

# [HR Happy Hour 170 – Driving Performance with Technology](#)



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Recorded Thursday August 15, 2013

This week on the HR Happy Hour Show, [Steve Boese](#) sat down with *Tom Porter, Director of Human Resources and Administration, Kawasaki Motors Corporation, U.S.A.* and *David Ludlow, Global Vice President of Product Marketing, HCM Solutions for SAP and SuccessFactors* for an interesting and informative conversation about how HR Technology can help transform organizational performance, and impact and change the actual culture of the organization as well.

At Kawasaki, Tom led an ambitious project to drive consistent performance management, goal setting and alignment, and more broadly – to get the organization much more focused on demonstrable and measurable performance measures.

Tom shares some of the project drivers, the organizational imperatives, and perhaps most importantly some of the lessons learned and critical success criteria that need to be in place for any HR Technology projects to truly deliver on their promises.

I won't spoil it for you, but rest assured that openness, transparency, and true partnerships between customer and supplier are key, and both Tom and David offer some excellent pieces of advice for any organization on the path towards technology implementation and transformation.

It is a really informative and 'front lines' kind of conversation that sheds some light on an organization that has done and continues to do what many others only aspire towards.

*Thanks to both Tom and David for taking the time to share their insights!*