

Versterk de groei van je medewerkers

Learning in the flow of work

Stijn Castermans, 25 Jan, 2024



challenge: learning too general

One size fits all



Training instead of Learning

End User training is not valued enough

No learning path approach



learning



**Classroom
training**



Efficiency low



**Training
on the job**



No control over
learning pace



E-learning



Focus?



**Self-learning for
work instructions**

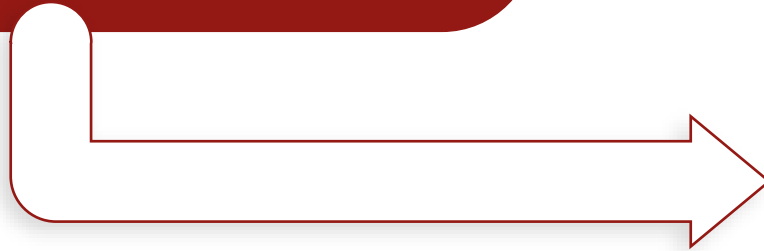


abstract

learning

No one-size fits all!

No one-stop



Continuous process



introduction

- **Learning in the Flow of Work vs Learning on the job**

- **Continuous process**

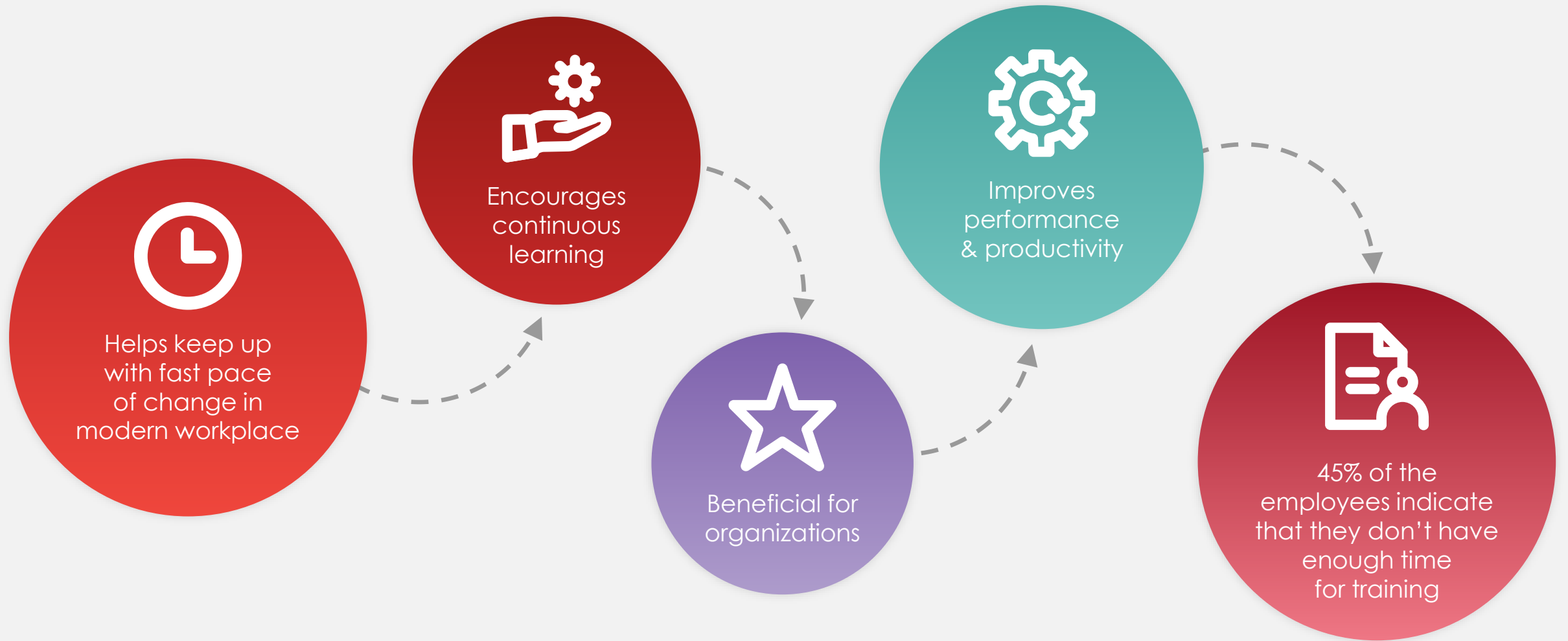
- **Anytime and anywhere**

- **Integrate into daily activities**

- **Improve skills, knowledge and performance**



why is learning in the flow of work important?



how?



1 Identify the skills & knowledge employees need



2 Analyse the workflow



3 Create learning interventions



4 Leverage technology



5 Measure success

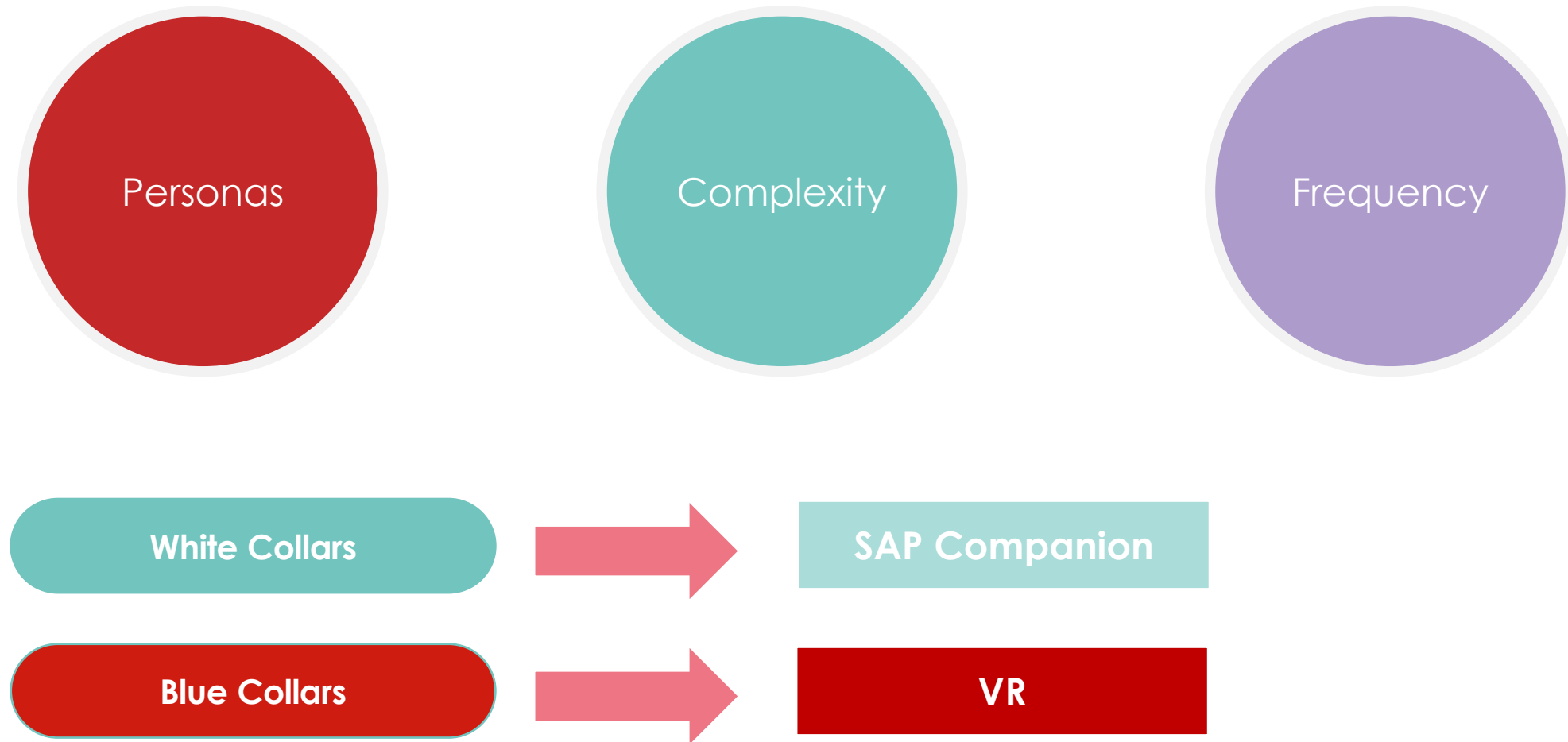


6 Continuously improve

how? Our methodology

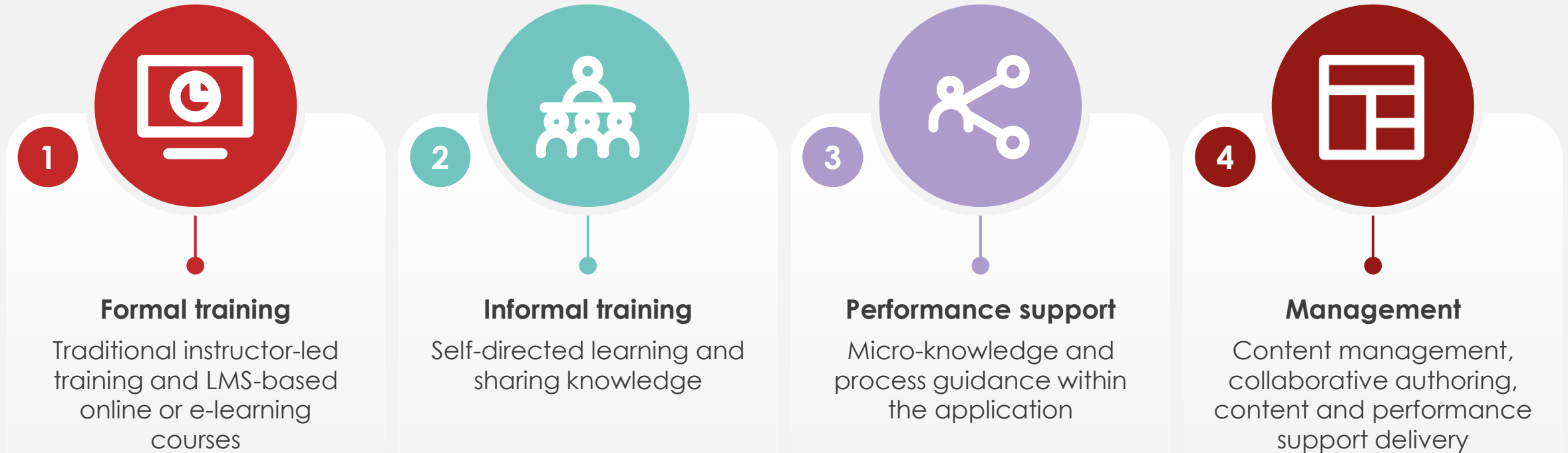


how can technology help us?



what is SAP Enable Now?

SAP Enable Now is an end-to-end solution to collaboratively create, manage and deliver:



SAP Companion – Context Help

 Create Billing Documents ▾

Standard ▾





SD Document: 

SD Document Category: ▾

Sold-to Party: 

Billing Date: 

 Adapt Filters (1)

⬆

⬆

⬆

⬆

Billing Due List Items (55)

[Create Billing Documents](#) [Billing Settings](#)   ▾

☐	SD Document	SD Document Category	Sold-to Party	Billing Date	Net Value	
☐	70154820	Debit Memo Request	Molnár Márton (1019199)	04/27/2022	52.000	HUF
☐	70154610	Debit Memo Request	Punch Powertrain NV (1004396)	04/26/2022	6.404,05	EUR
☐	60005200	Credit Memo Request	Lesaffre International (1005569)	04/01/2022	2.768,75	EUR
☐	70151295	Debit Memo Request	Ana Todorovic (9980002632)	03/24/2022	90.440	HUF
☐	60005088	Credit Memo Request	Delaware Digital LLP (UK10)	02/28/2022	7.182,13	GBP
☐	70141902	Debit Memo Request	SAS Delaware Consulting Siège socia (FR10)	12/31/2021	51.341,00	EUR
☐	70140569	Debit Memo Request	XP Power Limited (1019877)	12/14/2021	0,00	GBP
☐	70139317	Debit Memo Request	Delaware Consulting CVBA (BE20)	11/30/2021	3.245,48	EUR
☐	70137512	Debit Memo Request	Hydroware plus ms (1021092)	11/01/2021	5.462,50	EUR
☐	70134758	Debit Memo Request	Delaware Consulting B.V. (NL10)	10/26/2021	253,00	EUR
☐	70133456	Debit Memo Request	Delaware Consulting CVBA (BE20)	10/08/2021	163.864,00	EUR
☐	70128008	Debit Memo Request	Delaware Consulting CVBA (BE20)	07/31/2021	7.069,31	EUR
☐	70126808	Debit Memo Request	delaware Germany GmbH (DE10)	07/30/2021	4.006,70	EUR



SAP Companion – Context Help

The screenshot shows the SAP Companion interface for 'Create Billing Documents'. The main area displays a table of 'Billing Due List Items (55)'. A context help overlay is visible on the right side, showing a list of help topics. A blue arrow points from the 'Billing Date' column header in the table to the 'Billing Date' item in the help topics list.

Create Billing Documents

Standard

SD Document: SD Document Category: Sold-to Party: Billing Date: To 04/28/2022 Adapt Filters (1)

Billing Due List Items (55)

☐ SD Document	SD Document Category	Sold-to Party	Billing Date	Net Value	
☐ 70154820	Debit Memo Request	Molnár Márton (1019199)	04/27/2022	52.000	HUF
☐ 70154610	Debit Memo Request	Punch Powertrain NV (1004396)	04/26/2022	6.404,05	EUR
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☐ 70128008	Debit Memo Request	Delaware Consulting CVBA (BE20)	07/31/2021	7.069,31	EUR

Help Topics

Search Help Topics

What's This App?

Search

My Views

Create Billing Documents

Billing Settings

Billing Date

Net Value



SAP Companion – Context Help

The screenshot shows the SAP Companion interface for 'Create Billing Documents'. A context help popup is displayed over the 'Billing Due List Items' table, specifically pointing to the 'Billing Date' column header. The popup provides a definition and use cases for the billing date.

Billing Date

Definition

Specifies the date on which billing is processed and booked for accounting purposes. Depending on the circumstances, the system determines the billing date as follows:

- For delivery-related billing, the system proposes the actual goods issue date as the billing date
- For order-related billing, the system proposes the pricing date as the billing date
- For the billing of services, the system proposes the date of services rendered as the billing date
- For billing based on billing plans, the system proposes billing dates based on the dates in the billing plan
- For the billing of billing document requests, the system uses the billing date specified in the billing document request

Note that you can also set a billing date manually when you create a billing document. The new billing date overrides the billing date proposed by the system.

Use

You can use the billing date as one of the selection criteria when you process billing documents or billable documents (for example, outbound deliveries) collectively.

Billing Due List Items (55)

☐ SD Document	SD Document Category	Sold-to Party	Billing Date
☐ 70154820	Debit Memo Request	Molnár Márton (1019199)	04/27/2022
☐ 70154610	Debit Memo Request	Punch Powertrain NV (1004396)	04/26/2022
☐ 60005200	Credit Memo Request	Lesaffre International (1005569)	04/01/2022
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☐ 70139317	Debit Memo Request	Delaware Consulting CVBA (BE20)	11/30/2021
☐ 70137512	Debit Memo Request	Hydroware plus ms (1021092)	11/01/2021
☐ 70134758	Debit Memo Request	Delaware Consulting B.V. (NL10)	10/26/2021
☐ 70133456	Debit Memo Request	Delaware Consulting CVBA (BE20)	10/08/2021
☐ 70128008	Debit Memo Request	Delaware Consulting CVBA (BE20)	07/31/2021
☐ 70126808	Debit Memo Request	delaware Germany GmbH (DE10)	07/30/2021
☐ 70122151	Debit Memo Request	Delaware Consulting CVBA (BE20)	05/31/2021
☐ 70119381	Debit Memo Request	Delaware North America LLC (US20)	04/30/2021
☐ 70119380	Debit Memo Request	Delaware Digital LLP (UK10)	04/30/2021
☐ 70119067	Debit Memo Request	delaware Germany GmbH (DE10)	04/30/2021

7.196,50 EUR



SAP Companion – Guided Tours

Standard* ▾

SD Document: SD Document Category: Sold-to Party: Billing Date: To (04/28/2022) **Go** Adapt Filters (1)

Billing Due List Items (321)

☐ SD Document	SD Document Category	Sold-to Party	Billing Date	Net Value
☐ 70154845	Debit Memo Request	AVR BVBA (1016503)	04/28/2022	1.083,15 EUR
☐ 70154844	Debit Memo Request	AOC International Europe BV (1021418)	04/28/2022	1.139,35 EUR
☐ 70154837	Debit Memo Request	INEOS Oligomers USA LLC		
☐ 70154833	Debit Memo Request	Delta Light nv (1016515)		
☐ 70154832	Debit Memo Request	INEOS Oligomers USA LLC		
☐ 70154831	Debit Memo Request	Delta Light nv (1016515)		
☐ 70154812	Debit Memo Request	Manna Foods (1013843)		
☐ 70154810	Debit Memo Request	Chemins de Fers Luxembou		
☐ 70154807	Debit Memo Request	Chemins de Fers Luxembou		
☐ 70154802	Debit Memo Request	Chemins de Fers Luxembou		
☐ 70154801	Debit Memo Request	Royal Barenbrug Holland BV (1022897)	04/27/2022	28.000,00 EUR
☐ 70154790	Debit Memo Request	Chemins de Fers Luxembourgeois (1006426)	04/27/2022	10.125,01 EUR
☐ 70154789	Debit Memo Request	NITTO EMEA NV (1005043)	04/27/2022	970.00 EUR

Create Billing Document

i In this demo we are going to show you how to **Create a Billing Document**.

It is a **core object** to invoice after the Project Manager has released the Billing Proposal. If you receive the billing proposal from your Project Manager make sure you create the billing document as soon as possible as this impacts our cash flow.

Next >

SAP Companion – Help tiles

The screenshot displays the SAP Companion web interface within an Internet Explorer browser. The address bar shows the URL: <https://my300084.s4hana.ondemand.com/ui?sap-language=EN#Shell-home>. The interface features a top navigation bar with the SAP logo and a search icon. Below this, a secondary navigation bar lists various business areas: Cash Management, Procurement, Sales, Production, Quality Management, and My Learning. The main content area is organized into three sections: Cash Management, Procurement, and Sales. Each section contains several interactive tiles. A tooltip is visible over the 'Manage Purchase Orders' tile in the Procurement section, indicating that users should 'Click Manage Purchase Orders'.

Cash Management

- Cash Position Today: 481.3 M USD (Updated 30 min. ago)
- Cash Flow Analyzer
- Make Bank Transfers
- Track Bank Transfers: Incomplete
- Check Cash Flow Items

Procurement

- Manage Purchase Orders (Tooltip: Click Manage Purchase Orders)
- Post Goods Receipt for Purchase Order
- Create Supplier Invoice
- Stock Single Material

Sales

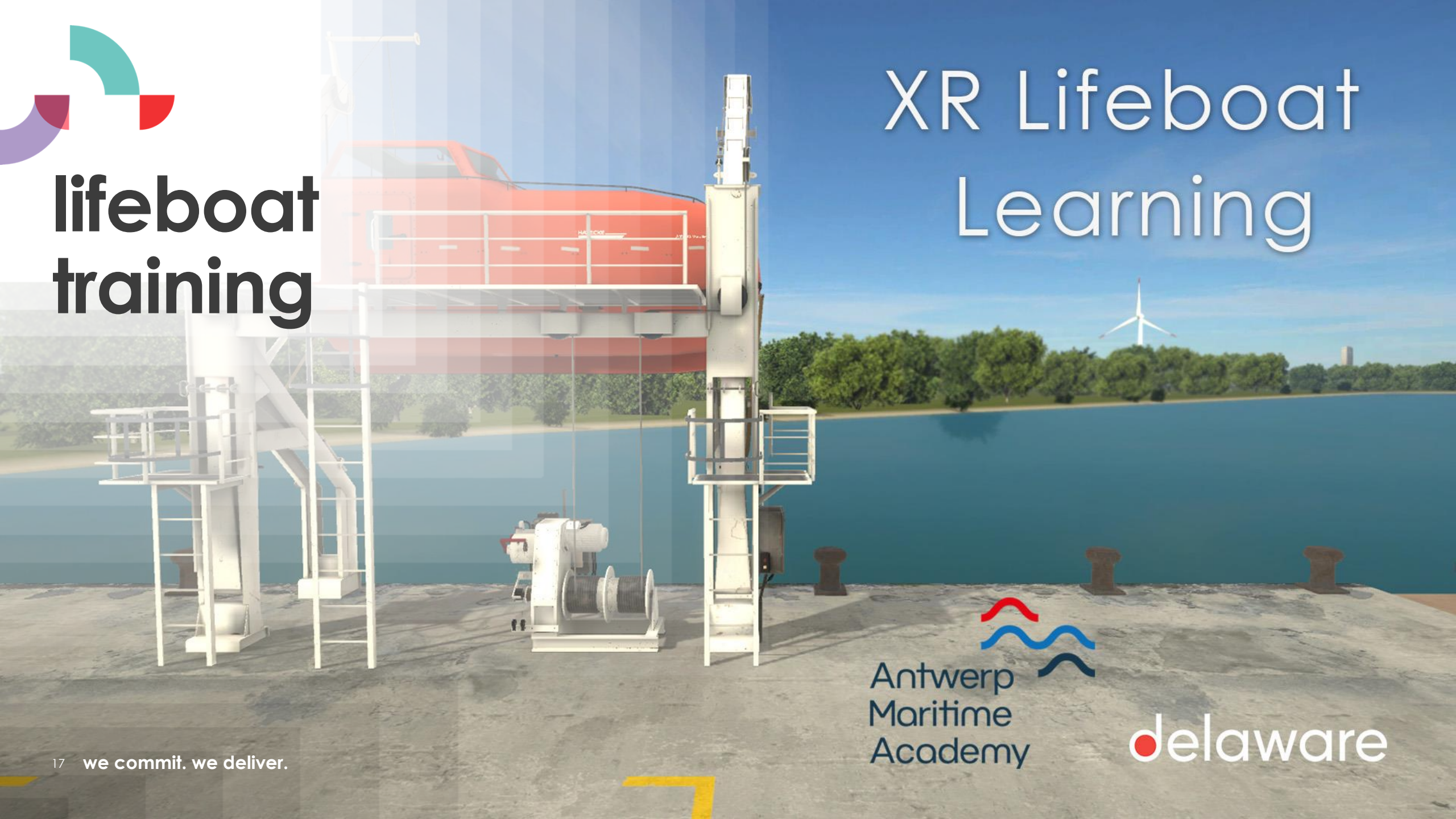
- Manage Sales Orders: 15.7 K
- Sales Order Fulfillment: Resolve Issues (549)
- Sales Order Fulfillment: Analyze Issues (Bigmart: 40, CostClub: 39)
- Sales Volume Detailed Analysis (2017: 467.51M USD)





lifeboat training

XR Lifeboat Learning

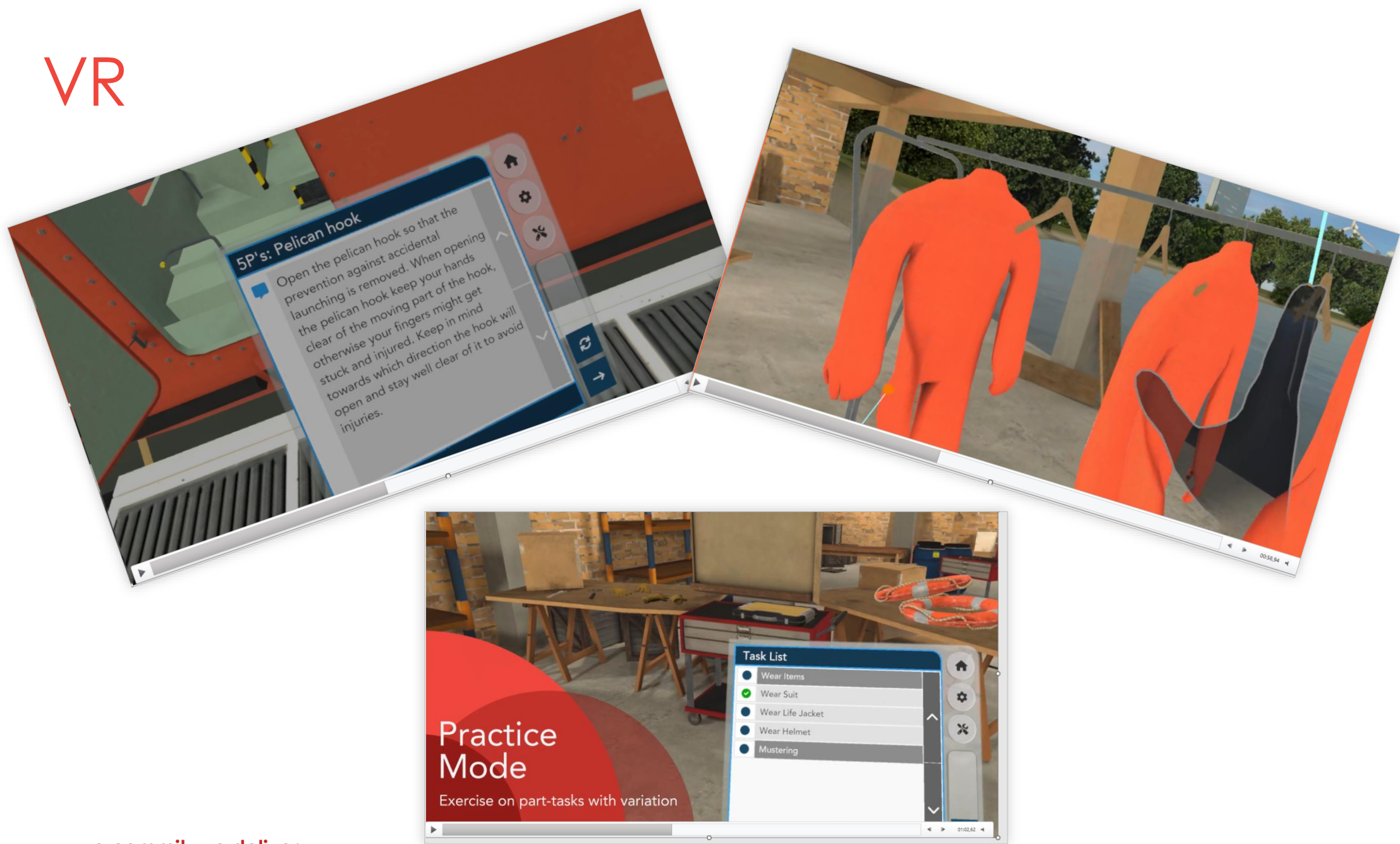


Antwerp
Maritime
Academy

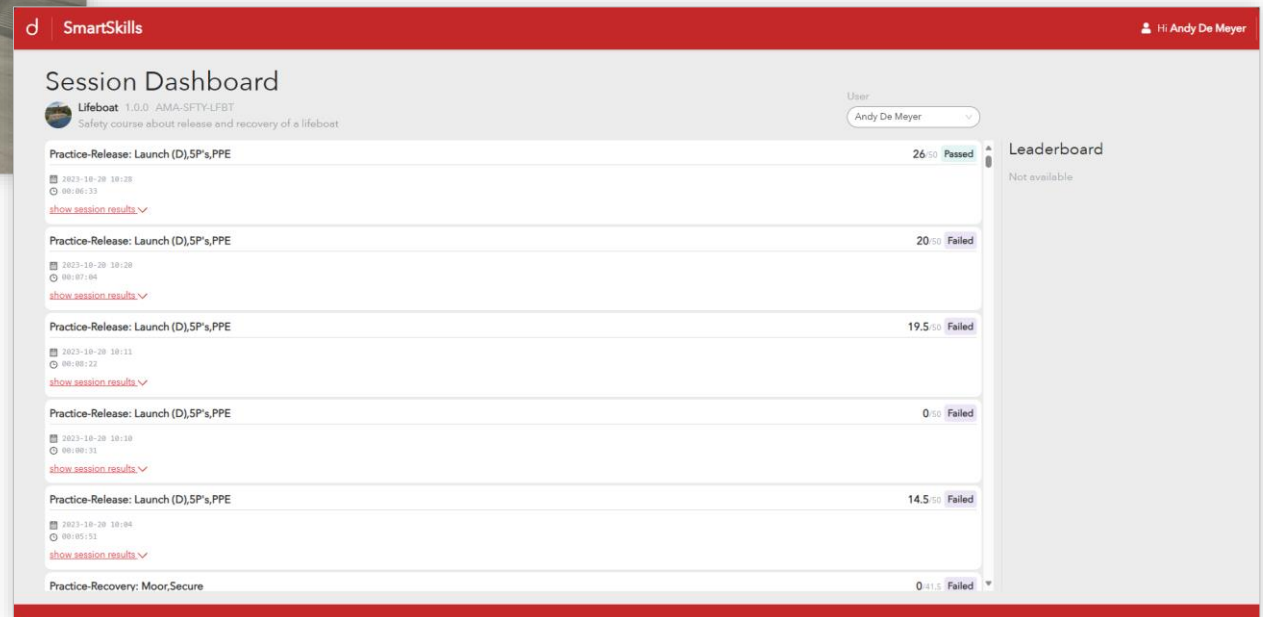
delaware

VR

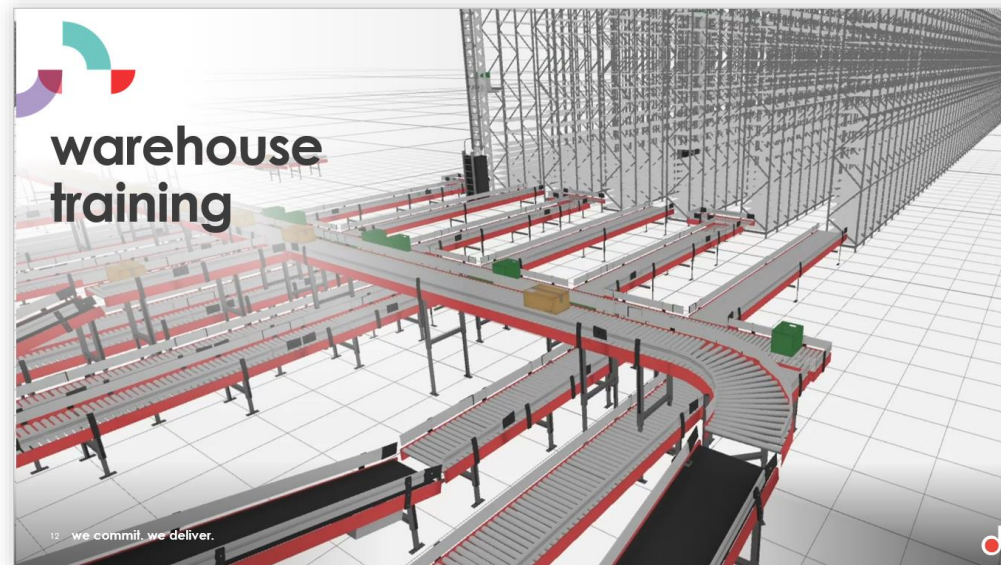
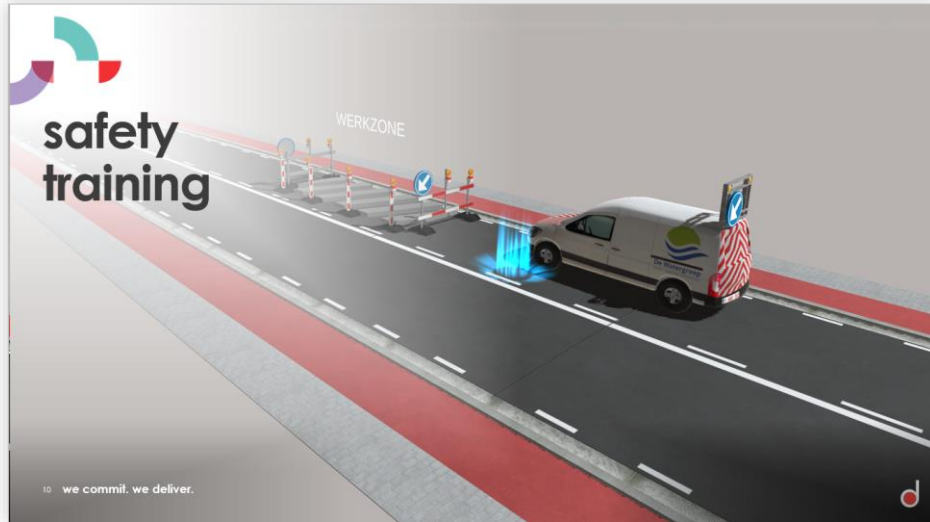




evaluation



examples



conclusion

Learning the flow of work:

- Helps employees acquire new skills and knowledge while performing their tasks
- Without interrupting productivity or workflow
- Beneficiary for organizations
- Make learning a natural and enjoyable part of work life
- Not only a skill, but also a mindset and a habit



contact

Kom zeker eens langs op stand 38!



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Linked-in:



thank you for your time



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