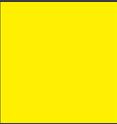


Dynamics 365 Talent Strategy Update Webinar

December 17, 2019



Product Vision and
Strategy



Laurel Reitman



Announcement: Build a more successful workforce with LinkedIn and Microsoft

Strategically aligning future investments from LinkedIn and Dynamics:



LinkedIn will focus on talent acquisition and recruiting solutions



Dynamics 365 will focus on operational HR excellence and workforce management (e.g. employee records master, benefits, leave and absence, T&A, employee experience/self-service, and workforce planning)



Aligning future investments
between LinkedIn and Microsoft
Dynamics 365

What is changing?

ATTRACT

will be retired and we will work with our customers to transition to a comparable solution – such as LinkedIn Talent Hub

ONBOARD

will be retired and we will work with our customers to transition onboarding guides using export tools

CORE HR

will be renamed and launched as Dynamics 365 Human Resources. All roadmap investments will align to our new product strategy and vision.

Dynamics 365 Talent will no longer be sold as of February 1, 2020.

ATTRACT – RETIRING FEBRUARY 1, 2022

Eligible customers using the Attract app may continue to use it through February 1, 2022 or until the end of their most recent Dynamics 365 contract or renewal, whichever occurs first.

Microsoft will offer a migration path to LinkedIn Talent Hub. The initial release of LinkedIn Talent Hub supports customers with less than 1000 employees. Data export tools will be available from within Attract to help customers transition to the Talent Acquisition solution of their choosing.

ONBOARD – RETIRING FEBRUARY 1, 2022

Eligible customers using the Onboard app may continue to use it through February 1, 2022 or until the end of their most recent Dynamics 365 contract or renewal, whichever occurs first.

Migration tools will be provided within the Onboard app to help customers export onboarding guides.

CORE HR – BECOMES DYNAMICS 365 HUMAN RESOURCES ON FEBRUARY 1, 2020

Customers who are utilizing the core HR capabilities within Dynamics 365 Talent will have their service continued under the Dynamics 365 Human Resources brand with no disruption in service. No migration is required.

Dynamics 365 Talent: Attract and Onboard EoS Next Steps



Proactively reach out to customers:

- **FAQ**
 - [Microsoft Partner Network](#)
 - [Microsoft Learning](#)
- **Customer Call Script**
 - [Microsoft Partner Network](#)
 - [Microsoft Learning](#)



For customer escalations:

- **Field:** Contact [Get Help](#)
- **Partners:** reach out to your Microsoft account representative



Have questions?

- Contact us at: TalentAppsEOS@Microsoft.com



Balance operational excellence, organizational agility, and the employee experience to create a workplace where people and the business thrive.

Our vision: looking forward



INCREASE ORGANIZATIONAL AGILITY

to align employees to impact and thrive through business model changes and digital transformation initiatives.



TRANSFORM EMPLOYEE EXPERIENCES

to empower people with simplified and personalized self-service experience that work for a diverse workforce.



OPTIMIZE HUMAN RESOURCES PROGRAMS

to boost employee engagement and satisfaction, while lower people operation costs.



DISCOVER WORKFORCE INSIGHTS

to meet compliance regulations, continuously innovate using data-driven decisions and evangelize HR execution.

Dynamics 365 Human Resources

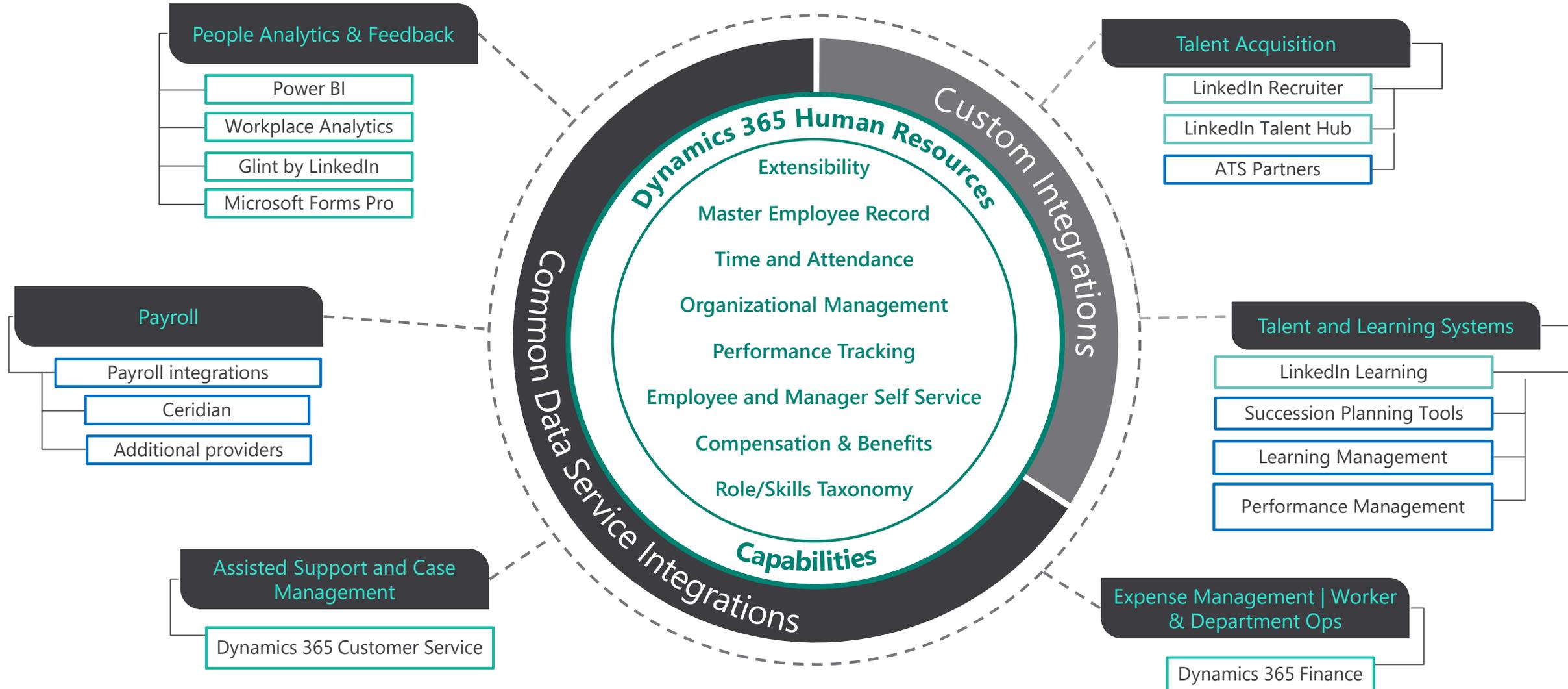


The way we work, and the workplace has fundamentally changed—and yet, for many businesses HR processes have not. When workforce practices are disconnected the result is lower employee engagement and higher turnover rates. Employee disruption ultimately impacts the organization through a lack of product innovation, expensive operational errors, less satisfied customers, and suboptimal financial results.



Dynamics 365 Human Resources helps HR professionals get the workforce insights needed to build data-driven employee experiences across compensation, benefits, leave and absence, compliance, performance feedback, training and certification, and self-service programs. Dynamics 365 Human Resources connects people and operations data to ensure businesses can optimize workforce costs and take better care of employees.

Accelerating our vision



Dynamics 365

Human Resources

Product Overview

Brandon Potter



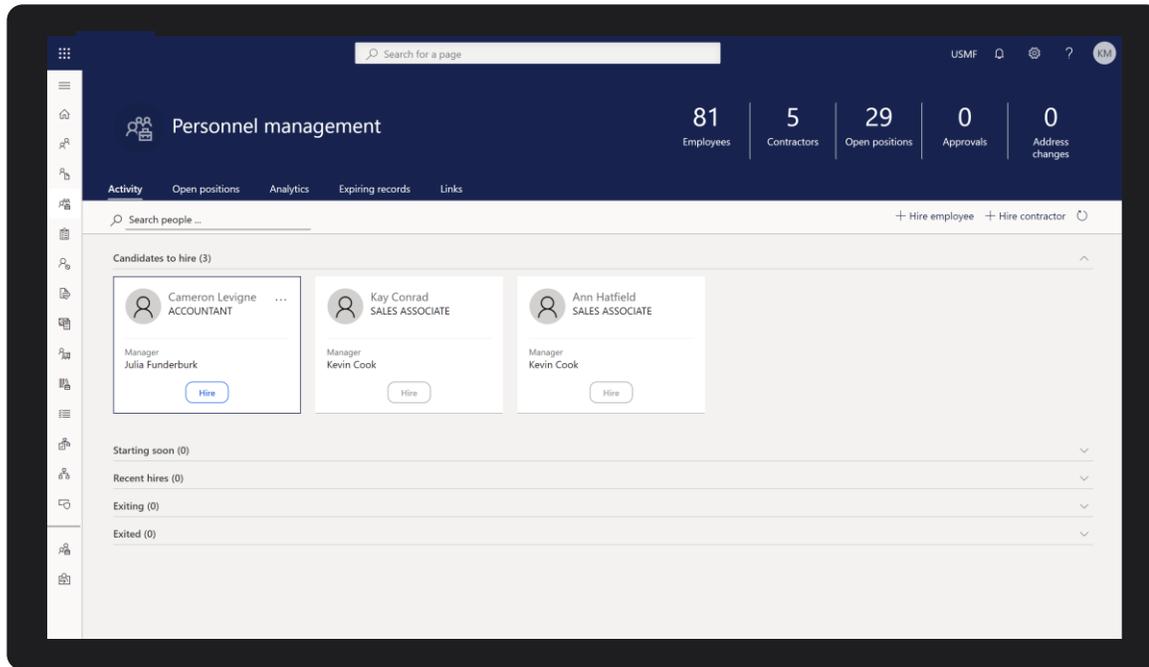
Dynamics 365 Human Resources

Deliver HR operational excellence to create a workplace where people and the business thrive

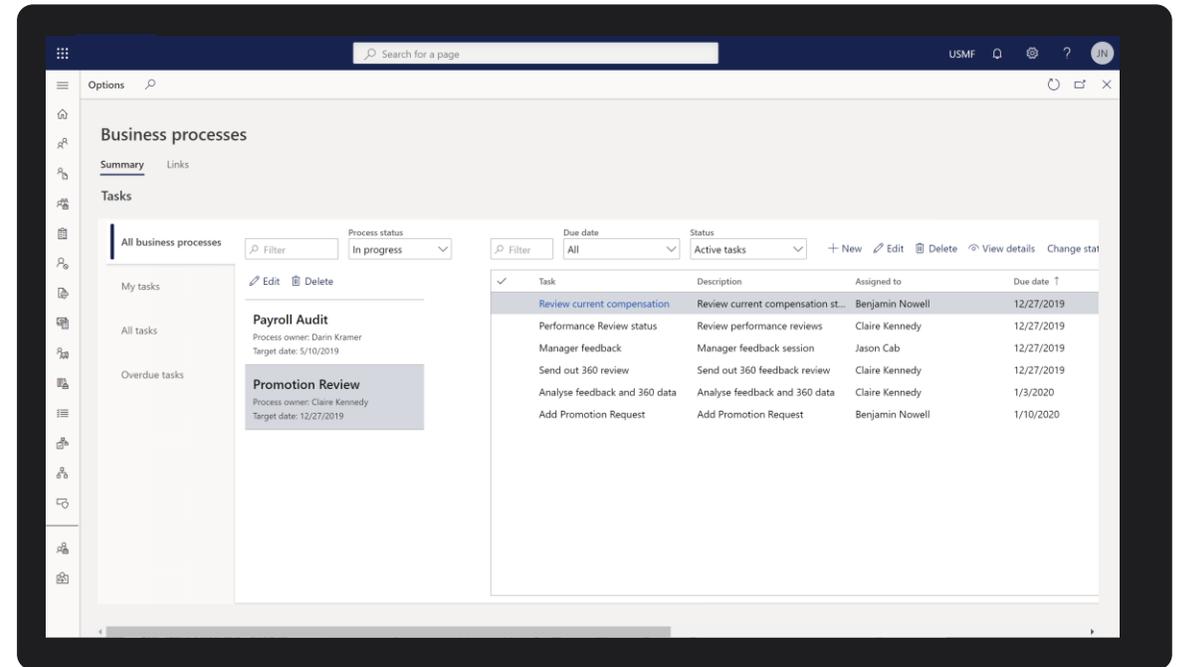


INCREASE ORGANIZATIONAL AGILITY | TRANSFORM EMPLOYEE EXPERIENCES | OPTIMIZE HR PROGRAMS | DISCOVER WORKFORCE INSIGHTS

Increase operational agility



Reduce organizational complexity with a structure, hierarchy, and role management.

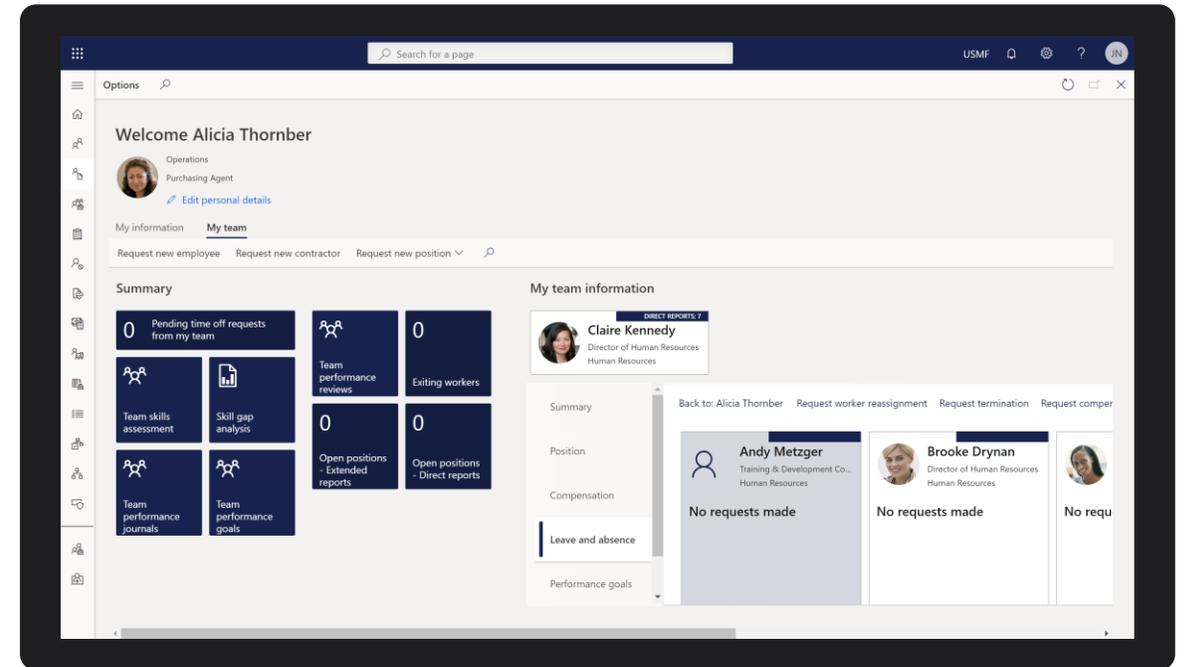
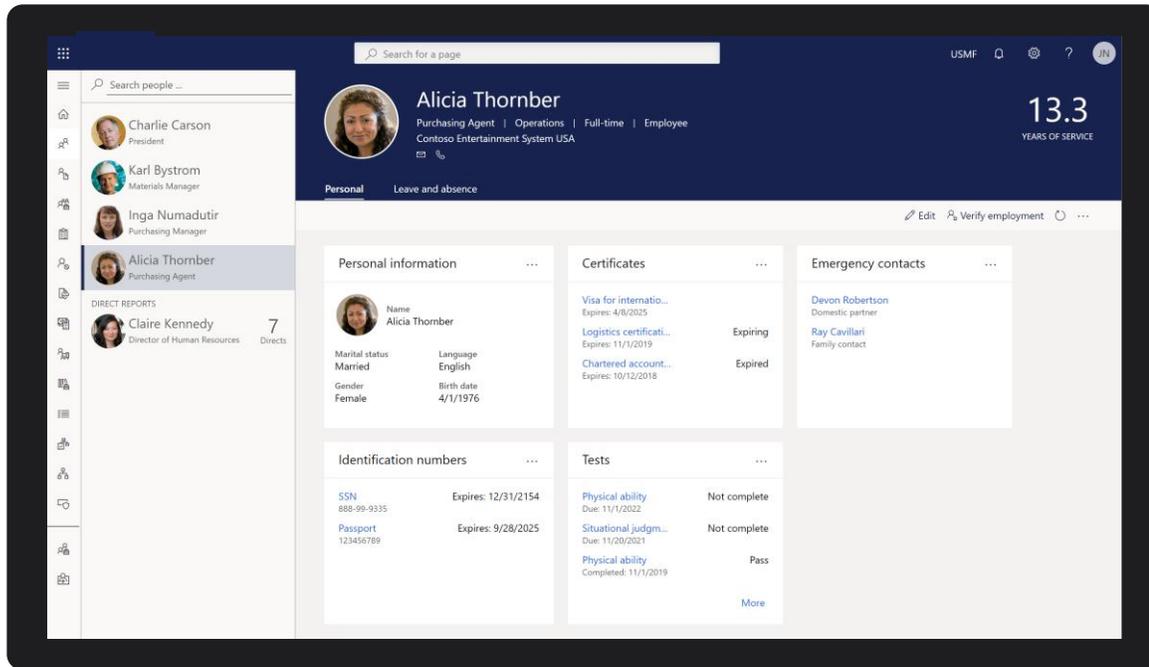


Improve productivity and efficiency with automated processes, workflows, and task management.



Personalize and simplify processes through an intuitive, role-based, and customizable user interface.

Transform employee experiences



Foster employee connections with rich employee profiles that showcase career success and are easy to find.

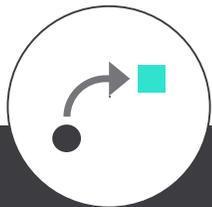
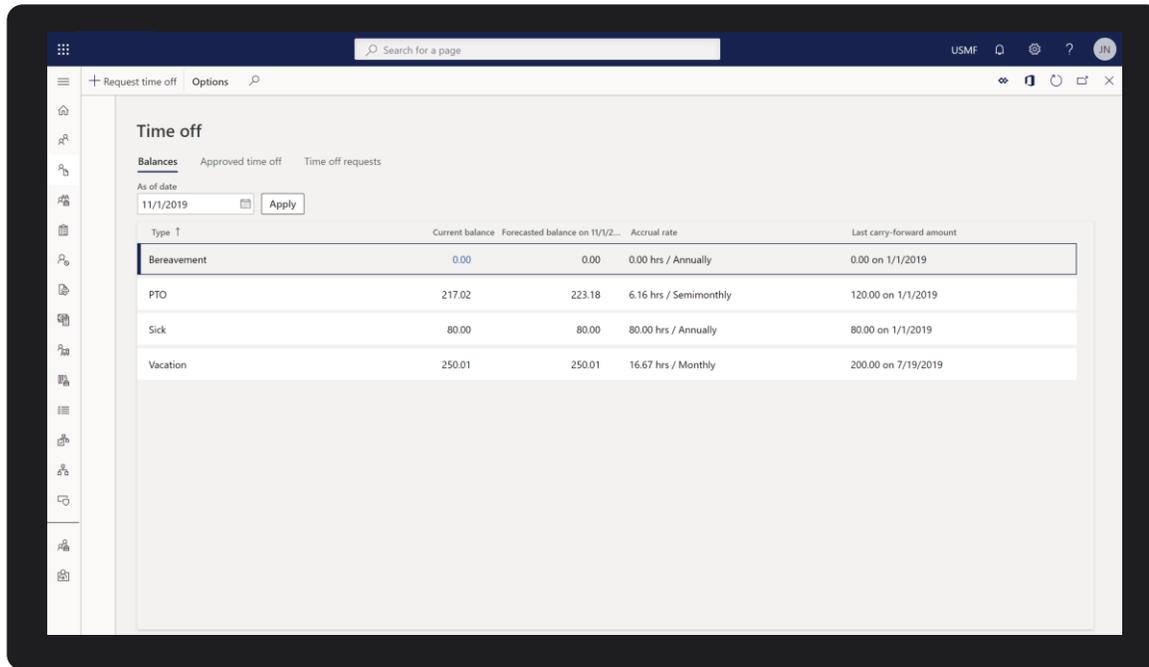


Empower managers with team insights and process workflows—helping them take better care of people.

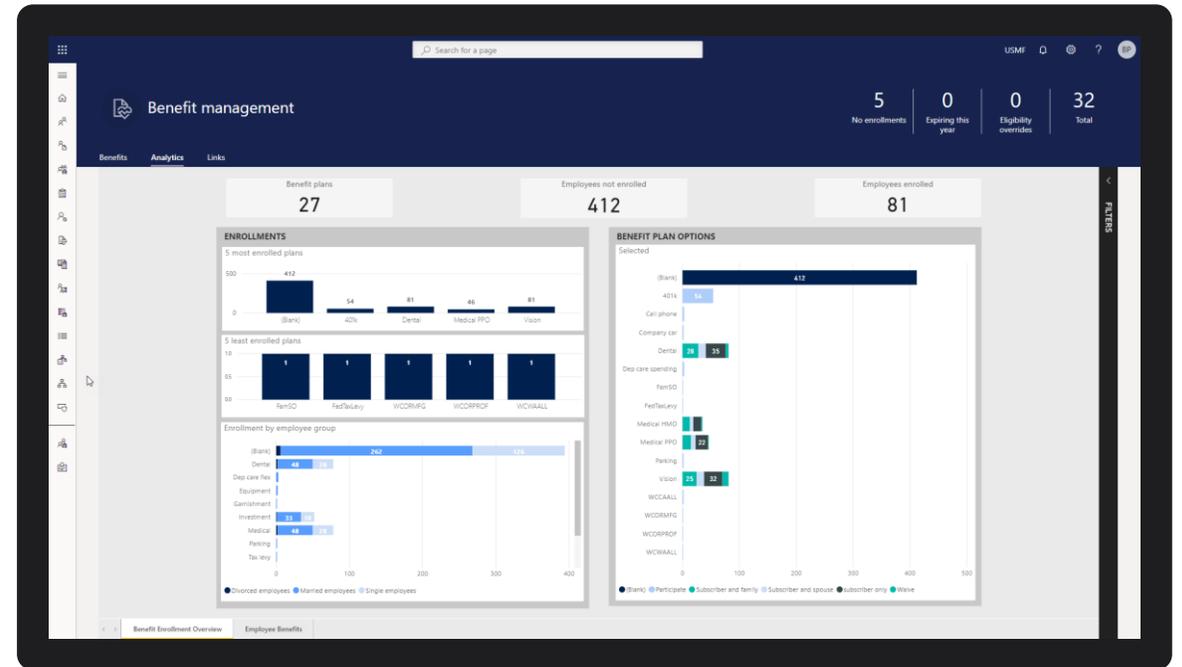


Enable self-service to scale HR teams and provide a connected employee experience.

Optimize HR programs



Create complex compensation programs that meet the needs of a diverse workforce.

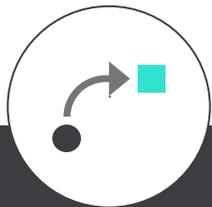
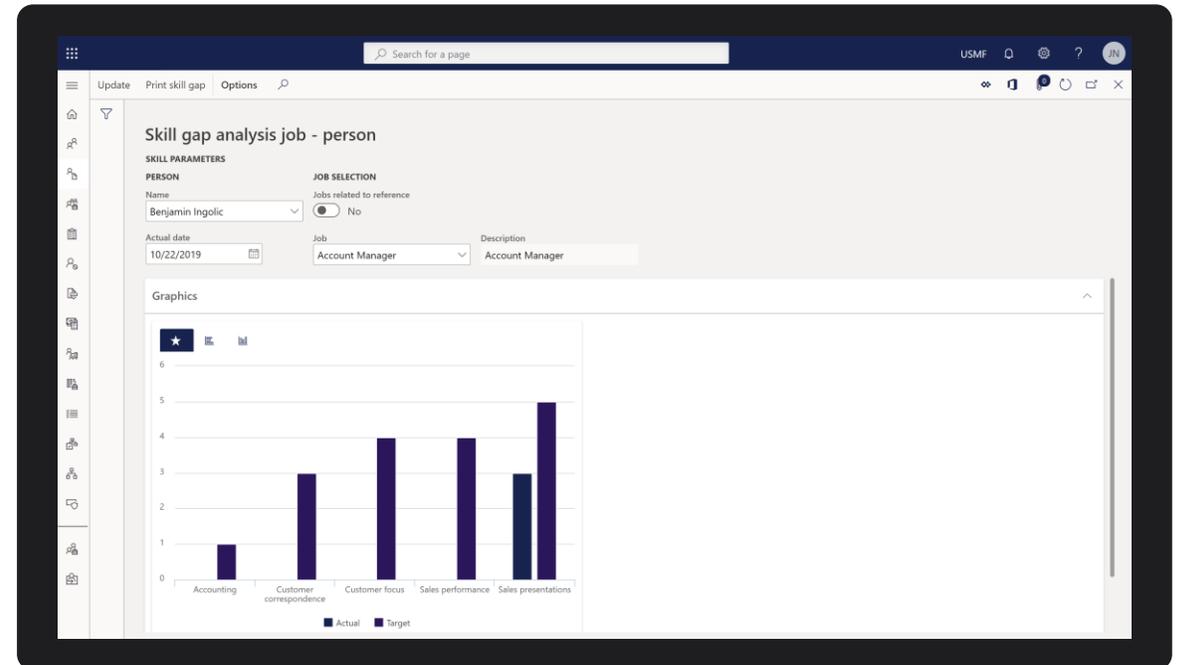
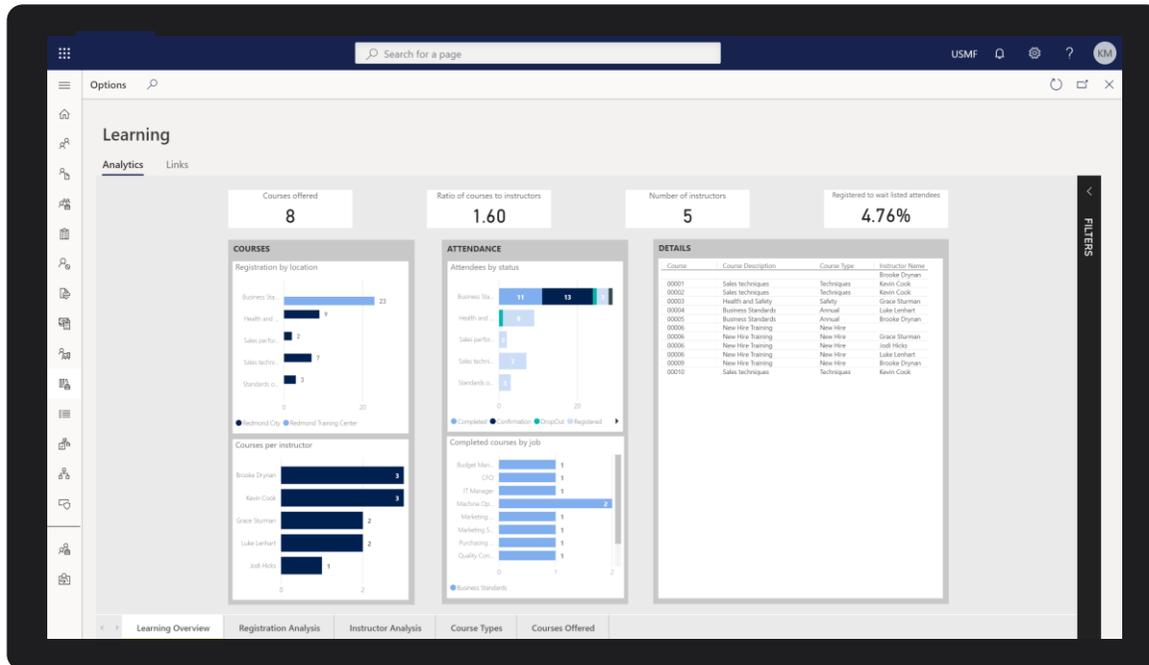


Simplify leave and absence programs, while meeting changing global regulations.



Redefine benefits administration with flexible and configurable programs.

Discover workforce insights



Make decisions confidently using embedded analytics that help you analyze HR programs.



Improve workforce planning with rich dashboards by adding on Microsoft Power BI.



Ensure the best possible EX by capturing employee sentiment with Microsoft Forms Pro.

Out of the Box Capabilities Summary

Organizational Management

Org Hierarchy

Jobs and Positions

Employee Profile

Personnel Management

Task Management

Business Process

Compliance

Employee Experience

Employee Self Serve

Manager Self Serve

Employee Development

Performance Reviews

Goals and Skills

Training and Certification

Compensation and Benefits

Fixed and Variable Plans

Performance

Benefits

Employee Enrollment

Leave and Absence

Plans

Requests

Employee Eligibility

Contractor Eligibility

FMLA cases

Extensibility

Common Data Service

Analytics & Power BI

PowerApps

Microsoft Flow

Microsoft AI

Microsoft Cloud



Microsoft Dynamics 365 Human Resources

HR capabilities in Dynamics 365 Finance and Operations



- Original HR capabilities for Dynamics 365
- Split out to create the core HR capabilities in Dynamics 365 Talent
- Rebranded to Dynamics 365 Human Resources
- Future investments will **only** be made in Dynamics 365 Human Resources
- Customers should use Dynamic 365 Human Resources for their HR processes
- Human Resources integrates necessary data back to Finance to support Operations



- US Payroll in Finance module retirement announcement went out on August 1, 2019
- Support for US Payroll Tax Updates will end on October 1, 2021
- If you have questions that are not addressed in the [FAQ](#), please email your questions to ***USPayrollRetire@microsoft.com***.
- Human Resources provides an integration with Ceridian
- Other payroll services are available in AppSource
- We are working to integrate additional providers to Human Resources

Dynamics 365 Human Resources



Our goals

Retain Great Talent

Balance operational excellence, organizational agility, and the employee experience to create a workplace where people and the business thrive.

- Improve organizational agility
- Transform employee experiences
- Optimize HR programs
- Discover workforce insights



Key investment areas

1. Focus on the foundation

with support for 1st and 3rd party capabilities in Operational HR. To enable HR to operate with the dexterity need by the business using the CDS and Power Platform to centralize people data and easily extend the solution.

2. Forward-looking capabilities

that help organizations operate more effectively. To retain top performers by empowering managers and employees with connected self-service experiences that drive engagement and growth.

3. Extend the functional core

with out of the box capabilities and partner solutions to complete the portfolio. To reduce operational costs and create people-centric leave and absence, time, benefits, and compensation management programs.

4. Provide analytics and insights

with embedded and Power BI reports and dashboards. To make data-driven decisions with the ability to analyze and visualize people data in rich dashboards, available on any device.

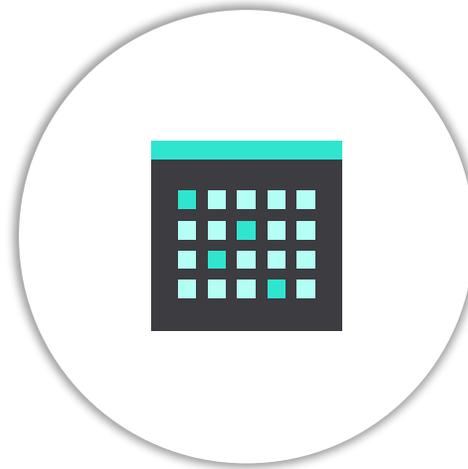
Learn more about Dynamics 365 Human Resources

Demo and What's New



- [Dynamics 365 Human Resources: What's new webinar](#) – January 14

Technical Deep Dive Webinars



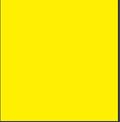
- [Benefits](#) – January 27
- [Leave and Absence](#) – January 28

Sales Enablement Tools



- [Microsoft Learning](#)
- [Microsoft Partner Network](#)

Pricing and
Licensing



Scott Vautour



Pricing and Licensing Updates

With the transition to Human Resources, we're making the following licensing updates:

- 1 Talent (\$40) is transitioning to Human Resources (\$120) with new capabilities
- 2 Human Resources will also be available as an attach app for \$30 to qualifying apps
- 3 New Human Resources Self Service (\$4) offer will lower the total cost of ownership
- 4 Team Member (\$8) will continue to include Human Resources Self Service capabilities

Transition plan for existing customers:

- Talent Core HR product will be updated to Human Resources on 2/3/2020
- Talent app customers maintain \$40 price for existing contracts & renewals thru 2020

Talent Attract & Onboard End of Service and Opt-in

- Customers using Attract and Onboard may continue to use them thru 2/1/2022 or until the end of their most recent contract or renewal, whichever occurs first
- Eligible customers who are entitled to but not currently using Attract and Onboard need to notify Microsoft of their intent to use them ("opt in") by 2/1/2020¹

1. Eligible licenses: Dynamics 365 Talent, Dynamics 365 Unified Operations, Dynamics 365 Plan.

		Finance, SCM, Retail, and HR		
Full User Base SKUs	Finance 20 seat min \$180 pupm	Supply Chain Management 20 seat min \$180 pupm	Retail 20 seat min \$180 pupm	
	Human Resources 1 Talent 5 seat min \$120 pupm \$40 pupm			
Multi-App User Attach SKUs	Finance \$30 pupm	Supply Chain Management \$30 pupm	Retail \$30 pupm	
	Human Resources 2 \$30 pupm			
Additional Users	Activity \$50 pupm	Device \$75 device/month		
	Team Members 4		\$8 pupm	
	Human Resources Self Service 3		+ \$4 pupm	

+ New Offer

Example Scenarios

New pricing with Human Resources Self Serve will result in a price decrease for most customers

Segment	Scenario	Existing Licensing	Updated Licensing	Difference
Small Business	5 HR Pros	5 Talent: 5 x \$40	5 Human Resources: 5 x \$120	No change
	100 Employees	100 Team Member: 100 x \$8	100 HR Self Serve: 100 x \$4	
	Total: \$1,000		Total: \$1,000	
Midsize Business	20 HR Pros	20 Talent: 10 x \$40	20 Human Resources: 20 x \$120	New pricing results in a <u>22% price decrease</u>
	800 Employees	800 Team Member: 800 x \$8	800 HR Self Serve: 800 x \$4	
	Total: \$7,200		Total: \$5,600	
Enterprise	50 HR Pros	50 Talent: 50 x \$40	50 Human Resources: 50 x \$120	New pricing results in a <u>38% price decrease</u>
	5,000 Employees	5,000 Team Member: 5,000 x \$8	5,000 HR Self Serve: 5,000 x \$4	
	Total: \$42,000		Total: \$26,000	

Where to Find Additional Resources



Michele Ballinger



Field Resources

[Dynamics 365 Human Resources Infopedia Page](#)

Sales Tools

[D365 HR Datasheet](#)

[D365 HR MPF](#)

[D365 HR Customer Pitch Deck](#)

[D365 HR Customer Call Deck](#)

[D365 HR Elevator Pitch](#)

[D365 HR Battlecard](#)

Blogs

[Strategic Investments Blog](#)

[Disclosure Blog](#)

[Community Blog](#)

FAQ/Alerts

[Field: Customer Response Guide](#)

[Partner Ready FAQ](#)

[Field Alert](#)

[Partner Alert](#)

Yammer Communities

[Human Resources Partner Network*](#)

[Dynamics 365 Human Resources*](#)

[Dynamics Managed Worldwide Partners](#)

[MS Internal Human Resources group](#)

EoS Assets

[Attract – Talent Hub Comparison](#)

[Customer Escalations Map](#)

[Human Resources Partner Opportunity](#)

LinkedIn

Connect with sales: msfttalenthub@linkedin.com

[LinkedIn Talent Hub](#) and [LinkedIn Talent Solutions](#)

[LinkedIn Learning](#)

[Glint](#)

*Requires joining the [Dynamics Insider Community](#)

Partner Resources

[Dynamics 365 Human Resources Microsoft Partner Network Asset Collection](#)



Sales Tools

[D365 HR Datasheet](#)

[D365 HR MPF](#)

[D365 HR Customer Pitch Deck](#)

[D365 HR Customer Call Deck](#)

[D365 HR Elevator Pitch](#)

FAQ/Alerts

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[Partner Alert](#)

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Questions & Thank You

