



SAP SuccessFactors 

DiscoverMe

An exclusive whole-self offering for our top talent

Our Business is at its Best when Our People are at their Best

THE BEST RUN 



Christine
(and the Kern family)



To journey without being changed
is to be a nomad.

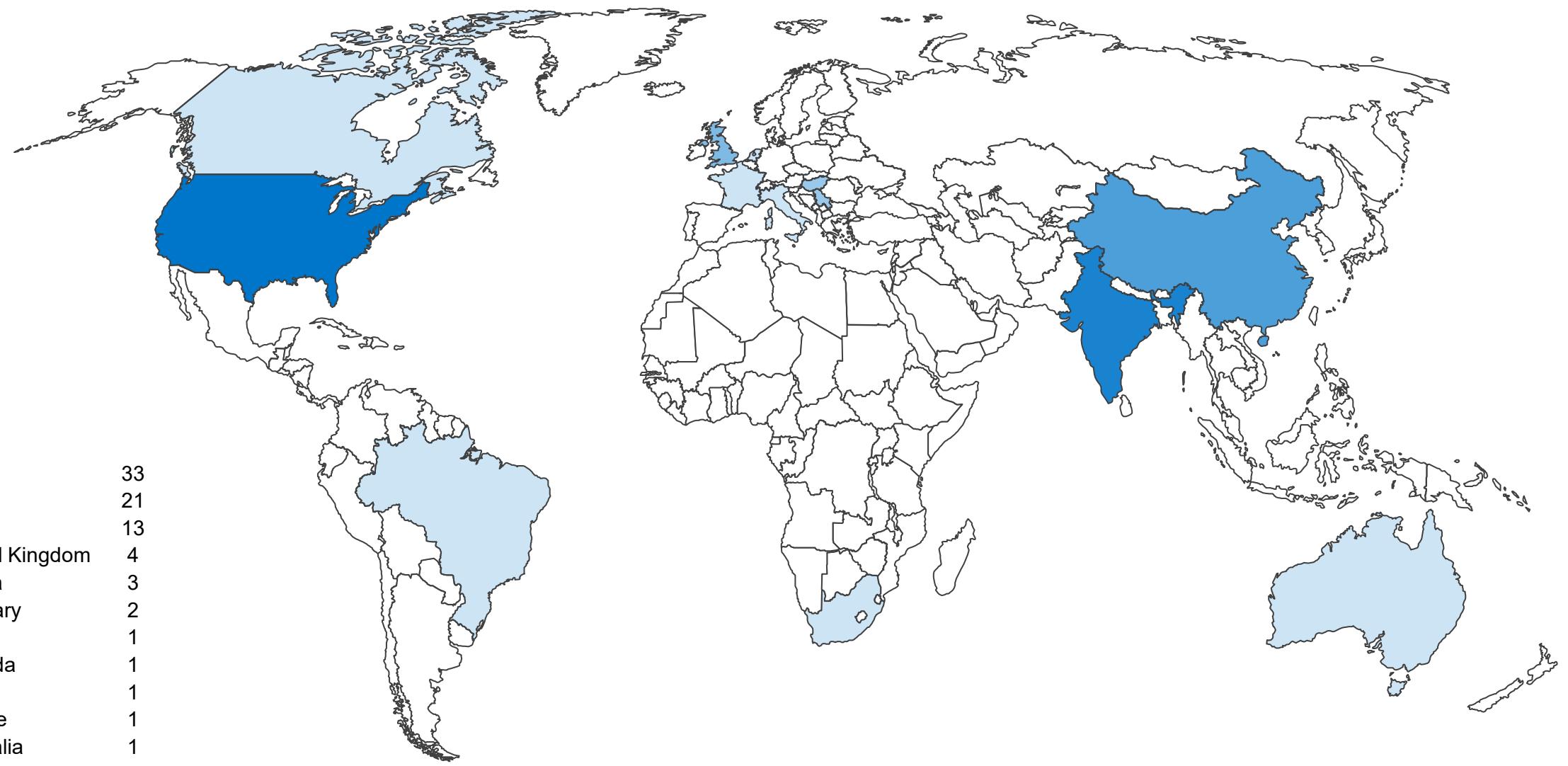
To change without journeying
is to be a chameleon.

To journey and to be transformed
by the journey
is to be a pilgrim.

-Mark Nepo



Where in the World are our Nominees?



What is DiscoverMe ?

A journey that invites people to live a **radically responsible, curious, and purpose-driven** life.
Generating a culture of **fearless innovation, productivity, and passion.**



Who is this for?

75 of our top talent that are ready to ignite their potential and take themselves to the next level.

What is it?

A structured 8 month whole-self program dedicated to creating lasting impact. This is done through a variety of channels including:

- ✓ Self-reflection
- ✓ Collaborative workshops
- ✓ Team-based business challenges
- ✓ Personalized coaching
- ✓ Weekly inspirational insights
- ✓ ...and more

Why DiscoverMe?

You are not here to play small.

You are the creator of your life. You are either creating by default and allowing your limiting beliefs to guide you *or* you are **creating by design.**

You get to decide.

Unleash your brilliance.
Claim your power.
Let's create.

Participants walk away with...

Personal Growth

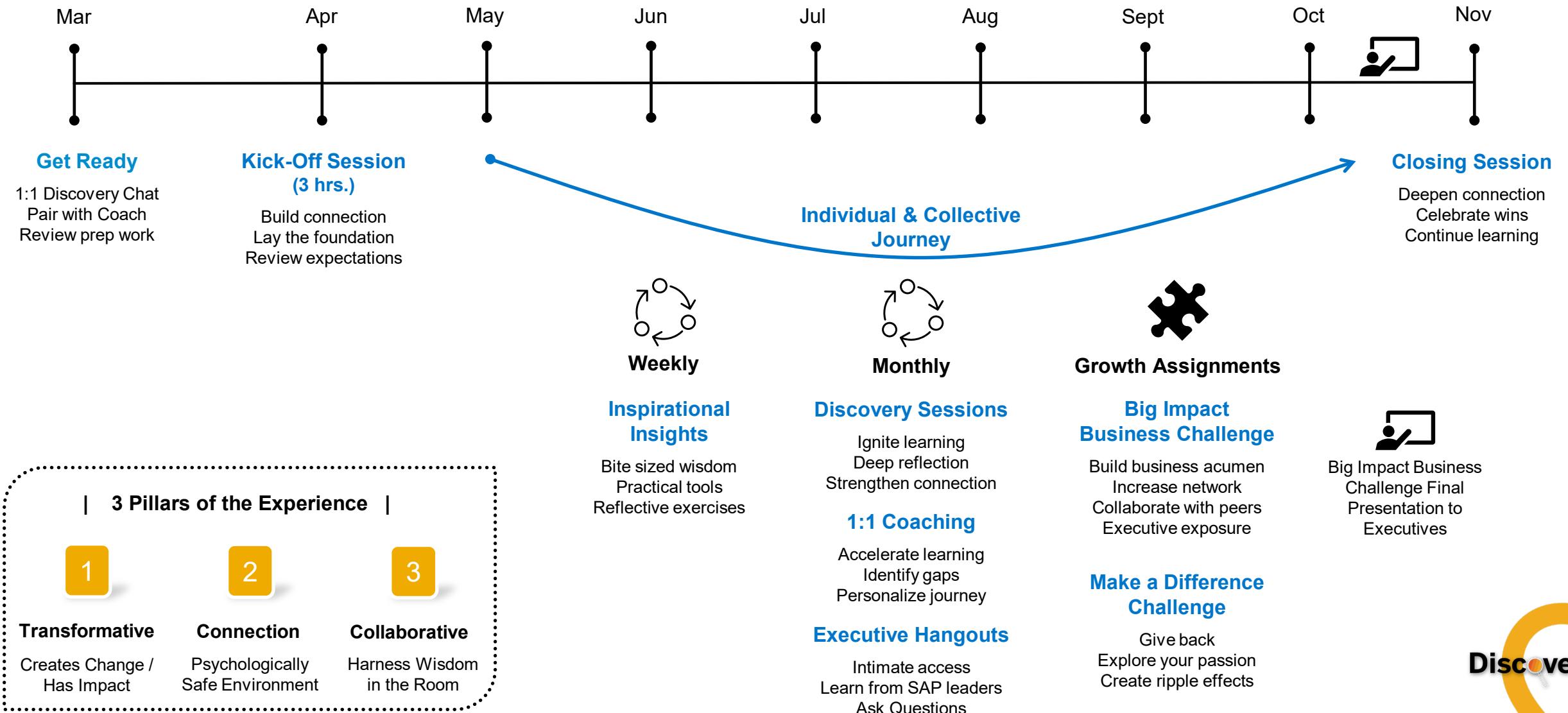
- ✓ Radically increased self awareness
- ✓ A newly defined sense of individual responsibility
- ✓ A sense of what's been holding them back
- ✓ Learn how to come back to presence
- ✓ Clarity of vision & purpose
- ✓ Build muscle memory to have the ability to move forward in the face of fear
- ✓ Personal toolbelt of go-to resources

Professional Growth

- ✓ Exposure to different areas of the business
- ✓ Increased business acumen
- ✓ Feeling more connected to their colleagues
- ✓ Greater ability to work across organizational boundaries

DiscoverMe : Journey Inside

*Inviting people to live a **radically responsible, curious, and purpose-driven life.***
*Generating a culture of **fearless innovation, productivity, and passion.***



“ What one can be,
one must be ”

- Abraham Maslow

DiscoverMe : Journey Inside the Topics

All sessions are 90 minutes in duration and will include:

- ✓ Delivery of thought provoking content
- ✓ Breakouts with fellow participants to unpack the content, connect, engage in dialogue and exercises, and apply the content to their own situation

Apr

May

Jun

Jul

Aug

Sept

Oct

Nov

Kickoff!
Preparing for our
Journey Together

**Radical
Responsibility:**
How are you
showing up?

**Emotional
Intelligence:**
What wisdom is
untapped?

**Crucial
Conversations:**
What needs to be
said?

Integrity:
Where are you
leaking energy?

Zone of Genius:
Where are you
spending your time?

Master My Stories:
Doing “The Work”

Final Reflections &
The Path Forward

Connect with your colleagues and get ready for both your individual and our collective journey together. Learn from reflecting upon your leadership journey and how it's been deeply shaped by the people, events, and experiences from your past.

You'll also get to select your Big Impact Challenge!

We invite you to look deeply at the results you've created in your life and radically own each and every one of them.

Learn what 100% responsibility *really* looks like, it's often times much different than what we've been taught.

Feelings. A topic not often talked about in the corporate setting. But our emotions have incredible wisdom to teach us and are a leader's essential ally.

Learn how to tap into every part of your intelligence and harness the insights they have to provide.

Communication might be the single most important skill we can develop to improve our relationships. We will explore the various levels of and barriers to communication and go much deeper than just simple tools and techniques.

Learn how to deepen your relationships through candor and conscious listening.

Examine where you are out of alignment in your life and how it is limiting you from living in full aliveness.

Learn why Energy Management is a key tool of conscious leaders and walk away understanding the 4 Pillars of Integrity and where specifically you have some cleaning up to do in your life.

Are you realizing your fullest potential and expressing your fullest magnificence and creativity?

In this session, we discuss what living in your Zone of Genius means and how great leaders are committed to maximizing their time spent in it.

Practice with Byron Katie's "The Work" by accessing the wisdom that always exists within you. To question what you believe is an amazing gift to give yourself. The answers are always inside you, just waiting to be heard.

Learn how to reframe your perspective in order to feel a sense of well-being in a matter of minutes.

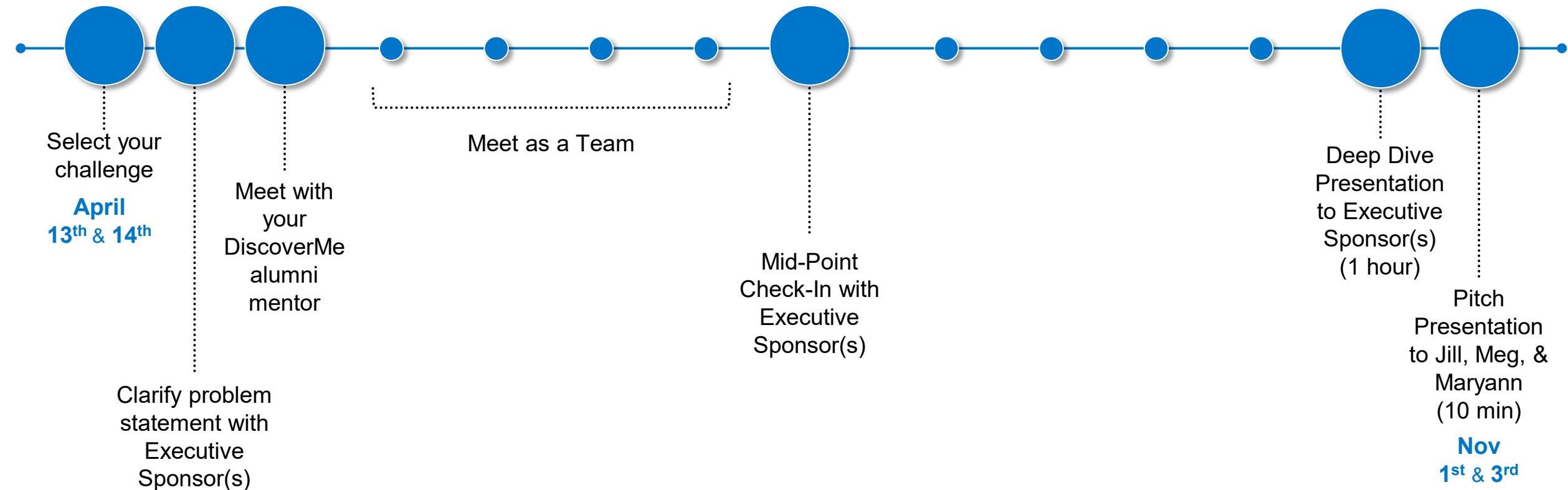
Join your fellow colleagues to celebrate the last 8 months, reflect upon discoveries you've gained, and think forward to the path ahead.



DiscoverMe : Journey Inside the Big Impact Challenge

The Purpose:

To work with your fellow DiscoverMe colleagues, as part of a team,
to bring ***big solutions*** with ***big impact*** to real ***big business problems***.



Are you Willing to Commit?

In order to receive a certificate of completion, you must attend at least 6 sessions live & the Final Pitch Presentation

April



DiscoverMe Kickoff!

April 13th @
7-11 AM PST / 4-7 PM CET
&
April 14th @
9:30 AM – 12:30 PM SGT

May



Discovery Session

May 4th @
8-9:30 AM PST / 5-6:30 PM CET
&
May 5th @
10:30 AM – 12 PM SGT

June



Discovery Session

June 2nd @
8-9:30 AM PST / 5-6:30 PM CET
&
June 3rd @
10:30 AM – 12 PM SGT

July



Discovery Session

July 13th @
8-9:30 AM PST / 5-6:30 PM CET
&
July 14th @
10:30 AM – 12 PM SGT

August



Discovery Session

Aug 17th @
8-9:30 AM PST / 5-6:30 PM CET
&
Aug 18th @
10:30 AM – 12 PM SGT

September



Discovery Session

Sept 14th @
8-9:30 AM PST / 5-6:30 PM CET
&
Sept 15th @
10:30 AM – 12 PM SGT

October



Discovery Session

Oct 12th @
8-9:30 AM PST / 5-6:30 PM CET
&
Oct 13th @
10:30 AM – 12 PM SGT

November



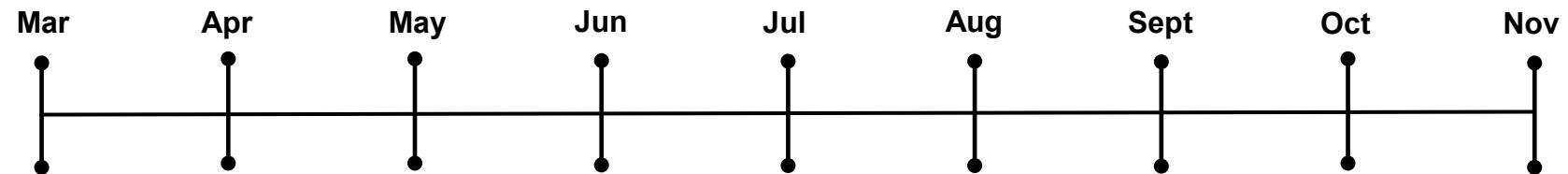
Final Pitch Presentations

Nov 1st @
8-9:15 AM PST / 5-6:15 PM CET
&
Nov 3rd @ 10-11:15 AM SGT

Final Discovery Session

Nov 9th @
8-10 AM PST / 5-7 PM CET
&
Nov 10th @
11 AM - 1 PM SGT

DiscoverMe : Journey Inside the Commitment



Program Components

1:1 Discovery Intro	1									
Discovery Sessions		3	1.5	1.5	1.5	1.5	1.5	1.5	1.5	2
1:1 Coaching Sessions	1	1	1	1	1	1	1	1	1	1
Weekly Emails		1	1	1	1	1	1	1	1	1
Reflection Time*		1	1	1	1	1	1	1	1	1
Executive Hangouts		1	1	1	1	1	1	1	1	1
Big Impact Business Challenge*		2	4	4	4	4	8	16	2	
Big Impact Final Presentations									3	
Total Overall Hours	2	9	9.5	9.5	9.5	9.5	13.5	24.5	8	

((Roughly 95 hours over 9 months))

What are DiscoverMe Alumni saying?

"The specific focus on **personal growth** is very different than anything I've experienced before. It is so important, but so easy to ignore/avoid. I'm thankful that this program pushed me to start thinking about the different dimensions of myself and how I interact with others in this way."

"It's been a **life-changing** experience for me."

"This program is **infinitely more important** than all the RSUs in the world."

"I don't think I have ever participated in a program that was better managed or **provided more value** in a timespan of a few months. The **transformation** of people's minds is not an easy task and you have managed to achieve this goal..."

"I find myself waiting eagerly for the DiscoverMe sessions... I am learning more about myself than I thought possible. I am **undergoing a transformation** in these sessions."

"This program challenged us to be **more aware**. Can't ask for more."

"This program helps us to come **out of our comfort zone** and perform."

"...these sessions have given me a different perspective...when they are done, I **feel ready for any challenge**."

"This program is hands down the **best one** I have ever been a part of."

Are you...

- ❖ Dedicated to investing in yourself?
- ❖ Committed to engaging fully with the experience?
- ❖ Ready to take responsibility for the results in your life?
- ❖ Ready to innovate and ideate new solutions to big challenges?
- ❖ Unafraid of stepping outside of your comfort zone?
- ❖ Prepared to do the “work” of self-discovery
- ❖ Curious about how you’re showing up in life?
- ❖ Ready to grow, learn, and take yourself to your next level?
- ❖ Interested in keeping an open mind and exploring new ways of seeing situations?
- ❖ Unafraid to challenge assumptions or long-held cultural practices?
- ❖ Ready to explore what it looks like to live in your Zone of Genius?

...then get ready to commit!

Commitment Reflection Questions

1

What is your personal motivation for committing to this program?
How might your participation in this program help you move towards the possibilities you wish to realize in your life? (100 word max)

2

Choose one quotation that has inspired you in your life and why. (100 word max)

3

Think ahead 3 – 5 years. What possibilities are there for humanity, our business and fulfilling a higher purpose? What excites you about the role you will play in making a difference and realizing these possibilities? (300 word max)

4

Reflect on the path your life and career have taken.
What choices / risks have you made that led you to seize new opportunities and expand what you believed you were capable of? Through this reflection, what have you learned about yourself, your values, your purpose, and ultimately who you are?
(500 word max or a <5 min video)

What Happens Next?

1. Review the program expectations and decide if this is the right journey for you.
2. Speak with your Manager, gain their approval (no documentation necessary).
3. Reflect upon the questions in the previous slide.
4. Go to [this Smartsheet form](#) and submit your responses.
5. You will receive an email from me (within 48 hours) confirming your commitment!
6. Jump right in and start enjoying the ride

Deadline for Commitment: Feb 18th

A photograph of a paved road curving through a dense forest. The road has a double yellow line. A yellow diamond-shaped road sign on a post is positioned on the right side, indicating a sharp turn ahead. The surrounding trees are a mix of green and autumn-colored leaves. The lighting suggests it's daytime.

Are you ready to
embark on a journey
together?