The UK referendum vote on leaving the European Union continues to reverberate across the global economy and is the single most significant economic decoupling between major economies since World War II. While so much is unknown in the transition process, we do know there will be an impact upon the UK, the EU, and those organizations who conduct business therein. No business sector appears immune, including finance, manufacturing & supply chain, sales & marketing -- and human resources.

The core needs of any organization’s human resources require that it support the business in its continuation to attract, develop, and retain talent in a competitive and quickly moving environment. Regardless of any disruption expected by Brexit, human resources cannot stray from its core responsibilities. Human resources, therefore, recognizes it must be ready to use its technology to optimize the workforce and provide needed risk management. Regulatory and labor law changes can not diminish or slow talent management, compliance, workforce planning and close corporate alignment.

Not content to simply “wait and see” what happens as a result of Brexit, SAP SuccessFactors is ready and has been helping its customers prepare for Brexit over the past year and a half. Our team of HR specialists, local product managers, and product developers, many based in London, will enable our customers to navigate the politics, policies, procedures, and commercial implications so as to be more confident in continued compliance while laws affecting human resources operations unfold.

How SAP SuccessFactors is preparing for Brexit:

- A team of human resources and legal experts, both local and global, is established and active
- Local product managers are working closely with pertinent regulatory authorities
- Select product team members are assembled, actively observing and exploring possible responsive options
- Constant surveillance, research, and analysis of legislative and regulatory changes are underway
- Regular communications are ongoing with customers and community user groups
- Labor and immigration specialists are consulted regularly to evaluate potential laws
- All involved parties are coordinated, engaged, and ready to execute needed actions quickly upon notice

Brexit presents the potential of disruption to many organizations in all parts of the world. However, regulatory instability should not deter human resources from its vital role and responsibilities. Always proactive, SAP SuccessFactors has the team of experts and the advanced cloud solutions -- and the readiness -- to help human resources plan for, control, and monitor business and regulatory needs.