

Everyone is a talent!

Career Development at SAP

Our people, who represent our greatest asset, are the secret behind our continued success. That’s why we want to empower you with career development tools and resources to help you shine.

How can you create an amazing career at SAP?



Career development is personal.

This isn't just a job – it's your life. Everyone has a different view of the ideal career. What does success look like to you? Take time for reflection. Think about what you value in life and at work.



Choose your own direction.

Development goes beyond your current role. It even extends beyond SAP. But when you understand your goals, aspirations, and motivation, we can help provide opportunities that assist you in building the work life you want.

Talent and Passion + Opportunities = A Best-Run Career at SAP

TAKE CONTROL OF YOUR CAREER - WE SUPPORT YOU.

Although your future is in your hands, we are here to help you make your career dreams a reality. SAP provides a career framework and tools to guide you through your journey and help you discover who you are, identify where you want to grow, and develop an action plan to get there.

Know yourself and identify your passions.

Use personalized resources to help you assess your skills and strengths, understand your potential, and build your personal brand.



GAPS analysis and assessment options

Identify your goals, abilities, perceptions, and success factors.



Build your brand

Discover how to develop your personal and professional brand.

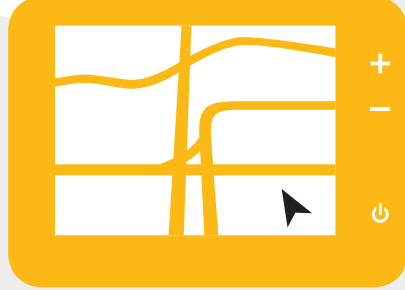
Take charge of your future with new opportunities.

Explore your career potential and choose from a variety of opportunities for career enrichment at SAP. Your best-run career is waiting for you!



Development direction

Search for regional offerings or explore fellowship opportunities.



Career navigator tool

Define your preferences and consider career path opportunities using Pathfinder.

Chart your course.

Create a balanced personal development plan with a **70-20-10** approach to career development, using tools and resources provided by SAP. And remember, **you** own your professional future. And remember, you own your professional future, but you are not on your own at SAP!



70% Experiential Learning

Learn by doing.



20% Peer Learning

Learn from others. Mentoring, coaching, networking, job shadowing.



10% Formal Learning

Take advantage of formal training opportunities, courses, and seminars self-paced on-demand programs.

Start Your Journey

We encourage our employees to facilitate their career development in 4 simple steps:

1. Know yourself Better: discover and brand your strengths and passions
2. Explore your Opportunities: learn how to create and catch growth possibilities
3. Plan your Development: act goal-oriented and focus your development power
4. Act on Your Plan: be courageous and curious enough to make it happen

We offer many tools that help our valued talent navigate through these steps, so you can run at your best and achieve your most fulfilling career at SAP. Stay curious. Be courageous. Make it happen!



The Best-Run Businesses Run SAP™

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