

## Stephen Millard

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has successfully completed the following openSAP course:  
**Human Experience Management (HXM)  
- The Next Phase of HR**

Instructors: Steven T. Hunt, Benjamin Granger,  
Robert Richardson, Steve Bennetts, Greg Selke,  
Andy Shean, Emily Wilson, Marcus Wolf,  
Susan Thomas, Patrick Ashamalla, Brett Addis

This three-week online course was held from October 13 through November 18, 2020. It comprised 2-3 hours of learning effort per week, 3 weekly assignments, and 1 final exam.

The course covered the following topics:

- The Core Elements of HXM
- Shaping & Managing Employee Experience
- Strategic Applications of HXM

Maximum score possible for this course: 180 points.

**The candidate scored 174.3 points (96.8%) by working on weekly assignments and taking a final exam.**

**The candidate belongs to the top 5% of the course participants.**



Michaela Laemmler  
Head of openSAP



Jill Popelka  
President of SAP SuccessFactors

Waldorf, Germany, November 4, 2020



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