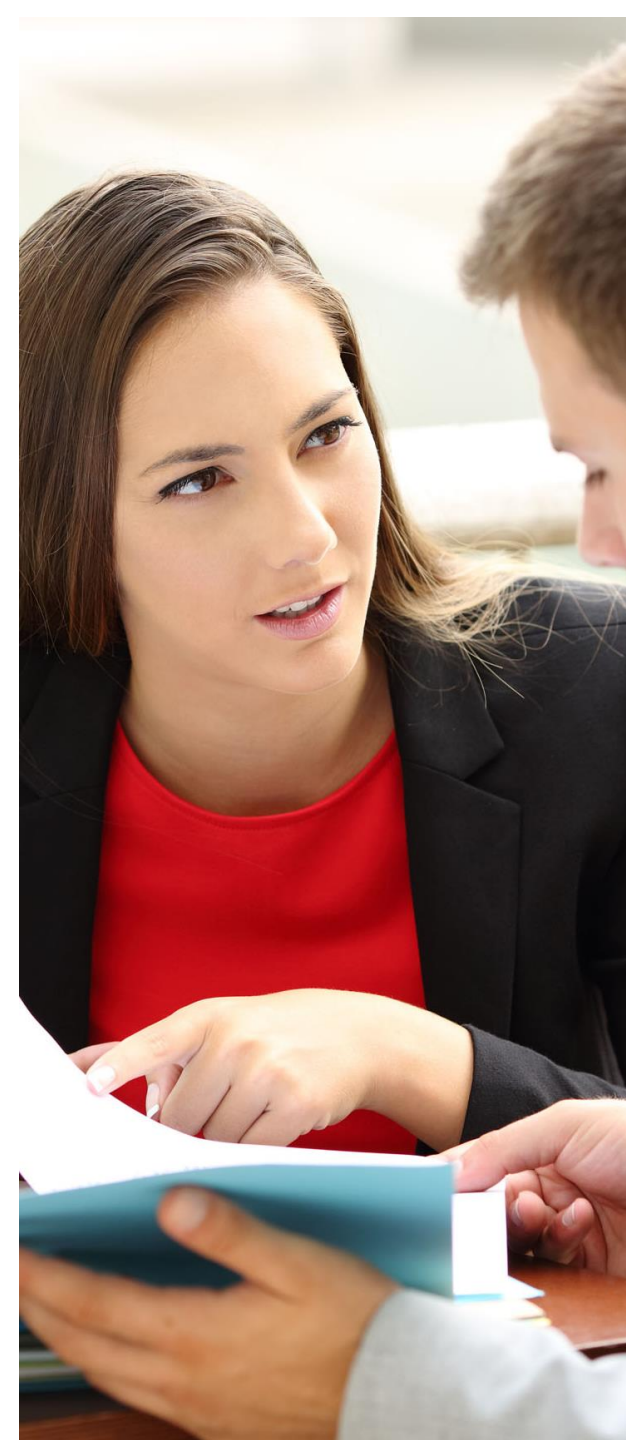


## How to drive talent growth and business performance?

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### SAP Partner Semos Cloud helped Hatch Ltd. drive excellence through employees' career development and continuous feedback

Hatch Ltd. has more than 9,000 employees, located on five continents. Its culture prioritizes mentoring and giving feedback to employees, which plays a crucial role in Hatch's success. To boost employees' engagement in Hatch's existing performance-review and feedback efforts, it realized the importance of implementing more flexible and user-friendly software that could enable all employees to give and ask for instant feedback on their work. The company turned to SAP partner Semos Cloud for a solution to help employees grow their careers and help managers better understand how employees are doing.



# Discovering the right solution on SAP App Center helped Hatch Ltd. increase feedback and insights from employees by 30% in less than three months.

## Challenges

- Make feedback a crucial part of Hatch's organizational culture
- Build a holistic framework to enable career development and provide feedback
- Find a solution to support its internal processes, integrated with its current implementation of SAP SuccessFactors® solutions

## Solution: FeedBck from Semos Cloud

- Shortens the overall feedback cycle, allowing employees to rate the feedback received, so everyone can learn faster from each other
- Gives employees a voice, providing insight into the connectors, influencers and true leaders of an organization
- Built on SAP Cloud Platform and integrated with SAP SuccessFactors solutions
- [Available on SAP App Center](#)

## Outcomes

- Increased feedback participation rate from 17% to 46% in less than three months
- Gained valuable insights to better understand how to drive and encourage a culture of mentorship and feedback
- Made providing feedback much easier, more fun and accessible for all employees

“With FeedBck, any employee or manager can give or ask for feedback at any time. We finally found a solution perfectly integrated with SAP SuccessFactors, and it supports our internal processes and employee career-development initiatives.”

Eric Murakami, Global Director of HR Operations and Technology, Hatch



**HATCH**

[Hatch Ltd.](#)  
Mississauga,  
Canada

**Industry**  
Mining and  
Metals

**Employees**  
9,000

**Featured Solutions and Services**  
FeedBck by Semos Cloud  
SAP SuccessFactors solutions  
SAP Cloud Platform  
SAP HANA

**THE BEST RUN** The SAP logo, consisting of the letters 'SAP' in a white, bold, sans-serif font inside a blue square.