

A *Big Bang* leap into the future of talent: Gestamp's global transformation



Client profile

Gestamp is a Spanish automotive engineering company founded in 1997, specializing in the design, development, and manufacturing of metal components for vehicles. Its mission is to create innovative solutions that contribute to safer, lighter, and more sustainable vehicles—driving efficiency and reducing environmental impact across the industry.

Gestamp operates in 21 countries and employs more than 45,000 people, partnering with the world's leading automakers to deliver advanced technology and robust global production capabilities.

The company has established itself as a global benchmark in engineering and industrial transformation by combining innovation, talent, and a strong commitment to sustainability and operational excellence.

NTT DATA has driven a deep modernization of talent management at Gestamp through the implementation of a global HR platform that unifies processes, data, and compliance across 21 countries. This *big bang* deployment in just nine months delivers an integrated view of over 45,000 employees and enhances operational efficiency across the organization. The centralized platform provides a global view of talent, improves transparency, and supports strategic decision-making.

100% automation

of key processes such as organizational changes, absence management, and timesheets, reducing errors and response times

9 months

to implement a global HR platform using a *big bang* approach, connecting 21 countries and over 45,000 employees

21 countries with guaranteed regulatory compliance

through advanced localization capabilities, minimizing legal risks and administrative burden

Business need

The company faced the challenge of managing talent efficiently in a highly complex and decentralized environment.

Gestamp acquired more than 200 companies in just ten years as part of its rapid expansion. This resulted in a fragmented HR structure with numerous local systems and vastly different processes, making it difficult to achieve a clear and unified view. The lack of visibility into employee performance, skills, experience, and compensation became a barrier to strategic talent planning.

In addition, the company operated in 17 languages and needed to comply with specific labor regulations in each country, adding complexity to time management, payroll, and compliance. Gestamp required a standardized global framework to advance toward a more agile, scalable, and people-centric talent management model.

Solution

A long-standing SAP customer, Gestamp had already begun its HR transformation with modules such as SAP SuccessFactors Recruiting, Onboarding, Succession & Development, and Performance & Goals. The next step was to integrate all these modules with a single source of employee data **using SAP SuccessFactors Employee Central**.

The company undertook an ambitious, nine-month implementation in collaboration with NTT DATA, deploying the solution across the entire organization using a *big bang* approach. **The centralized platform provides a global view of talent, improves transparency, and supports strategic decision-making.**

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SAP SuccessFactors Employee Central is the heart of talent management at Gestamp. Having a single source of employee data allows us to unlock the full potential of our talent solutions and help our people thrive.”

María José de Francisco

HRIS Manager, Gestamp Servicios S.A.



Outcomes

Global talent visibility

Gestamp now benefits from an integrated view of its workforce. Managers can access dynamic organizational charts, locate talent by skills and performance, and make decisions based on accurate, up-to-date data.

Operational efficiency

Key processes such as organizational changes, absence management, and data updates have been automated, reducing errors and accelerating response times. Direct integration with the payroll system has improved accuracy and traceability.

Regulatory compliance simplification

The platform leverages advanced localization capabilities to ensure compliance with labor regulations in 21 countries, minimizing legal risks and reducing administrative burdens.

Scalability and agility

The modernized architecture enables agile scaling of HR operations, supporting the organization's evolving needs without reliance on legacy infrastructure.

Fostering a learning culture

Gestamp is rolling out new modules such as Compensation and Time Tracking and preparing to implement SAP SuccessFactors Learning to encourage continuous development and internal mobility.

A strategic partnership for growth

Gestamp is well-positioned to attract, develop, and connect talent worldwide through an integrated, secure, and scalable HR platform—leading the evolution of the automotive industry toward a more innovative and people-centric future. The collaboration with NTT DATA was instrumental to the project's success. Their expertise in SAP implementations and strategic approach were key enablers.



Our goal is to further enhance the employee experience by capturing and tracking motivations and skills throughout the talent journey. This will promote internal mobility and support the development of the capabilities we need to grow.”

María José de Francisco

HRIS Manager, Gestamp Servicios S.A.