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## How TE moved 90,000 Employees to Employee Central in 7 months

Brian Quinn, Senior Manager, Global HR Systems, TE Connectivity  
Steve Vereecke, Program Manager, Comentec

ASUG83000

# About the Speakers

## Brian Quinn

- Senior Manager, Global HR Systems, TE Connectivity
- First SAP project in 1998
- Process Improvement Projects Levering Technology
- Often mix up what country I am coming from when returning home

## Steve Vereecke

- Program Manager, Comentec
- From SAP Basis 20 years ago to SAP HR Systems hosting to very large migration projects to Employee Central migrations
- In 1999, as a SAP Basis consultant, I saw the SAPGUI for the first time at the customer as that part was skipped during the theory lessons

# Key Outcomes/Objectives

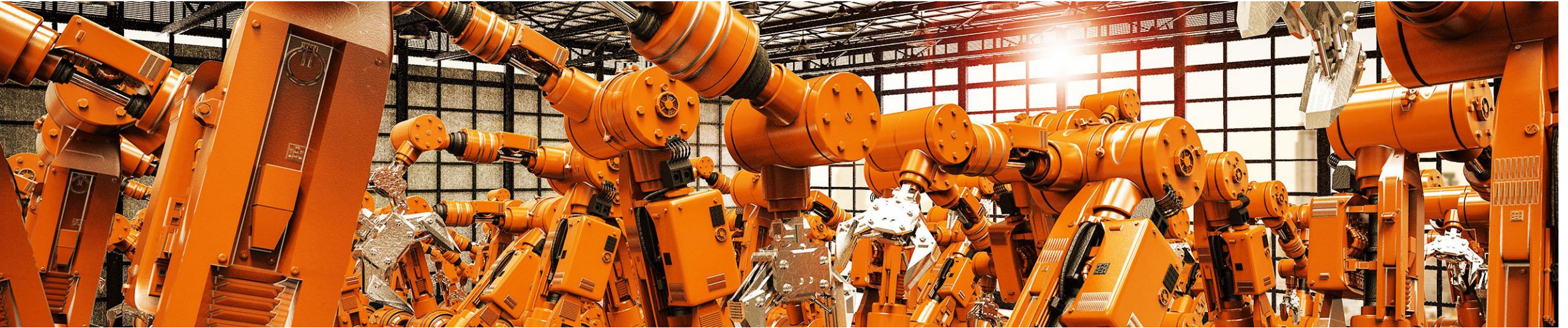
1. What it takes
2. What to avoid
3. How to prepare

# Agenda

- About us
- Scope & Lessons Learned
- Project Structure & Lessons Learned
- Key Take Aways



# A World Leader in Connectivity



## 75+ YEARS LEADING IN CONNECTIVITY

AMP  
DEUTSCH  
Intercontec

Creganna Medical  
Entrelec  
Raychem

## TRUSTED SOLUTIONS FOR THE TOUGHEST CHALLENGES

**87%** of FY18 sales in  
Harsh Environment  
Applications

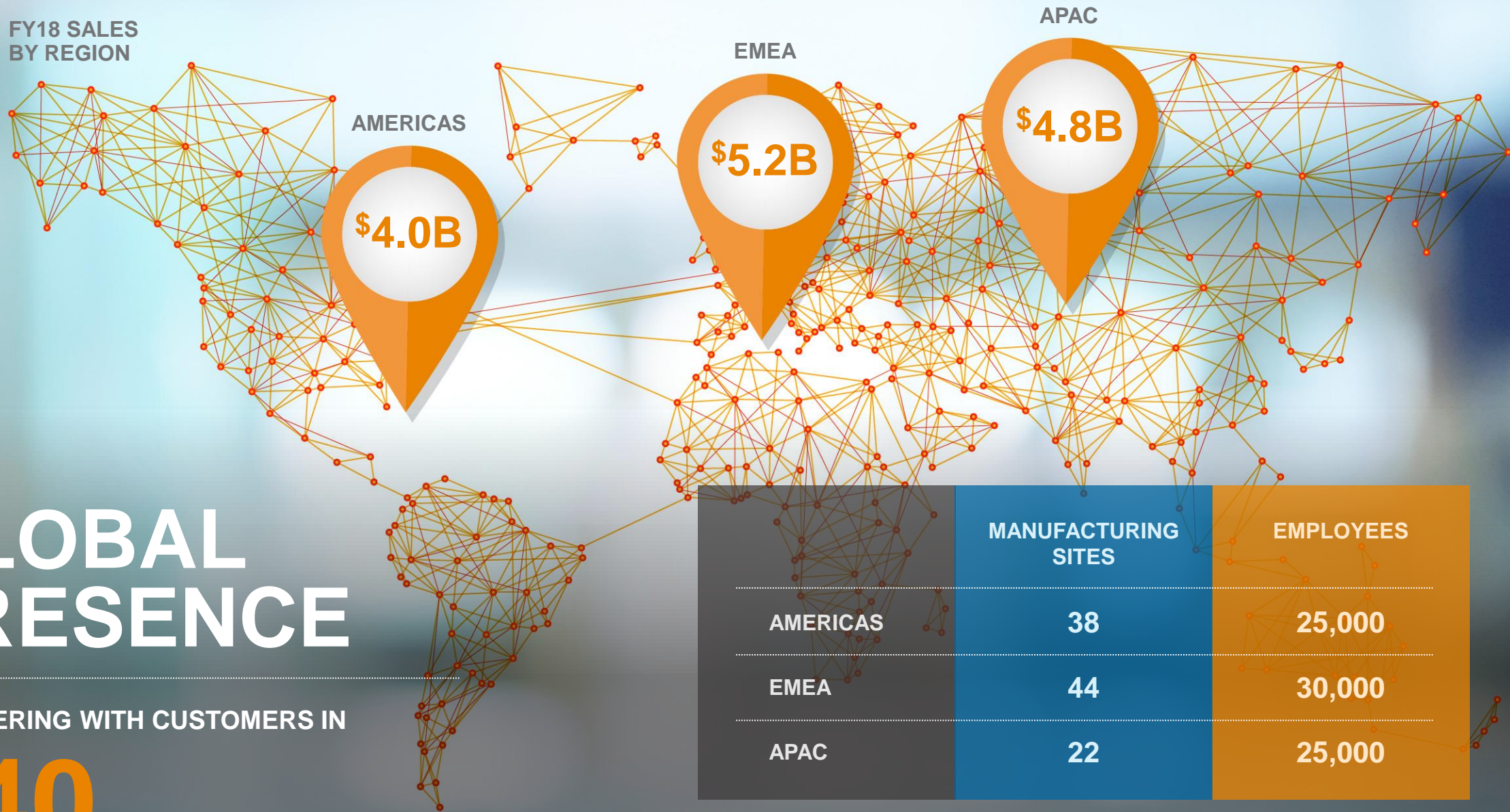
## UNMATCHED RANGE OF SENSORS

Fluid Properties  
Photo Optic  
Position  
Temperature

Humidity  
Piezo Film  
Pressure  
Vibration/Force



FY18 SALES  
BY REGION



# GLOBAL PRESENCE

PARTNERING WITH CUSTOMERS IN

# 140

COUNTRIES

	MANUFACTURING SITES	EMPLOYEES
AMERICAS	38	25,000
EMEA	44	30,000
APAC	22	25,000

# Comentec Overview

 **2010**

Founded as a Business  
Integration Design Company

 **1 000 000+**

Employees migrated between SAP  
HCM and SAP SuccessFactors  
Employee Central

 **9**

SAP HCM to Employee Central  
integration projects to date using  
standard SAP Infoporter

 **6 months**

Fastest migration and replication  
to date for 100.000+ employees  
spanning 65+ countries

 **Recognized Expertise**

Four years of specific integration  
experience in Employee Central and  
Payroll Solutions

 **8**

Years of total SAP  
integration experience

# SCOPE



# WHY

HR Transformation Project to drive organizational agility and value for the business, Focused on reducing complexity, exceptions, approvals and cost while increasing pace, accountability, capabilities and value to the business.

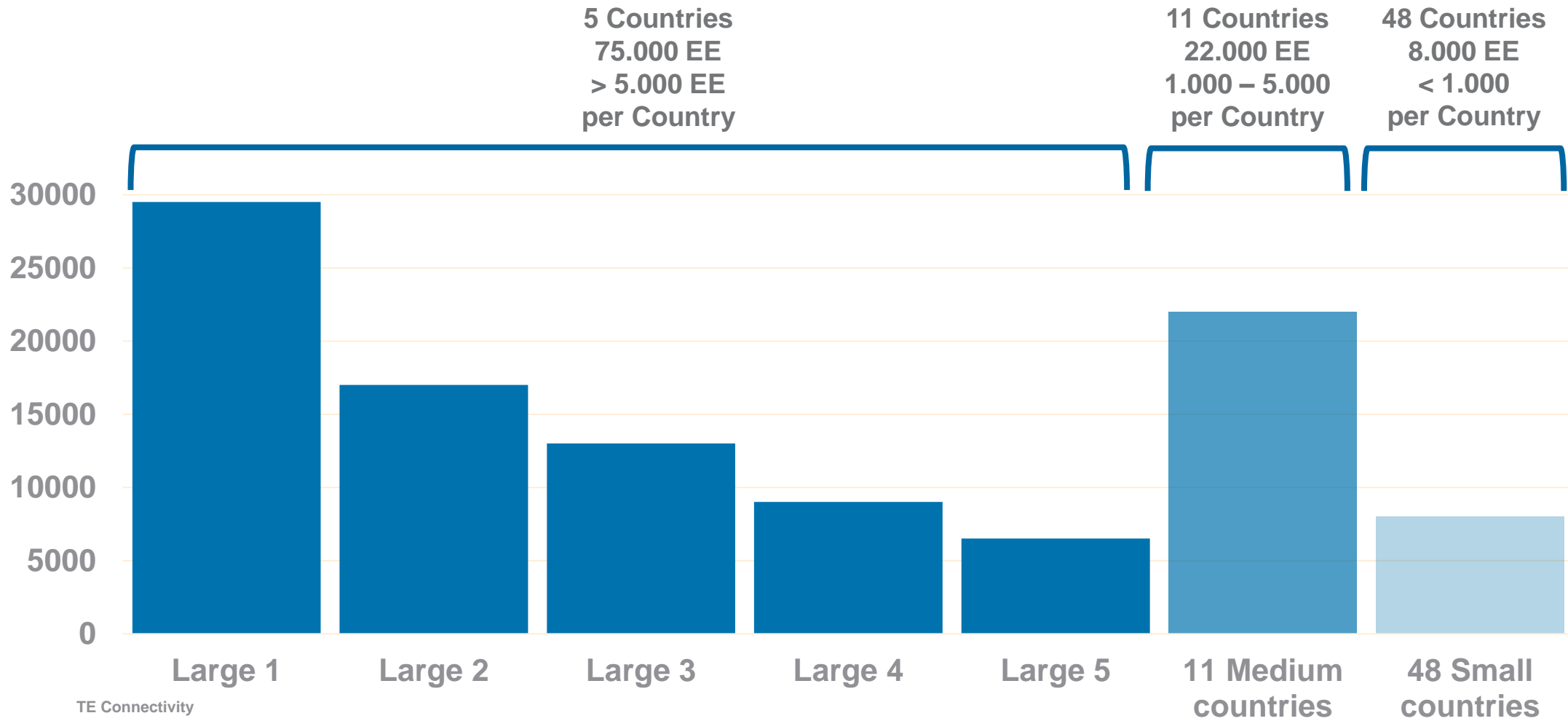
## Objective

- Implement standard, enterprise-wide HR processes
- Invest in technology to enable employee and manager self-service with improved reporting and analytics
- Improve HR governance with a redesigned HR shared service operating model
- Build HR capabilities to better meet business needs

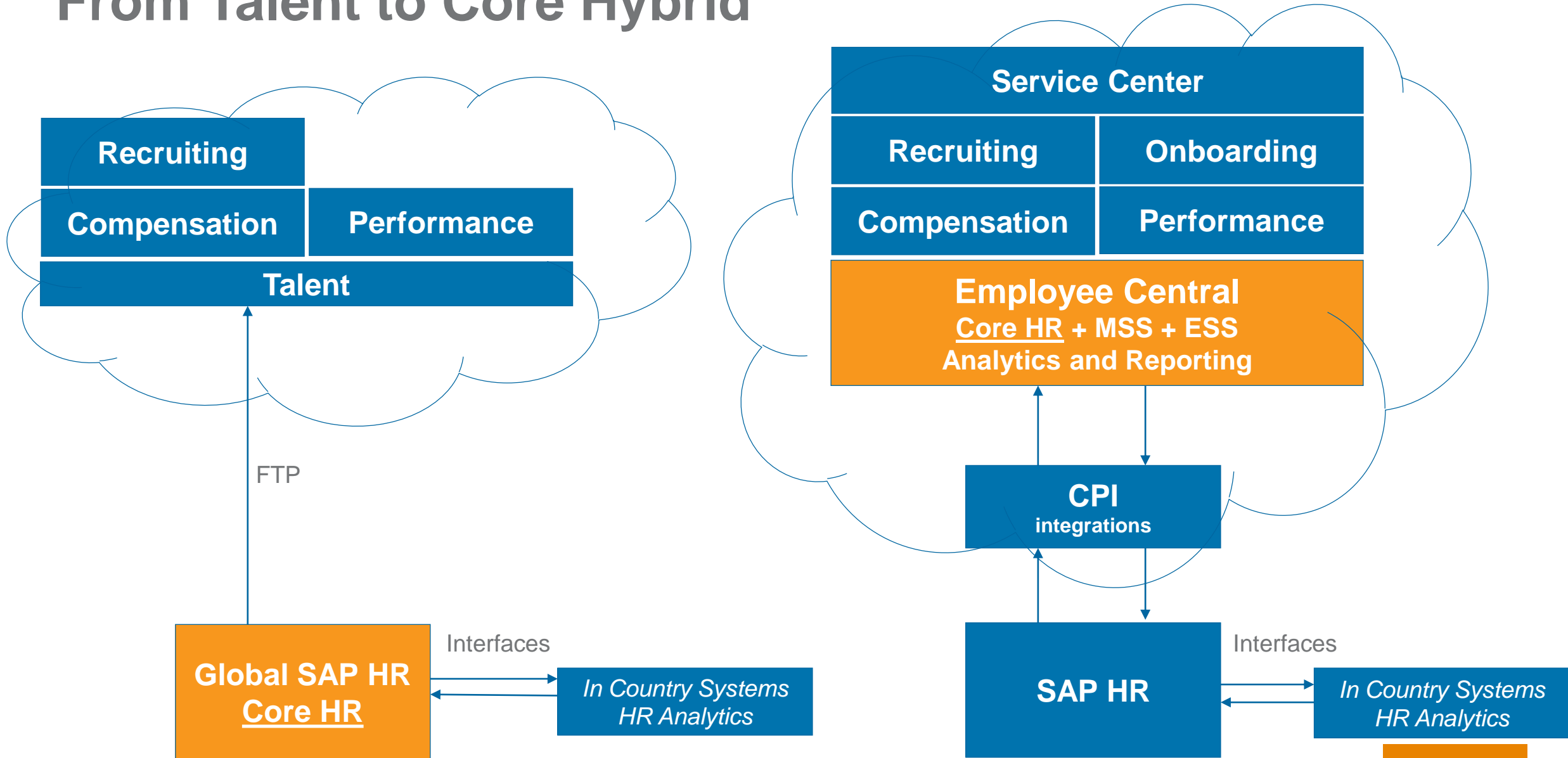
## Benefits to Employees & Managers

- “One-stop-shop” experience via Portal
- Less administration
- Direct access to initiate/perform actions in real time
- Available in multiple languages
- Easy-to-use, cloud-based, intuitive interface to system of record
- HR transactions will be simple, fast and easy – take seconds instead of days to process

# 105.000 Employees across 64 countries



# From Talent to Core Hybrid



# Why Replication from SFEC to SAP?

Wanted to roll out Employee and Manager Self Service fast

- Deliver a new HR Operating Model
- Not a new interface model

Large number of Downstream Interfaces from SAP to other systems

- +- 150 Data feeds and Interfaces

**Replication allowed us to de-risk and not have to move all interfaces**



# Lessons Learned

**It's just as complex for a small country as for a big country**

66 countries x 3 address types x 6 address fields  
= 1,200 mappings for 1 EC Portlet

We had 27 Portlets, even if they are not country specific you still need to interact about them with local HR.

Employee Volumes you can solve with hardware if the processes are automated

# PROJECT STRUCTURE

# Preparation is key

## Current Data model analysis (Central)

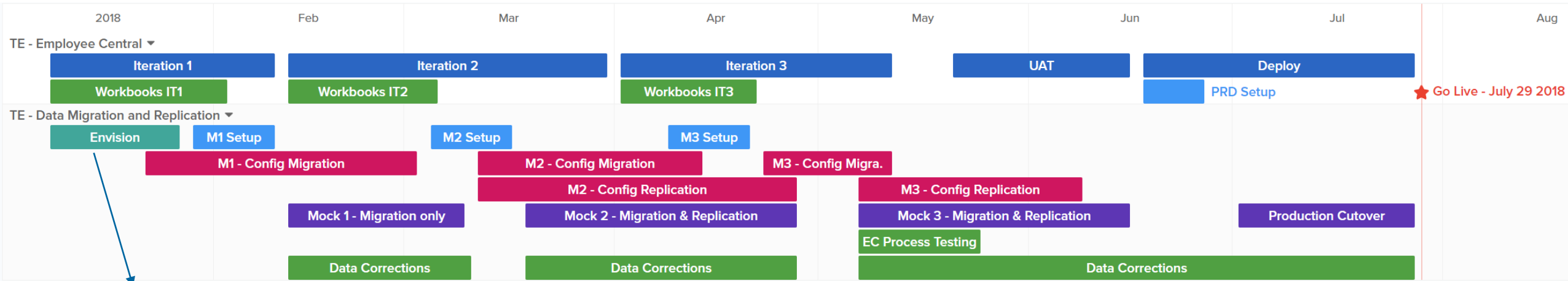
- Identify country specific non-HR data in our legacy system
- Define a global data model based upon global HR processes

Understanding the TO BE model focused the discussion

## Change Management (Regional)

- Regional workshops with country HR
- Communicate to be processes and system demonstrations
- Review the TO BE data model
- Clarify country specific legal requirements
- Communicate non-HR Data that will no longer be supported

# Implementation Timeline



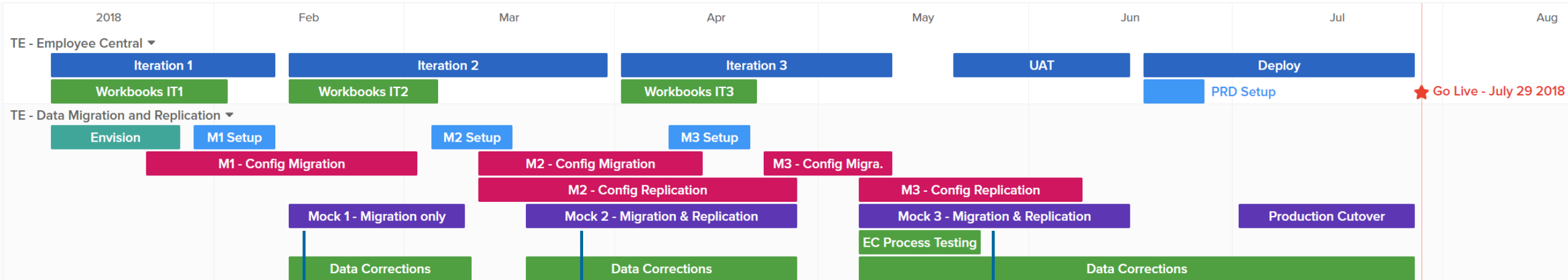
**Envision Workshops** with Comentec to Design and Plan based upon a July go live

- Education on Leading Practices
- Team Structure
- Planning and Design
- Integration Scope
- Data Quality
- Targets

**Comentec made it clear using real data to test the integrations was key**



# Phases and Targets



**Mock 1**

- Migration only
- Active Employees
- Global Data
- 5 weeks
- 80 % Data loaded

**Mock 2**

- Migration and Replication
- Active + Contingent
- All Data
- 6 weeks
- 99 % Data Loaded

**Mock 3**

- Focus on Replication
- Active + Contingent
- All Data
- 6 weeks
- 99,9 % Data Loaded

# How did we manage to move so fast?

## Infoporter and Web Services

- Effort: Takes more time to configure but allowed fast Data Migrations runs
- Hands-off: Configuration changes during the day, automatic loads during the night

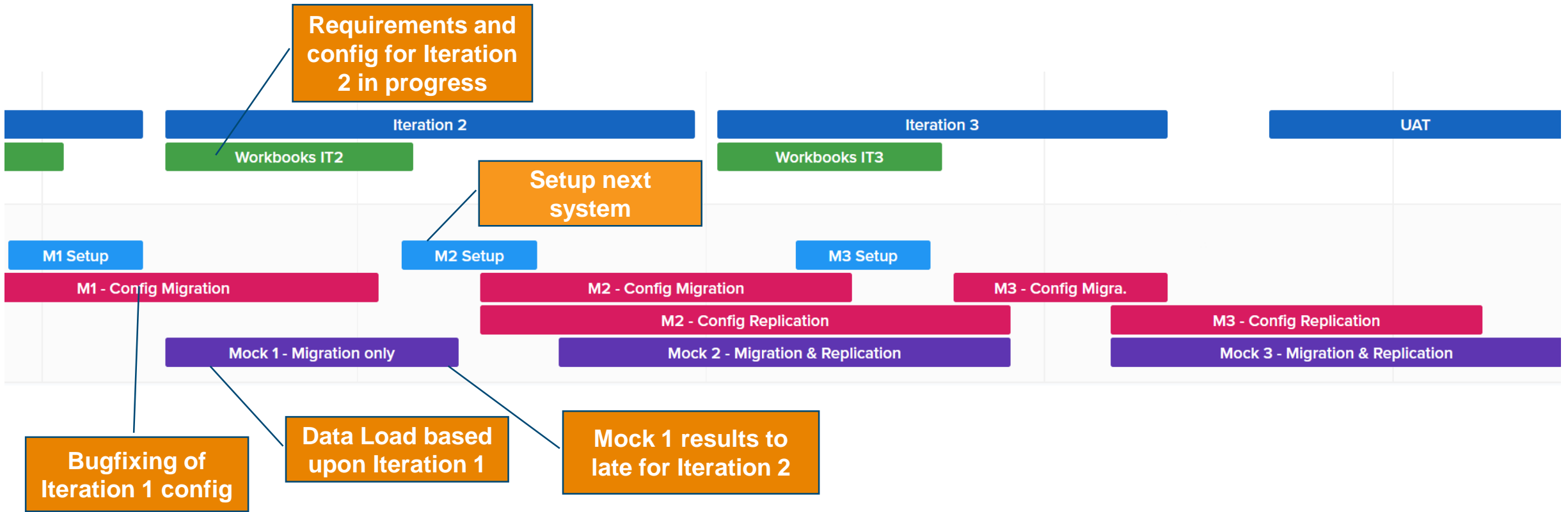
## Comentec Business Integration Monitor

- The BIM analyzes all the logs and presents the result within 30 minutes of completing the run
- Every morning we had a fresh list of Errors and Priorities that could be assigned
- Could see the result online, did not have to wait for feedback

## Comentec Expertise

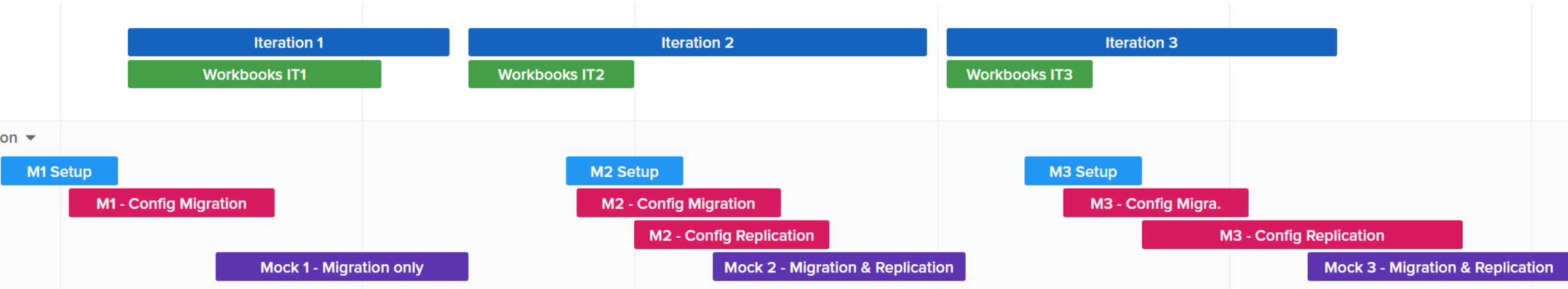
- Advised on priorities and decisions to take
- Initial plan was to build our own interfaces but Comentec demonstrated the Infoporter capabilities

# Parallel Activities



When you move fast it all overlaps

# Ideal would be sequential but you need more time



Iteration 2 workbooks would be based upon the results of Mock 1

Would shorten the time needed for the work books

Allows better focus

**But we would need 9+ months**



# Lessons Learned

## Every error requires the same amount of effort to solve, independent of impact

- Understanding dependencies and knowing how to prioritize errors .... Domino effect
- Have to clean data in the test environment and in production to ensure success

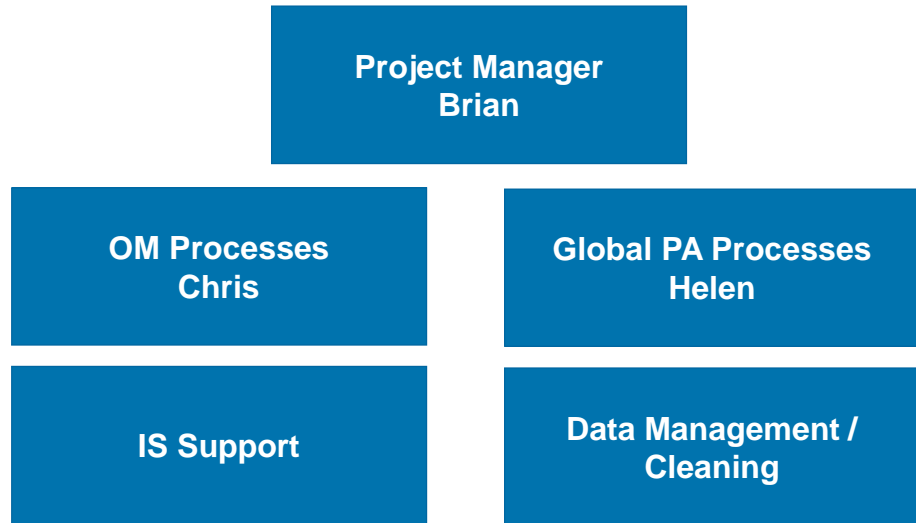
## Time is limited ... Need to take decisions quick ... key is to know your data model

- 261 Change Request to the integration logic +- 3 – 4 Changes per business day
- Disciplined Change Control
- Update requirements document first -> Update configuration based upon requirements
- Test -> Transport -> Functional Acceptance -> Run

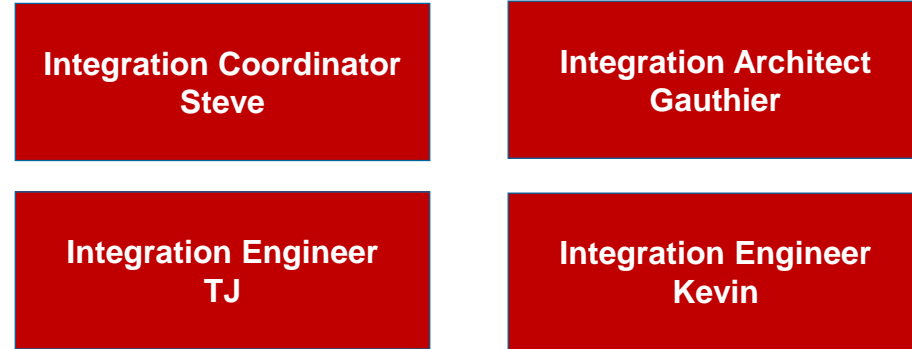
## Use the Automation capabilities of Infoporter

- Run data loads and replication testing over night
- Start each day reviewing results and prioritize accordingly

# Core Integration Team Structure



## - comentec



Small Team allows to take decisions fast during daily scrum calls

But team was at times to small



# Recommendations



Project Manager  
Brian

OM Processes  
Chris

Global PA Processes  
Helen

IS Support

Data Management /  
Cleaning

Test Lead downstream  
systems

Repetitive country  
specific

comentec

Integration Coordinator  
Steve

Integration Architect  
Gauthier

Integration Engineer  
TJ

Integration Engineer  
Kevin

**Dedicated person for repetitive country specific** requirements (Addresses, National ID, ...)

**Test Lead** should be part of the daily scrum calls

Integration team needs SAP HR knowledge **and** Employee Central knowledge

Be part of the Employee Central workshops so you can explain the consequences of what seems a small change

# KEY TAKEAWAYS

# Key Takeaways

Integration Effort is **50 %** of the EC Implementation effort

The Employee Central configuration should be the **Blueprint** (not the legacy system)

**Mindset, Team** and the **Right Tools** are key

Know your **Data Model** in Employee Central and SAP - be prepared

## The project does not stop at the Go Live

Allow time for Hypercare ... 2 – 3 months after go live

Retain Core resources for this period

- Internal Full Time

- External On Demand

## Take the Session Survey.

We want to hear from you! Be sure to complete the session evaluation on the SAPPHIRE NOW and ASUG Annual Conference mobile app.



# Presentation Materials

Access the slides from 2019 ASUG Annual Conference here:

<http://info.asug.com/2019-ac-slides>



# Q&A

For questions after this session, contact us at [brian.quinn@te.com](mailto:brian.quinn@te.com) and [stevevereecke@comentec.com](mailto:stevevereecke@comentec.com) .

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