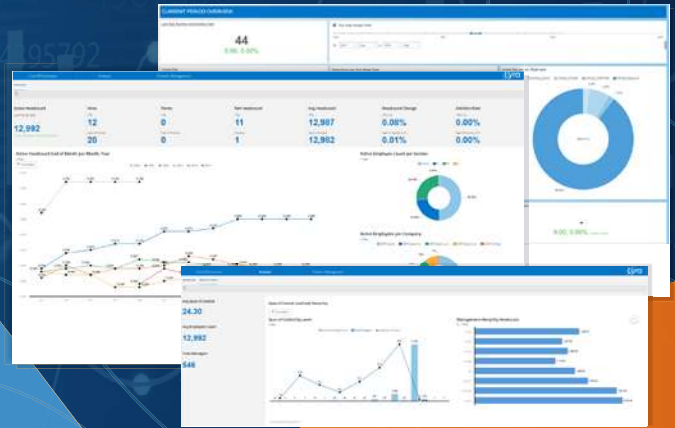# Lyra

RIZING

The only end-to-end analytics solution designed to harmonize historic legacy system data with full integration to SAP® SuccessFactors®

Built on SAP Analytics Cloud and SAP Data Warehouse Cloud

Solving your SAP SuccessFactors HR Analytics Data Challenges

Introducing Lyra, the People Analytics solution focused on helping users and businesses make data-driven decisions, understand the key business drivers worth investing in and forecast how different decisions impact business strategy.

ARCHIVE

- Retire cumbersome legacy systems with ease
- Store data in a GDPR, CCPA, and SOC II compliant environment
- Use legacy data to aid decision making

HARMONIZE

- Unify human capital data from legacy, top of stack and 3rd party sources
- Data security through Role Based Permission control
- Reduce data silos
- Eliminate time-consuming manual processes
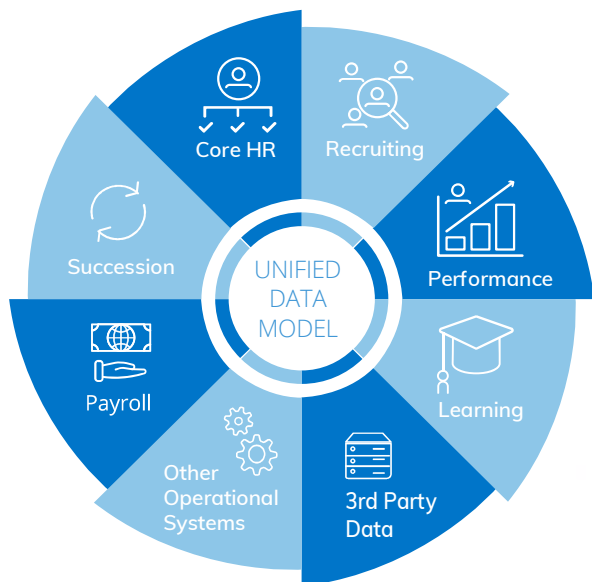
VISUALIZE

- Increase evidence based decision making
- Improve end-user adoption with rich visual analytics
- Act fast with pre-built reports
- Gain deeper insights with custom dashboards

Accelerated Analytics Empower You With Data
No Matter Where You Are in Your People Analytics maturity Journey

1 Foundational

Organizations that haven't started their analytical development journey

2 Operational

Mostly operational analytics and reports to ensure data accuracy, consistency and timeliness.

3 Insightful

People analytics are used to answer key business questions through historical trends

4 Strategic

People analytics are embedded in processes to help set and measure the business strategy.

5 Leading

Analytics are used to predict outcomes, prescribe actions, and evaluate the results.

We can't easily report on how diverse our hiring is

We know how diverse our hire rate is

We are learning what stages of hiring impact different diversity groups.

We understand the key drivers and where to invest in diverse hiring

We can predict how different programs and actions will improve diverse hiring

Any Data, from Any Source... Harmonized in a Unified Data Model

Every Analytics Metrics Pack comes with a set of leading KPIs, Reports, and Dashboards out-of-the-box with centralized metrics definitions to ensure accuracy and efficiency in creating, delivering, and using analytics for decision making.

Designed with End Users in Mind

Lyra is specifically designed by our data science team with end-user needs in mind

Information Technology teams	Leadership & management	Line & process managers	Reporting & analytics teams
• GDPR, CCPA, and SOC II compliant • Simplified IT architecture with integrated legacy data • Rapid deployment • Automatic updates eliminates reliance on IT	• Curated dashboards • Governed metrics • Real time data refresh • Mobile friendly • Accelerated visibility supporting M&A activity	• Relevant and updated data • Role-based permissions to secure data & reports • Data discovery features tailored to analytical needs	• Full data discovery on top of the same governed dataset • Create new reports and dashboards • Seamlessly blend 3rd party data • Powerful predictive analytics

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