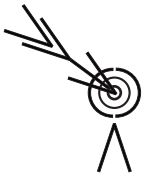




# ANOTHER SUCCESSFUL GO-LIVE!

TIGER Coatings China scores a hit implementing SuccessFactors Goals & Performance Management and Development with HCM ADVICE!



*"Again, my sincere thanks to you [Mr. Berthold] and Mrs. Klug for your great work and dedicated support. We are looking forward to continuing our good cooperation in the future!"*

Zheng Wu, CFO, TIGER Drylac Co. Ltd., China

## BUSINESS CHALLENGES



TIGER Coatings China was looking for a modern and user-friendly solution to streamline their company goals throughout the organization, align them and make them visible to all employees. Everyone in the company should be aware of his or her contribution to the company's success, and what is expected of every single employee. The performance reviews should also be linked to defined job profiles with competencies and skills. Furthermore, career paths and development plans should show their talents their future perspectives.

## CONSULTING HIGHLIGHTS



To develop an integrated solution for TIGER's families and roles, competencies and skills, and create the goal plans and review forms to support TIGER's talent management processes and concepts. The system was configured in English and Chinese.

## CUSTOMER BENEFITS



- Aligned goals throughout the company to meet TIGER's targets and further expand their business
- Improved employee retention through career planning and development
- Smoother HR processes and higher employee involvement

## DURATION LOCATION



16 weeks (interrupted by Christmas and Chinese New Year), 85 % remote, 15 % on-site. Starting in December with an analysis workshop in Shanghai/China, the system was configured for prototyping workshops in January and February. The fine-tuning, data import and testing followed, with go-live in April.

## NEXT PHASE



Next steps and enhancements are likely to be Jam and Learning.



Want to discover more? We look forward to your call on +43 1 236 431 236 (Mr Berthold) or your email to [berthold@hcm-advice.com](mailto:berthold@hcm-advice.com).  
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