



1H 2026 Release Briefing Series

SAP SuccessFactors



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SAP SuccessFactors

Artificial Intelligence

1H 2026 Release Briefing





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SuccessFactors Experience: Since 2015

Professional Certified in SAP SuccessFactors Employee Central, and certified in other 9 modules like Learning Management, Career Development, Succession Management, Performance and Goals Management, Onboarding 2.0, Compensation, Variable Pay, Employee Central Payroll and People Analytics. Often engaged as Solution Architect, in Employee Central projects and custom solutions via SAP BTP Extensions



Agenda

- Most Important Topics
- Other Release Features
- Product Road Map

Most Important Topics



AI-Assisted Writing Now Available in Mobile Apps

AI-assisted writing is now available in the mobile apps.

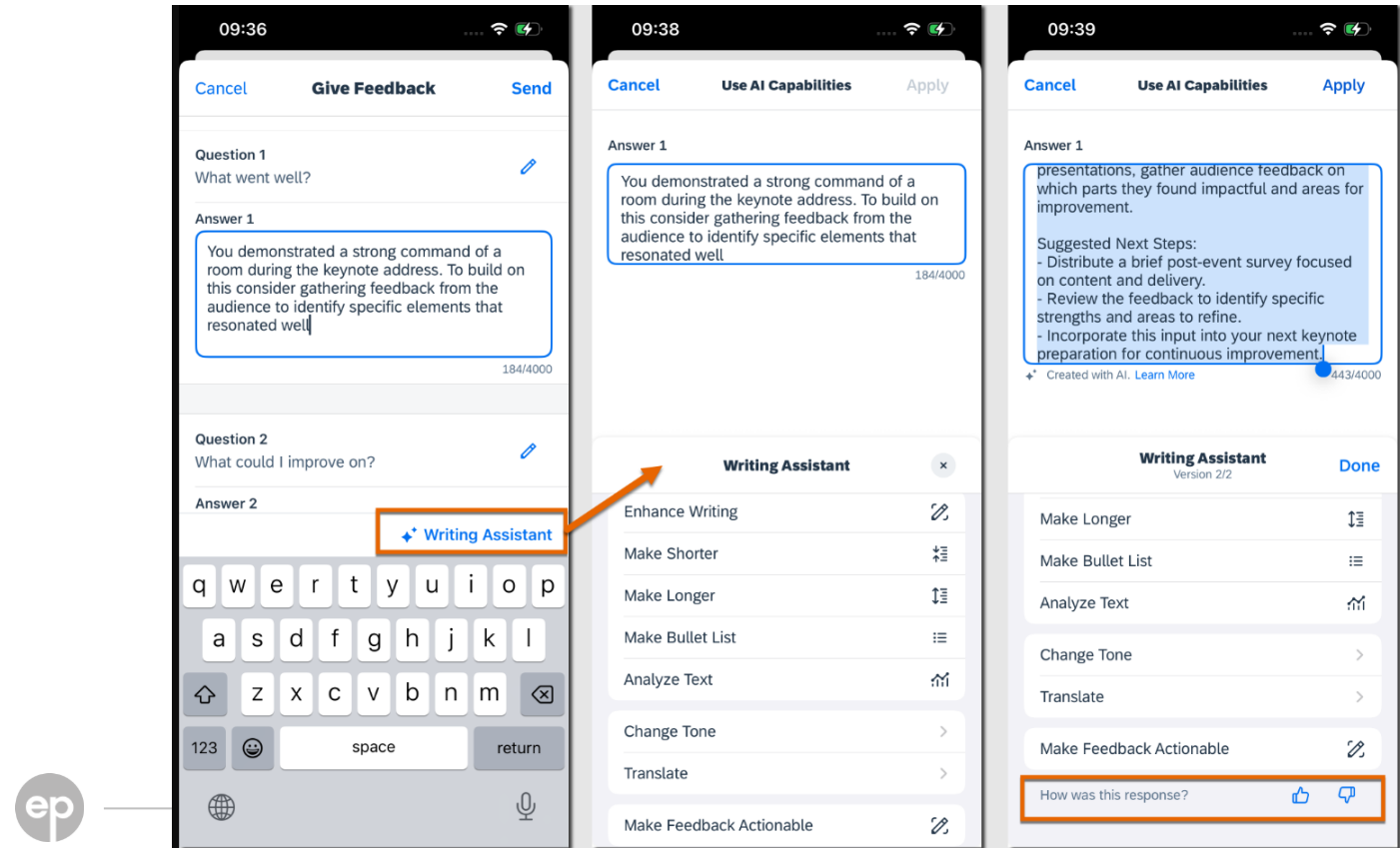
Configuration Requirements

- You've purchased the AI units license.
- You've enabled the AI Services Administration, Assisted Writing option in Admin Center.
- For Translation: You've also enabled the AI Services Administration, Assisted Writing, Translation option in Admin Center.

Type: New

Lifecycle: General Availability

Enablement: Customer configured



The level of impact is Low



AI-Assisted Performance Insights Available in All Step Types

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- Managers can now gain insights into employees' performance when they're involved in iterative or collaborative steps. Previously, they could only use this feature in single-role steps.

Configuration Requirements:

- Performance Management Feature Settings -> Enable the latest experience of Performance Management forms option.
- You've purchased the AI units license.
- You've consented to the AI Usage Acknowledgment Statement.
- Enabled AI Services Administration -> Assisted Performance Insights option.
- Enable it in the Form Template Settings -> Enable Assisted Performance Insights for Manager Review

The level of impact is Low

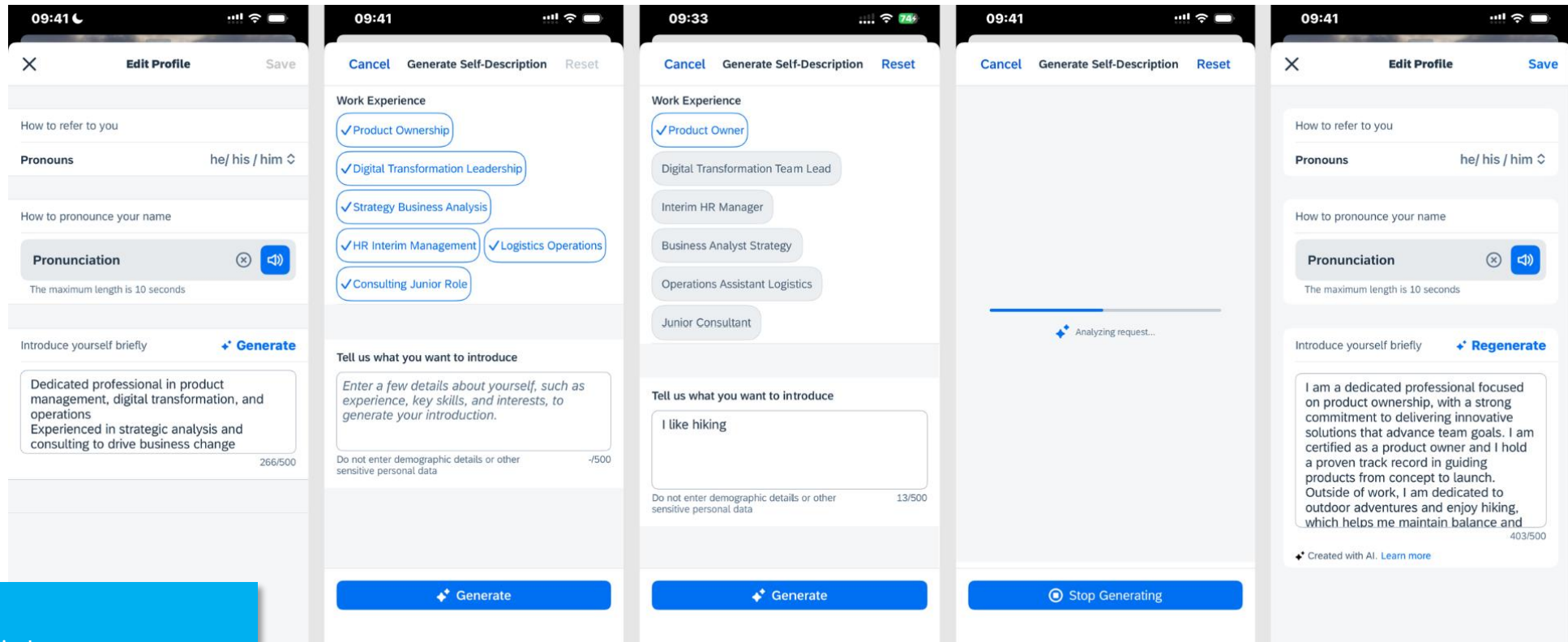
AI-Generated Self-Descriptions for Mobile Profiles

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- In the mobile app, you can now generate your self-description for you profile using AI. The generation is based on your input and your existing background information, such as education, certifications, and work experience.



The level of impact is Low

Enhanced Metadata Support for HR Policy Documents in Google Drive

Document Grounding

Type: New

Lifecycle: General Availability

Enablement: Customer configured

- You can add metadata to your HR policy documents stored in Google Drive, in addition to documents in your Microsoft SharePoint repository.

Pre-requisites:

- Document Grounding enabled
- Integration between Document Grounding and Google Drive
- AI-Units
- Enabled the Ask HR Policies option from Admin Center -> AI Services Administration.

Admin Center / Manage Document Grounding

Manage Document Grounding Ask HR Policies ⓘ

📘 You can find a step-by-step guide for managing document grounding on SAP Help Portal: [Manage Document Grounding](#)

Data Repositories	Hide	Connect to Google Drive
Microsoft SharePoint		Shared Drive Name / Drive ID: *
Google Drive		<input type="text"/>
		Client ID: *
		<input type="text"/>
		Client Email: *
		<input type="text"/>
		Project ID: *
		<input type="text"/>
		Private Key: *
		<input type="text"/>
		Private Key ID: *
		<input type="text"/>
		<input type="button" value="Connect"/>

The level of impact is High

Other Release Features



Permission-Based Visibility of Performance Ratings in AI-Assisted Successor Insights

As an administrator, you can now use role-based permissions to control the visibility of overall performance ratings in AI-assisted successor insights, preventing sensitive information from being exposed to unauthorized users.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Successor Insights

Created with AI today. Verify results before use.

Insights will not be saved. You may consider supporting the successors' development by managing their development goals, assigning learning activities, and evaluating their role readiness.

Overall Summary

Role Overview

- The HR Business Partner role requires competencies in team building, entrepreneurial thinking, and building and supporting teams, which are critical for fostering collaboration and driving business growth.
- Skills such as Java 18 and entrepreneurship suggest a focus on technical expertise and innovative approaches to organizational challenges.

Successors Analysis

- The pool demonstrates a mix of administrative and technical competencies, with several successors showcasing strengths in communication and team-oriented attributes.
- Some successors possess skills that align with the role's requirements, but gaps in entrepreneurial thinking and technical skills are evident.
- Overall, the successors exhibit varying degrees of readiness for the HR Business Partner role, with potential for growth in strategic and leadership competencies.

Successors

Laurie LeBars

- Experience and Progression**
Laurie LeBars has extensive experience as an Executive Assistant, holding the role since 2004, which indicates stability and long-term commitment. However, the experience appears limited to administrative support and lacks direct relevance to the HR Business Partner role.
- Performance and Key Achievements**
Insufficient information regarding the successor's performance.
- Strengths and Potential Areas for Growth**

Aanya Singh

- Experience and Progression**
Aanya Singh has held multiple roles as Administrative Support since 2017, with consistent progression and no significant breaks in employment. However, the experience primarily reflects administrative responsibilities with limited direct relevance to the HR Business Partner role.
- Performance and Key Achievements**
Aanya Singh's overall performance is rated as 'Good,' indicating solid work performance.
- Strengths and Potential Areas for Growth**
Aanya Singh exhibits strengths in competencies such as accepting direction and acting strategically, which align with the HR Business Partner role. However, there are gaps in entrepreneurial thinking and technical skills like Java 18, which are critical for the role. No information is provided regarding leadership potential.

Terrance Tod

- Experience and Progression**
Terrance Tod has extensive experience as Payroll Admin since 1996, demonstrating long-term commitment and stability. However, the experience primarily reflects payroll responsibilities and lacks direct relevance to the HR Business Partner role.
- Performance and Key Achievements**
Insufficient information regarding the successor's performance.
- Strengths and Potential Areas for Growth**
Terrance Tod demonstrates strengths in assembling talent, communicating effectively, and resolving conflict, which align with the role's focus on team building and collaboration. However, gaps in entrepreneurial thinking and technical skills such as Java 18 are evident. No information is provided regarding leadership potential.

> Data Referenced

Regenerate Like Comment Close

The level of impact is Low



Enhanced Compensation Insights

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- In the AI Services Administration Page, we have moved this feature to a new category called **Employee Central** and changed the feature name from **Assisted Person Insights** to **Assisted Compensation Insights**.
- In addition, the permission setting is now **User AI Access Assisted Compensation Insights**.
- We made these changes to highlight the prerequisite of Employee Central for the data used as inputs. The updated configuration settings more clearly indicate the desired outcome of the generated results.

The screenshot displays the 'AI Services Administration' interface. At the top, it shows 'Admin Center / AI Services Administration' and 'AI Services Administration'. Below this is the 'Promotions Feature Settings' section, which includes an information icon and the text 'These features are available as part of a current promotion.' The 'Talent' section contains a toggle for 'Performance & Goals Agent' (disabled) with an expiration date of 'Expires on May 30, 2026.' The 'Feature Settings' section is divided into 'Global Features' and 'Employee Central'. Under 'Global Features', there are five items: 'Assisted Writing' (checked), 'Translation' (checked), 'Text Analyzer' (checked), 'Bulk Translate and Extended AI Locales' (checked), and 'Ask HR Policies' (disabled). The 'Employee Central' section, highlighted with an orange border, contains one item: 'Assisted Compensation Insights' (checked).

The level of impact is Low

AI-Assisted Ratings for Inferred Skills

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- Leveraging generative AI capabilities, you can extract ratings for skills inferred through the "AI-assisted skills inference for Learning" feature.
- The "AI-assisted ratings for inferred skills" feature infers skill ratings using titles and descriptions of learning items and programs, aligning them with the relevant proficiency levels defined in the Attributes Library.
- The AI-generated skill ratings are then available on the **Assisted Skills Inference** page, where you can review the inferred skills and ratings and then associate them with items and programs.

The level of impact is Low

Admin Center / AI Services Administration

AI Services Administration

- Assisted Writing
- Translation
- Text Analyzer
- Bulk Translate and Extended AI Locales
- Ask HR Policies

Employee Central

- Assisted Compensation Insights

Learning

- Assisted Skills Association with Open Content Network Items
- Assisted Skills Inference for Learning
- Assisted Ratings for Inferred Skills
- Assisted Image Generation

Review AI-Inferred Skills and Ratings Before Associating With Learning

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- You can create skills inference requests for items and programs, monitor their progress, and review inferred skills and ratings before associating them with learning.
- When a request is created on the **Assisted Skills Inference** page, the inference process is triggered, and the **Inference Status** is set to **In Progress**.
- Upon completion of skills inference for at least one learning entry, the **Review Status** of the request is set to **Ready for Review**, allowing you to access the inference details.
- On the **Inference Details** page, you can review the inferred skills for entries marked **Ready for Review**, including their name, description, and rating.
- After completing your review, you can associate the relevant skills and ratings using the **Skill Association** toggle with the learning.

The level of impact is Low

Review AI-Inferred Skills and Ratings Before Associating With Learning – continued...

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Learning Administration

Menu Recents

skill X Q ↑ ↓

System Administration

System Management Tools

Assisted Skills Inference

Connectors

Skillsoft Connector

References

People Management

Language Skills

Assisted Skills Inference

Search: Search Q Created On: e.g. 24 Dec 2026 - 31 Dec 20... Inference Status: Select all that apply Review Status: Select all that apply Reset Filter

Requests (121) Create Request

Request Name	Inference Status	Review Status	Created On
Inference Request 4 (3)	Completed	Ready for Review	3/16/2026 09:24 AM
Inference Request 3 (1)	Completed	Ready for Review	3/16/2026 09:24 AM
Inference Request 2 (3)	Completed	Ready for Review	3/16/2026 09:23 AM
Inference Request 1 (4)	Completed	Ready for Review	3/16/2026 09:23 AM

Assisted Skills Inference / Inference Request 1

Inference Request 1

Inference Completed: 4 Inference Failed: 0 Request Review Status: Ready for Review

Inference Details

Title	Inferred Skills	Review Status
Efficient Open SQL Programming	Advanced Business Application Programming (ABAP)_1, Application Performance Management, Architecture_1, Databases +5	Ready for Review
Terminology Management	Databases, Glossary	Ready for Review

Enhancements to AI-Assisted Goal Creation

Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

- AI-assisted goal creation has been enhanced to produce more detailed and meaningful goal content.
- The character limit for user input has increased from 200 to 500, allowing AI-generated goals to better reflect complex objectives without being constrained by length. Milestone generation has also been improved so that each goal includes a structured set of sequential milestones aligned with the goal's outcome.
- Configuration Requirements
 - The latest Goal Management is enabled.
 - You've purchased the AI units license.
 - AI-assisted goal creation is enabled and properly configured.

The level of impact is Low

Skills Unification for Job Requisition and Interview Central

Recruiters can now add AI-extracted skills and skills from Talent Intelligence Hub to the job requisition, job profile, and in interview center using a unified skills picker.

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

- Job Requisition: Skills can be added by selecting the **Add** button under the skills section in the **Job Profile Details** page.
- Interview Center: Skills added to the Job Requisition are available in interview center. Selecting **Rate Now** allows interviews to add ratings and comments for the skills for each candidate.
- With this enhancement, Organizational skills, derived from **Talent Intelligence Hub**, and External Skills (AI-extracted skills) are available under a unified skill picker.
- The **AI-Recommended Skills** toggle helps filter out the relevant skills

The screenshot shows the 'Add Skills' interface. At the top, there is a search bar labeled 'Search Skills'. Below it, there is a toggle for 'AI recommended skills' which is currently turned on. To the right of the toggle is a 'Tags' dropdown menu with 'Select' as the current selection. Below the toggle, there is a warning message: 'Identified with AI. Verify results before use. The recommended skills were identified from the job profile, job role, or job description.' Below this, there is a section for 'Selected Skills (2)' with a right arrow. Underneath, there are two tabs: 'Organizational Skills (247)' and 'External Skills (14865)'. The 'Organizational Skills' tab is active. A list of skills is shown with checkboxes and right arrows. The skills listed are: AWS (checked), Adaptability_1 (unchecked), Advanced Java (checked), Agile Methodology (unchecked), Algorithms (unchecked), Analytical Thinking (unchecked), AngularJS (unchecked), and AngularJS 1 (unchecked). The 'Advanced Java' skill has a 'Recommended' label next to it. At the bottom right, there are 'Add' and 'Cancel' buttons.



The level of impact is Low

New Use Case and Enhancements Available in Joule - December 2025

- A new use case and several enhancements to existing use cases are now available in Joule.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Module	Use Case
Employee Central	Deactivate position
Performance Preparation Agent	A new feature "Summarize Detailed 360 Report" is now available. The agent summarizes the Detailed 360 Report of direct reports, offers details about specific aspects, and provides insights tailored to address managers' queries.
Create activity	You can now add, update, and delete up to five attachments when creating an activity. Previously, attachments weren't supported in this use case.

The level of impact is Low

Product Road Map



Product Road Map

<https://roadmaps.sap.com/board?PRODUCT=089E017A62AB1EDA94C15F5EDB3320E1&range=CURRENT-LAST&FT=AI#Q2%202026>

Q4 2026 7 [Collapse All](#)

▼ Career Development

FUTURE RELEASE

AI-assisted succession planning health check

FUTURE RELEASE

Data-driven goals generation with Joule

▼ Data Center Availability

FUTURE RELEASE

AI-assisted performance insights in mobile

Leverage generative AI capabilities to provide insight into employee performance in the latest experience of performance management forms in mobile

SAP SuccessFactors HCM Suite

[Open](#)

Q4 2026 7 [Collapse All](#)

FUTURE RELEASE

Stalled workflow agent

Stalled workflow agent, a system-triggered agent, to identify the stalled workflows that need attention as well as proactively get these workflows automatically approved, automatically declined, or forwarded to new approver while the approver is inactive or not valid any more

SAP SuccessFactors Employee Central

[Open](#)

▼ Position Budgeting and Control

FUTURE RELEASE

Position budgeting control for cloud – error handling powered by AI

▼ Training Management

FUTURE RELEASE

Admin Agent: phase 2



Thank you

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