

SuccessFactors and SkillSoft Integration Closely Links Learning with Talent Management to Drive Business Performance from the CEO Down to Every Employee

Submitted by: Devonshire Marketing

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Kaizen or constant improvement makes organizations more successful in any economic environment

SAN MATEO, Calif. – February 24, 2009 — SuccessFactors, Inc. (NASDAQ: SFSF), the global leader in on-demand performance and talent management solutions, today announced integration with SkillSoft PLC (NASDAQ: SKIL), a leading SaaS provider of e-learning and performance support solutions for global enterprises, government, education and small to medium-sized businesses. The integration helps companies drive improved business results by giving employees seamless access to learning assets during their normal course of talent management activities so they can excel in their current development and meet the challenge of new roles.

Global organizations of all sizes purchase learning assets to help develop and improve the performance of their workforces. Content such as online books, videos and tutorials are valuable, but typically exist outside of the performance management systems, and are not directly tied to an employee's goals or career development plans. The SuccessFactors – SkillSoft integration ties this learning content within the context of a performance and talent management process to arm employees with the targeted knowledge they need to adapt and change quickly to drive better top-line business results and cost savings, especially in today's dynamic business setting and economic environment.

Examples of the SuccessFactors and SkillSoft integration include:

- One-Click Learning Asset Access: Blending the two systems via single sign-on provides employees with easy and seamless access to valuable learning assets in SkillPort® while they review development plans in SuccessFactors;
- Interactive Knowledge Exploration: Employees can search, explore and interact with learning content to extend development by finding and accessing SkillSoft learning content within SuccessFactors;
- Learning Asset Deep Linking Launch: SuccessFactors used SkillSoft Open Learning Services Architecture (OLSA) to enable employees to accelerate development by centrally launching all of their assigned SkillSoft learning assets directly from their SuccessFactors development plan through deeply-linked authentication.

“Our integration with SuccessFactors provides an easy and powerful way to deliver appropriate learning content into the hands of people at a very important time, while they are setting their short and long term objectives for their career development,” said John Ambrose, Senior Vice President of Strategy, Corporate Development & Emerging Business for SkillSoft. “Learning continues to play a very important role in the talent management process and companies are now able to offer employees tailored learning right from within their larger strategy for talent performance and most importantly for business performance.”

“Speed and agility are paramount in times of change and challenges. By linking learning with talent management, companies can better prepare their employees to perform well and learn new skills to better adapt to changing roles, while also helping to drive better business results,” said Paul Albright, General Manager, SMB & CMO. “SuccessFactors and SkillSoft have worked closely together to bring this integration to the market so that companies can continue to be agile and develop a dynamic and well performing workforce during these challenging economic times.”

The SuccessFactors Performance and Talent Management Suite, which includes Performance Management, Goal Management, 360 Degree Reviews, Succession Management, Compensation Management, Learning and Development, Recruiting Management, Employee Profile, and Analytics and Reporting applications, creates a company-wide network of information related to employee performance, including skill-sets, interests, career aspirations, ability to relocate, experience, languages spoken and more. By providing deep, real-time, company-wide visibility into such critical performance data, companies are able to make better, more informed decisions about how to promote, recruit, compensate, reward and manage their entire employee base.

About SkillSoft

SkillSoft PLC (Nasdaq: SKIL) is a leading SaaS provider of on-demand e-learning and performance support solutions for global enterprises, government, education and small to medium-sized businesses. SkillSoft enables business organizations to maximize business performance through a combination of comprehensive e-learning content, online information resources, flexible learning technologies and support services.

About SuccessFactors, Inc.

SuccessFactors is one of the fastest growing public software companies and the leading provider of on-demand employee performance and talent management solutions. The company enables organizations of every size, and across every industry and geography, to achieve high-performing workforces through goal alignment and execution, talent development and planning, and pay-for-performance initiatives. From 92 customers and approximately 282,000 end users in 2003 to more than 2,600 customers and nearly 4.5 million end users today, SuccessFactors' solutions are widely deployed across 60 industries in over 185 countries in 31 languages. Founded in 2001 with offices around the world, the company employs passionate people focused on revolutionizing the future of work.

For more information, visit: <http://www.successfactors.com>.

Contact:

Kim Squire
Devonshire Marketing
Tel: 0870 7000 166
Email: kim@devonshiremarketing.com