

SAP Social Sabbatical Portfolio



Program Overview & Portfolio Model

The SAP Social Sabbatical is an award-winning CSR portfolio designed to both leverage and develop talent at SAP and **help mission-driven organizations focused on bridging the digital divide** to Run Simple. SAP employees are placed in highly diverse teams to dedicate their skills, expertise and know-how in a unique, short-term assignment while achieving triple impact – solving concrete strategic challenges for client organizations, developing **leadership skills** of participants and advancing SAP as an Employer of Choice. Starting with the flagship program in 2012, SAP CSR has partnered with PYXERA Global to expand this program from 30 to 300 participants annually within a mere five years, giving SAP employees at all levels of the company a once-in-a-lifetime opportunity to **turn SAP's vision “help the world run better and improve people’s lives” into action.**



Portfolio Growth by Year



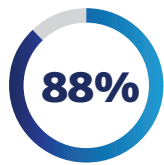
SAP Social Sabbatical for Global Engagement

Participant Impact

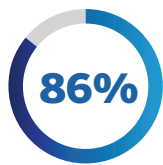
- ▶ **96%** Gaining **valuable personal insights**.
- ▶ **93%** Having **important and unique development opportunities** that match **career goals**.
- ▶ **91%** Increased ability to effectively work with and **lead a global team**.
- ▶ **88%** Greater motivation to search for **other ways to get engaged** in local or international communities.

SAP Impact

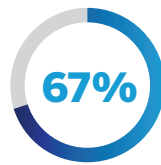
Social Sabbatical participants are...



Confident that learnings from their experience will ultimately lead to a positive business impact for SAP.



More motivated to perform in their work at SAP as a result of the experience.



Inspired with new ideas for products, services, or improvements to apply to their work at SAP.

Client Organization Impact

Client organizations report...



The project was relevant to the critical needs of their organization.



Satisfied with the quality of assistance, key deliverables, and technical expertise of the team.



Confident the support received from the team to be a change agent for their organization.

Key Skills Gained by SAP Employees

- 01** Teamwork & Collaboration
- 02** Cultural Awareness
- 03** Problem Solving
- 04** Communication
- 05** Leadership/Adaptability

SAP Leadership Principles

- ▶ **77%** Increased ability to **drive simplicity**.
- ▶ **73%** Stronger ability to **ensure customer success**.



Project Spotlight: DreamOval

The DreamOval Foundation, based in Accra, Ghana, works to bridge the knowledge gap through the creation, sharing and utilization of education and technology knowledge, strategies, and resources. In 2016, an **executive and global team** worked with DreamOval to develop a growth strategy to strengthen and scale the organization's free ICT training for teachers working to improve educational outcomes across the country. The work of the two SAP teams will support DreamOval in growing the IT skills of 170,000 teachers, enhancing the teaching & learning experience in and outside of the classroom. Additionally, the Global team supported DreamOval in media relations activities surrounding Africa Code Week, which aims to foster digital literacy and equip the continent's rising generation with job-relevant digital skills.



DREAMOVAL IS NOW A BUSINESS PARTNER OF SAP

500



TEACHERS TRAINED

\$42,500



ESTIMATED COST SAVINGS

“ The impact of the SAP team has been phenomenal. It has given us an opportunity to relook at our program from a different perspective and to help us scale... In the long term we will expand the program to reach more teachers. ”

Francis Ahene-Affoh
DreamOval Foundation
Accra, Ghana

SAP Social Sabbatical for Local Engagement

Participant Impact

Social Sabbatical participants report...

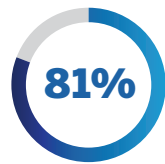
- ▶ **91%** Gaining **valuable personal insights**.
- ▶ **87%** Increased ability to effectively work with and **lead a global team**.
- ▶ **86%** Greater motivation to search for **other ways to get engaged** in local or international communities.
- ▶ **85%** Having **important and unique development opportunities** that match **career goals**.

SAP Impact

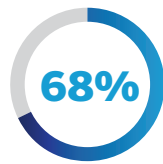
Social Sabbatical participants are...



More motivated to perform in their work at SAP as a result of the experience.



Confident that learnings from their experience will ultimately lead to a positive business impact for SAP.



Inspired with new ideas for products, services, or improvements to apply to their work at SAP.

Client Organization Impact

Client organizations report...



The project was relevant to the critical needs of their organization.



Satisfied with the quality of assistance, key deliverables, and technical expertise of the team.



Confident the support received from the team to be a change agent for their organization.

Project Spotlight: iPraxis

iPraxis is a non-profit organization working to inspire middle school students in under-served communities in Philadelphia to explore science, technology, engineering, and mathematics by connecting them with professional scientists and providing hands-on learning experiences. In 2016, an SAP team worked with iPraxis to develop a volunteer recruitment and engagement strategy and work plan.



Key Skills Gained by SAP Employees

- 01** Teamwork & Collaboration
- 02** Problem Solving
- 03** Communication
- 04** Customer Focus
- 05** Innovative Thinking



“ The work that SAP has done on this project is like having a godsend. They took a look at how we could strengthen our volunteer program by delivering content through the web, getting our database organized, and helping us figure out how to build the strategic partnerships needed to deliver on our services. ”

Jeremiah J. White
CEO, iPraxis
Philadelphia, PA, USA