



Belimo Automation AG
(Hinwil, Switzerland)
belimo.com

Industry
Industrial manufacturing

Employees
~3,200

Featured Solutions
SAP SuccessFactors Employee Central, SAP SuccessFactors Recruiting, SAP SuccessFactors Learning, SAP SuccessFactors Performance & Goals



Supporting ambitious growth plans with a global HR platform

Belimo Automation AG, a global market leader in energy-efficient heating, ventilation, and air conditioning, has ambitious expansion plans under its Growth Strategy 2030. To support this strategy and scale HR, the company established a global HR organization and replaced fragmented local systems with a single global HR platform. With SAP SuccessFactors as foundation, Belimo could efficiently onboard all countries and employees, support harmonized workforce processes, and provide real-time insights into global talent data. And as the organization is growing, Belimo plans to add further modules and capabilities.

"We needed an HR foundation that supports our global growth. Together with HCM ADVICE, we established a global platform across 80+ countries that provides a consistent foundation for our HR processes, enables reliable workforce data, and supports our continued growth."

Claudia Stieger,
Head of HR Services and
Project Management,
Belimo Automation AG



HCM ADVICE AG
(Rothenburg, Switzerland)
hcm-advice.com

HCM ADVICE supported Belimo from discovery through go-live with solution consulting, configuration, and migration to SAP SuccessFactors.

Challenges

- ⚠️ Fragmented HR landscape with multiple local systems and data structures limiting global visibility
- ⚠️ Regionally inconsistent HR processes reducing efficiency and preventing reliable workforce planning
- ⚠️ No unified data foundation to support international growth and strategic decision-making

Outcomes

80+

countries connected through one global HR platform

Strong

adoption of the global HR platform across the organization