR will be implementing this...

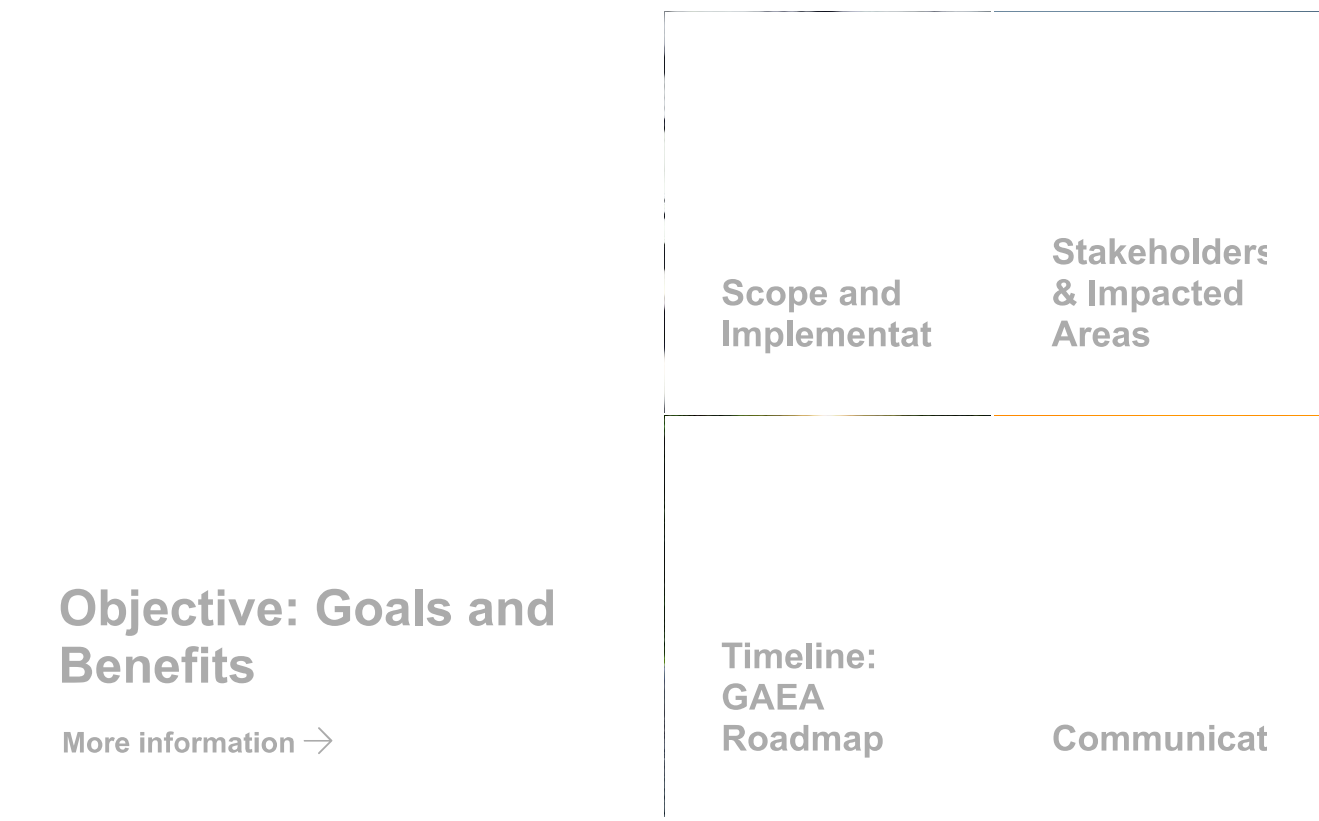
Shigeto Ohtsuki (大月 重人) 16. April 2021

Project Description

Our main objective with project GAEA is to standardize, harmonize and digitalize HR processes at global level. This Program will unify the several coexisting human resource talent management systems of all five regions into a **single global HR system**. By further establishing seamless and consistent HR processes, our project will allow **HR data to be globally managed** and will therefore improve our HR operations and HR data reporting. In the future, this system will enable us to perform talent management activities (such as

employee allocation, skill development, performance evaluation and rewarding performance) **regardless of country or system borders.**

The project is a major initiative to help Olympus become a true global leading and competitive medtech company by ensuring that the **right person** with the **right skills** will be assigned in the **right position** and that our employees can be continuously developed further along with their job requirements.



Please scroll down to the bottom of this page first and then up again in case the intersection linking does not work. This is a known SharePoint feature that is currently investigated.

Project GAEA Overview Video_English

[Japanische Version](#)/[Chinesische Version](#)

Objective: Goals and Benefits

We will enable the foundation to empower HR and offer our Leaders common data-driven talent management services to provide a true global employee experience.

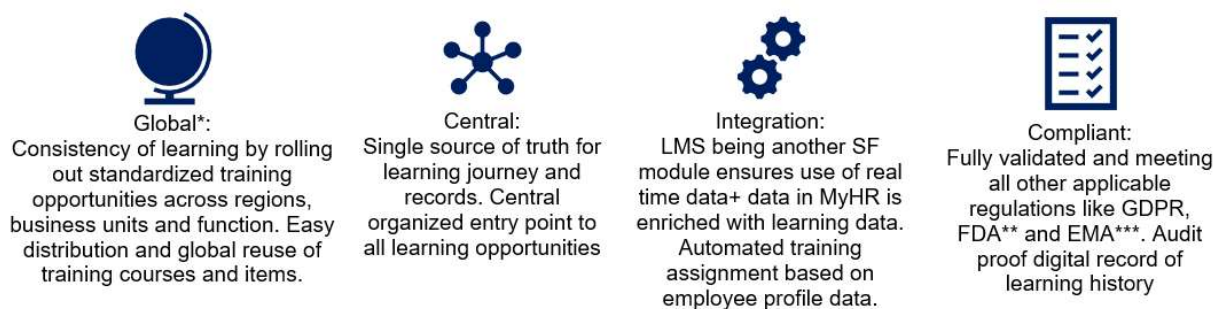


What benefits can we expect from the project?

Expected benefits of GAEA



Expected benefits of a global validated Learning Management System



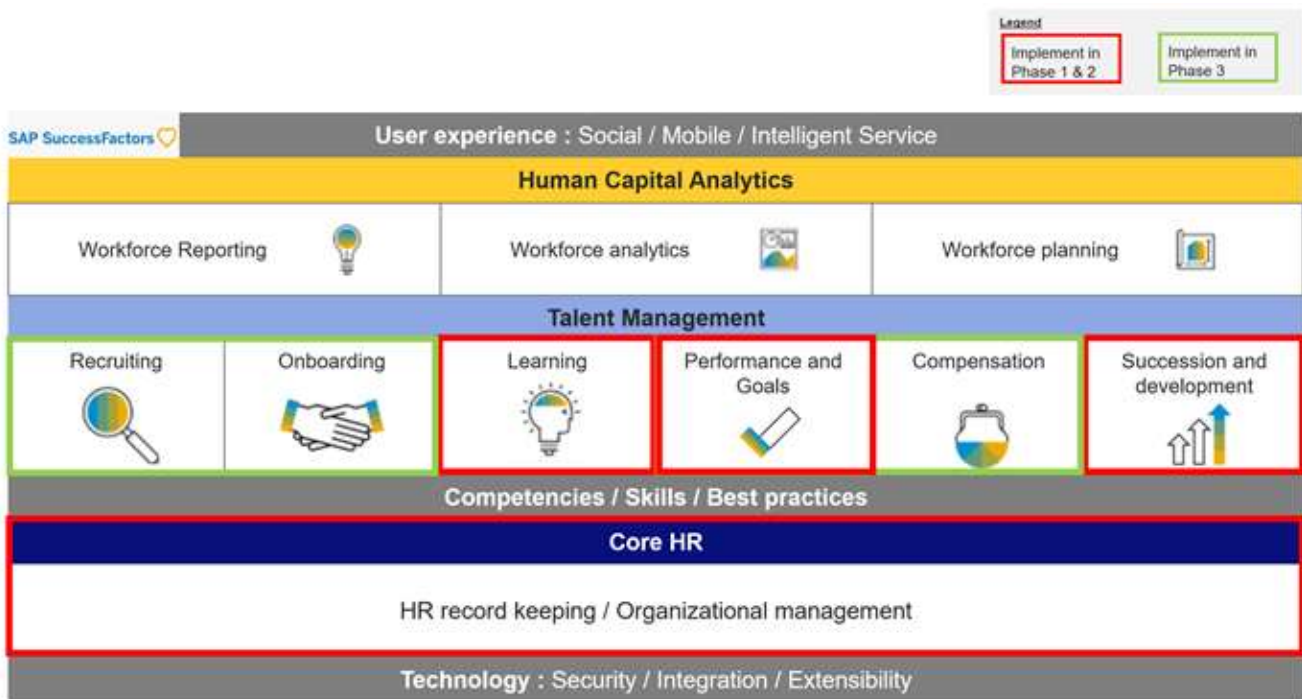
* Stating with Japan, APAC and EMEA. With OCA migrating later. See 4) for implementation scope.

** Federal Food and Drug Administration *** European Medicine Agency

Scope: Systems and Implementation

System 1: Olympus MyHR = SAP SuccessFactors

The centerpiece of project GAEA is the implementation of modules from SAP SuccessFactors, which we call MyHR

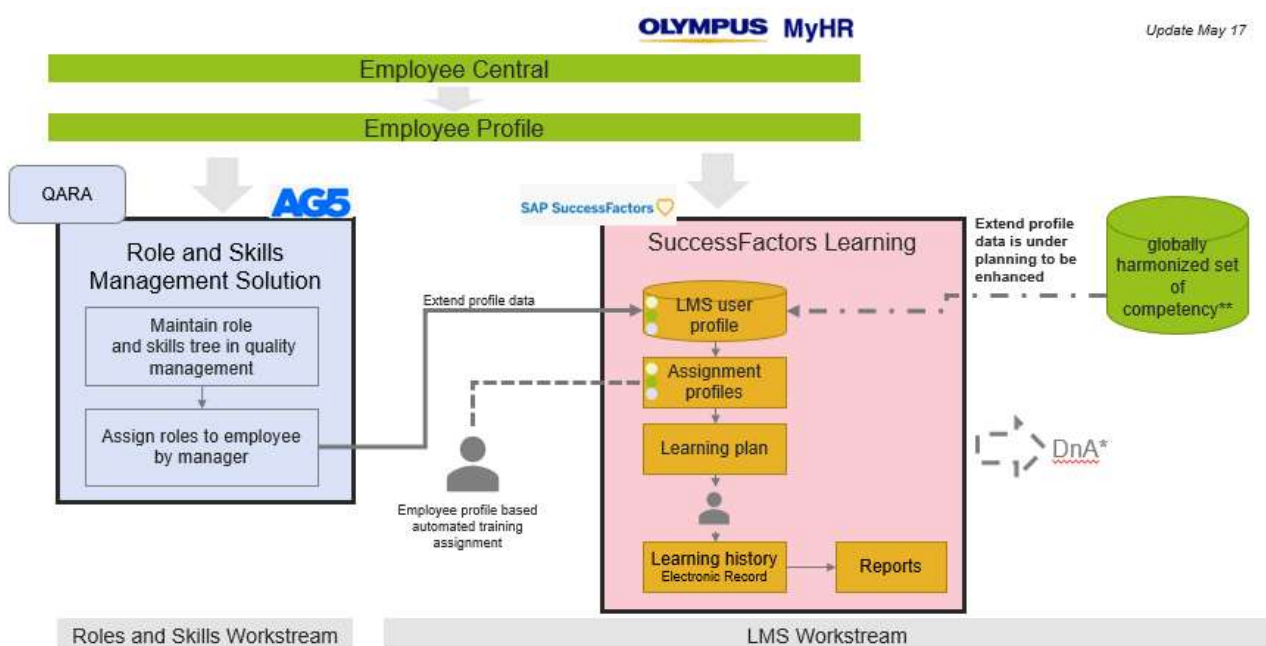


Legend

- For these modules, processes and roles will in step 1) be globally harmonized before 2) the modules can be implemented by September 2022.

System 2: Roles and Skills Management solution = AG5

Additionally, in Phase 2, the program will implement training assignment based on the **roles and skills** employees need for their roles, maintaining the records needed to demonstrate compliance in a regulated environment. By strengthening the connection between roles and skills, training can be automatically delivered to the correct employee groups.



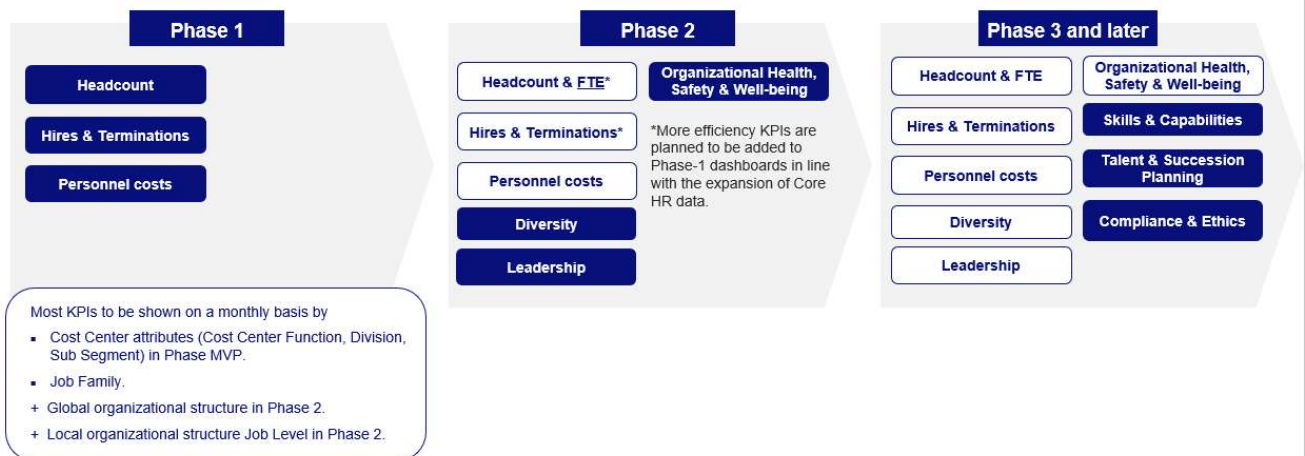
*DnA=Data and Analytics

**The global competencies will be driven by Leadership competency model- will be catered for global, regional, country and site-specific roles and skills.

System 3: Human Capital Reporting = Microsoft Power BI

In addition to the basic reporting in phase 1, more data and KPIs are planned to be added in the upcoming phases with an aim to establish a **Human Capital reporting** for **organizational efficiency** and **personnel cost control** globally.

- Technical platform will be **Microsoft Power BI**
- **Access** will be available for **HR-functions** (HR COEs, HRBPs, HR Manager, HR Analysts) and **functional Heads** (Global and regional Div/Fun heads). In Phase 2, access is planned to be expanded to managers of more organizations for selected data.
- Global defined KPIs are based on **ISO 30414** and already implemented regional KPIs within **OCA** and **EMEA**.



DnA HR Dashboards for HR
Management Reporting

Stakeholders, Impacted Areas

Project GAEA is a global initiative; however, the implementation scope in phase 2 differs from region to region. OCA will migrate later in the project to global instance.

	EC		HC Reporting	Payroll Integration Software	LMS		Roles & Skills Solutions for QMS	Performance Mgmt.	Employee Experience Survey	Succession Planning		Development(CDP)	Compensation	Recruiting	Onboarding
	Data Mgmt.	Transaction		U/F	For QARA	For All				Regional	Global				
Japan 14,550		*except 7 LE		*except 7 LE				**except 4 LE		TBD					
EMEA 8,040										TBD					
APAC 6,750					TBD	TBD	TBD			TBD					
China 2,143						Under discussion				TBD					
Americas 6,555								TBD							

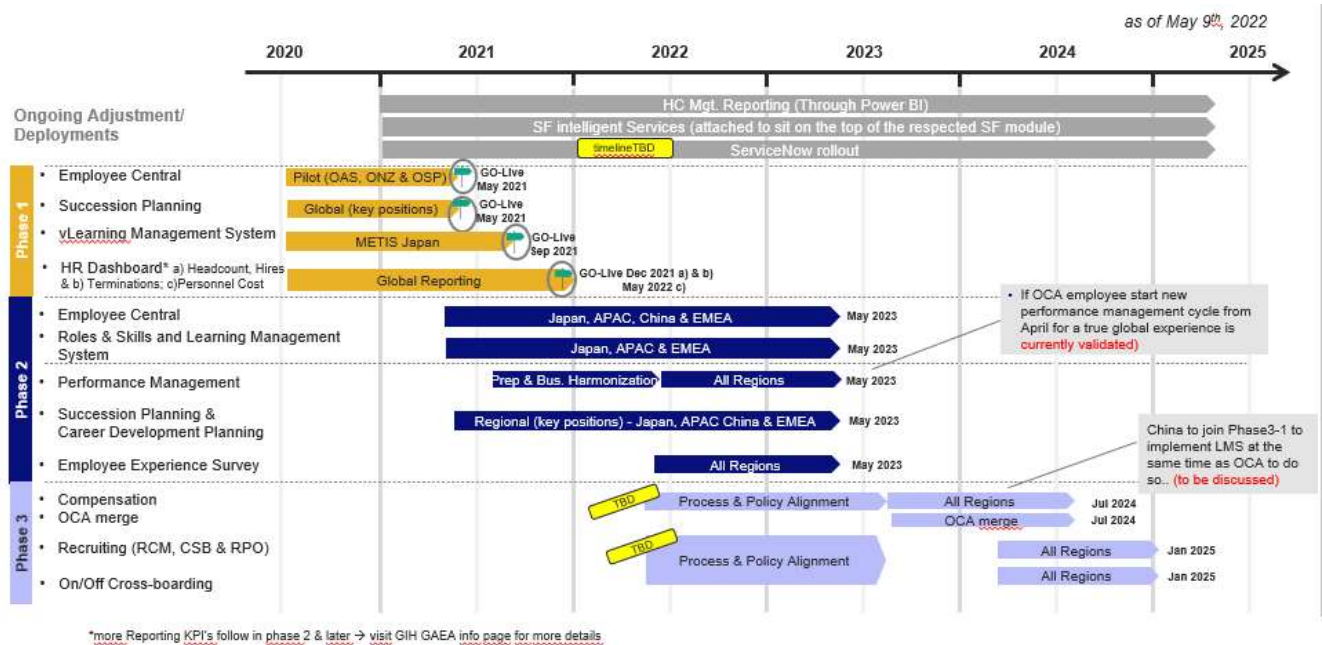
Legend

Phase 1 Phase 2 Phase 3.1 Phase 3.2

* Only OF + OMSC + MCL. Rest of LEs will be rolled out after May 2023.
 **OTB, OBM, ODS, TPOs are out of scope. Other LEs will be full users of PMOU.
 ***Systems Go-Live in Phase2/ exact roll-out approach for divisions/ functions TBD.

Timeline: Project GAEA Roadmap

HR transformation				
	<div>Phase 1</div> <div></div>	<div>Phase 2</div> <div>Ongoing May 2023</div>	<div>Phase 3</div> <div>July 2024 + January 2025</div>	
To be achieved	<ul style="list-style-type: none">Organization, position and basic employee data is centralized as globally – incl. basic reporting (i.e., 37,000 employees)Japan QARA can meet regulatory requirementSuccession planning with global key positions	<ul style="list-style-type: none">Global standardized employee lifecycle management processGlobal LMS platform with some area of localization to comply with FDA/ISO requirement and realize L&DGlobal To-Be operating model with Manager led people management	<ul style="list-style-type: none">Global harmonized performance managementGlobal succession planning & career development planning model to drive career aspirations, close talent gaps and nurture leadersGlobal employee engagement platform to share and provide feedback throughout employee life journey	<ul style="list-style-type: none">Global talent dashboard visualization and HR KPI managementGlobal compensation & variable pay model to manage their incentive plans.Streamlined recruiting processSmooth transition of onboarding candidates to employees and make them productive from 'Day one'Integrated global common HRIS platform with local systems including OCA
Milestone	ACHIEVEMENTS <ul style="list-style-type: none">Basic ReportingLearning Mgt. for QARA JapanSuccession Planning for Global Key PositionsEmployee Central (Core HR) for APAC Pilot countries (OAZ & OSP)	HR Core and Learning <ul style="list-style-type: none">Core HR = Employee Data & Workflows for EMEA, Japan, China, APACLearning Mgt. vLMS for EMEA, Japan, APACQARA Roles and Skills solutionLeadership competency mgmt.	Functional Modules <ul style="list-style-type: none">Performance and Goal Management for all regionsSuccession Planning & Career Development Planning for EMEA, Japan, China, APACEmployee Experience Management (Engagement survey) for all regions	Functional Modules <ul style="list-style-type: none">Compensation (July 2024)OCA merge (July 2024)Recruitment (January 2025)Onboarding (January 2025)



Communications

Project Leadership

- [Message from sponsor_Unifying Olympus with One Global HR System](#)

Regional Endorsement

Comming soon

Workstream Spotlight

Comming soon


Go-Live Communication


Comming soon

Communication Posts on Yammer


Alle anzeigen



Diskussion starten


 Ankündigung veröffentlicht in All Asia Pa.


 **Karen Blizzard**
18. Okt.

Project GAEA is a global initiative to take a unified approach to the employee experience using SAP SuccessFactors ("MyHR"). In May 2023 we will go-live enabling you to enjoy many benefits including a harmonized approach to creating and tracking goals, development planning as well as

 1 Anlage

1 Kommentar anzeigen  


Veröffentlicht in All Company 



 **Namino Kobayashi (小林..**
28. Sept. • @3


HR Update Sep Edition has been published on GIH


In this edition, there are 2 topics.

1. Launch of **new global DEI(Diversity, Equity and Inclusion) project**
2. Update on **GAEA(Global integration amongst**

 1 Anlage


Kommentieren Sie als Erster  




Veröffentlicht in All Asia Pacific Community 

 **Michael Tsoukalis**
2. Juni • @2

Happy Thursday APAC!

Today, we have an exciting APAC staff member announcement (and promotion) to share, with Naoki Tai announcing and welcoming Karen Blizzard (formerly of OAZ) to the role of Human Resources Project Manager, APAC.

 1 Anlage

1 Kommentar anzeigen    11

Digital HR Transformation@Olympus: How will project GAE...

Contact Information



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