



PERSONNEL  
DECISIONS  
INTERNATIONAL

REAL LEADERSHIP ADVANTAGE™

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**SAP AG and PDI Partner to Improve the Way SAP AG Assesses, Measures, and Manages Talent Across Its Entire Organization**

**ORLANDO (March 11, 2008)** – SAP AG’s Eammon Mullally presented *Six Ingredients to Successful, High Impact Talent Management* at the SAP HR 2008 Conference, March 11, 2008 in Orlando, Florida. Discover how SAP AG leveraged its own talent management solution and PDI’s world-class tools and consulting to make better decisions about talent.

***Six Ingredients to Successful, High Impact Talent Management:***

Examine the six steps SAP AG, in partnership with Personnel Decisions International (PDI), is taking to improve the way in which it assesses, measures, and manages talent across its entire organization.

- Get tips to help you determine your strategic objectives and design your appraisal mechanisms before you attempt to automate talent processes.
- Learn how SAP developed a competency model to measure talent that includes a set of leadership capabilities closely aligned with its strategic objectives.
- Examine the results of an in-depth review SAP and PDI conducted of SAP’s performance management processes and pay-for-performance decisions.
- Learn the importance of differentiating talent on the basis of performance, potential, readiness, and fit.
- Get tips for acquiring executive sponsorship, and learn how SAP’s board of directors led the charge when communicating the new talent management processes.
- Come away with examples of best practices for making talent management investment decisions regarding leadership training, development, and coaching.

**ABOUT PERSONNEL DECISIONS INTERNATIONAL**

Personnel Decisions International (PDI) is a global leadership consulting firm with distinctive expertise in building leadership talent that provides real competitive advantage. With more than 700 team members in 30 offices around the globe, PDI partners with the world's leading organizations, enabling them to make consistently effective talent decisions about leaders.

Using field-tested strategies and tools that are unique in the industry - we help clients identify, develop, and deploy superior leaders. Our aim is simple - the well-placed confidence that clients’ current and future leaders are distinctively stronger than the competition, resulting in sustained, superior performance. For more information, contact PDI client relations at 920.997.6995 (in the U.S. 800.633.4410) or visit PDI's Web site at [www.personneldecisions.com](http://www.personneldecisions.com).

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