About GlobalSource IT

GlobalSource IT has been delivering advisory, strategic planning, project implementation, and staff augmentation services focused on the SAP ecosystem since 1998.

- Hands-on experts who educate customers on SAP

- Currently supporting 100's of Fortune 1000 customers

- Relationships with ~ 1000 independent consultants

  with S/4HANA and industry specific experience

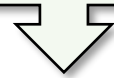- "Delivering skills for what's next"

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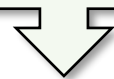ERP. TALENT. DEFINED.

S/4 HANA: Future-Ready Your Teams

Agenda

Context – Study & Whitepaper

Team Size & Composition

Future Ready Your Teams

Q & A

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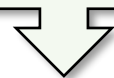
The Study & Survey - Source

Total Sample For The S/4 Implementation Best Practices Survey

Category	Value
SAP ABAP S/4	362
SAP BASIS S/4	263
SAP BW/BI S/4	319
SAP SD/OTC S/4	312
SAP MM S/4	370
SAP PP S/4	120
SAP WM S/4	179
SAP EWM S/4	56
SAP FI/CO S/4	609
SAP QM S/4	53
SAP HRMS S/4	80
SAP SIMPLE FINANCE	735
SAP SIMPLE LOGISTICS	183
SAP CENTRAL FINANCE	221

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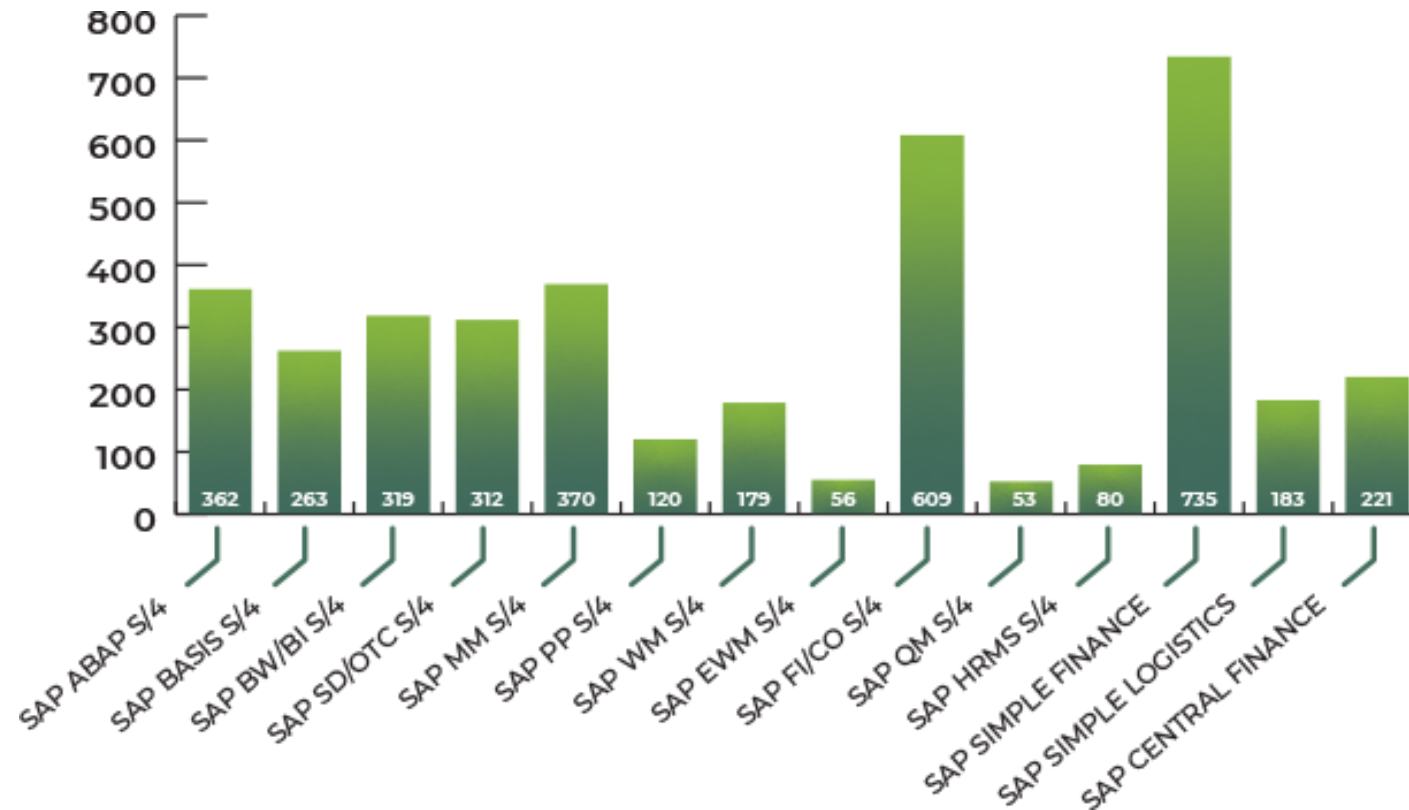
S/4 Team Size & Composition

Team Size Per Module
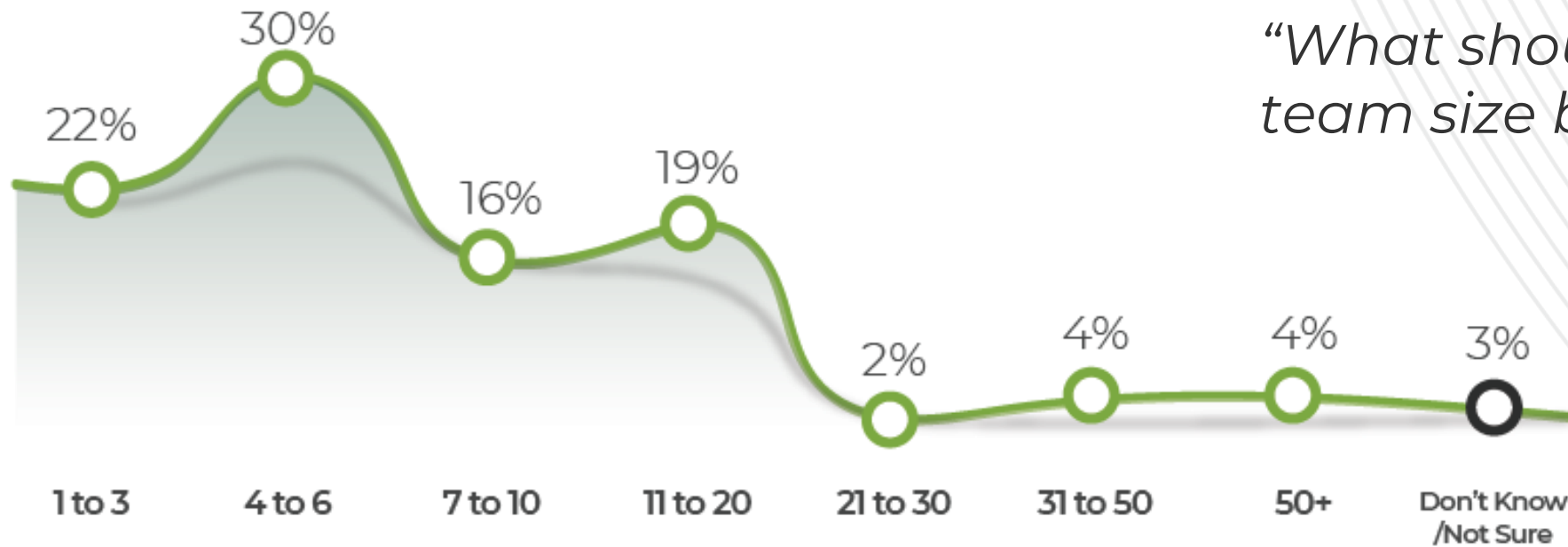
"What should the team size be?"

1 to 3	4 to 6	7 to 10	11 to 20	21 to 30	31 to 50	50+	Don't Know /Not Sure
22%	30%	16%	19%	2%	4%	4%	3%

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S/4 Team Size & Composition – Project Leadership

Project manager at systems integrator — 30%

IT lead at customer company — 27%

Experienced independent consultant — 22%

LOB lead at customer company — 10%

C-level at customer company — 8%

Other — 4%
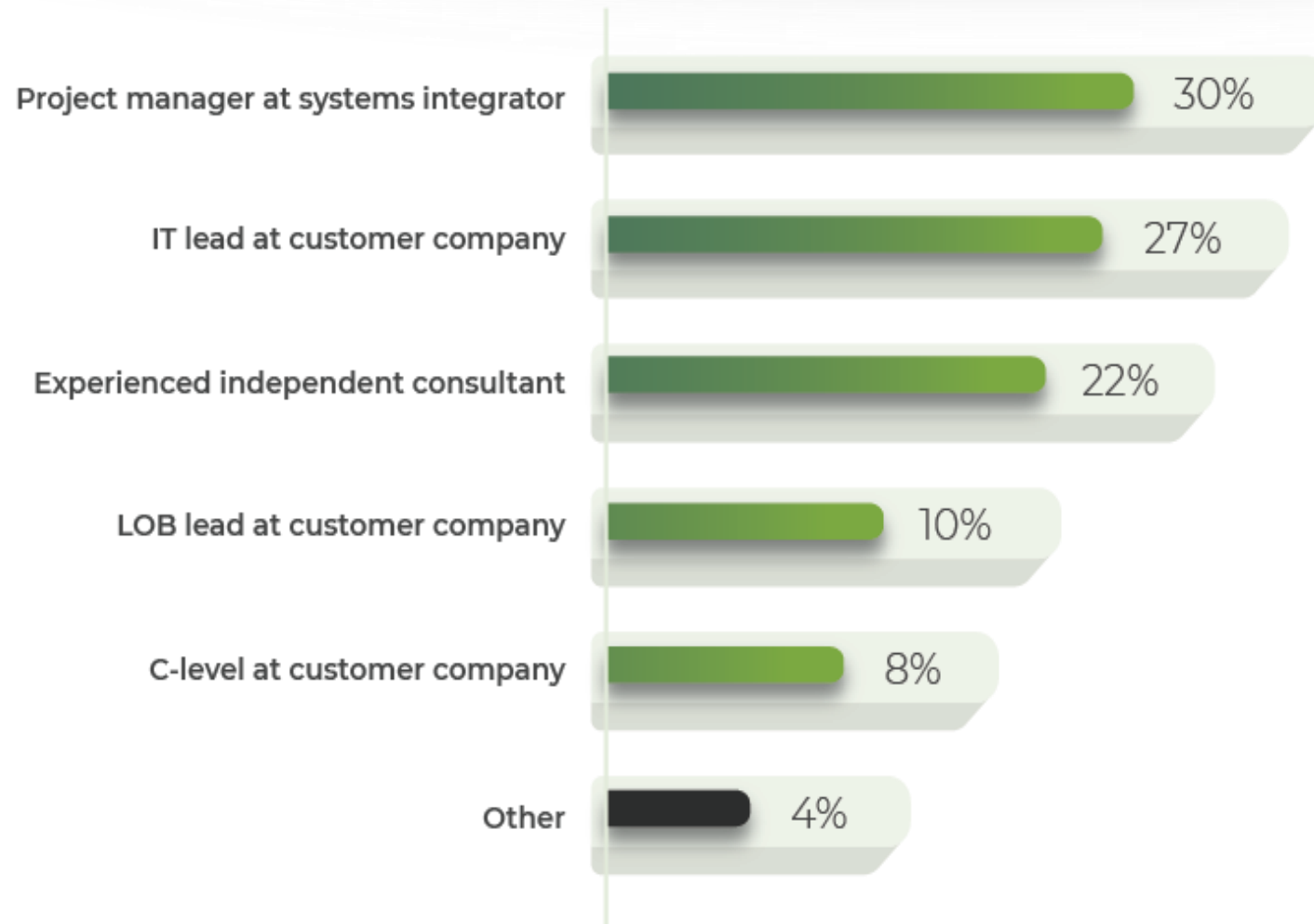
"In your opinion, who is the best candidate to lead an S/4HANA project or be responsible for project delivery?"

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S/4 Team Size & Composition – Skills for Future

Functional Audit / Consulting Skills / Champion — 28%

Trained Super Users / Technical Experts — 20%

Understanding of Business Processes — 15%

Change Management Team / Know Differences Between ECC & S4/HANA — 11%

Training Material — 9%

Integration Support — 7%

Basis Team — 7%

Prior Implementation / S4/HANA Experience — 7%

Other — 16%
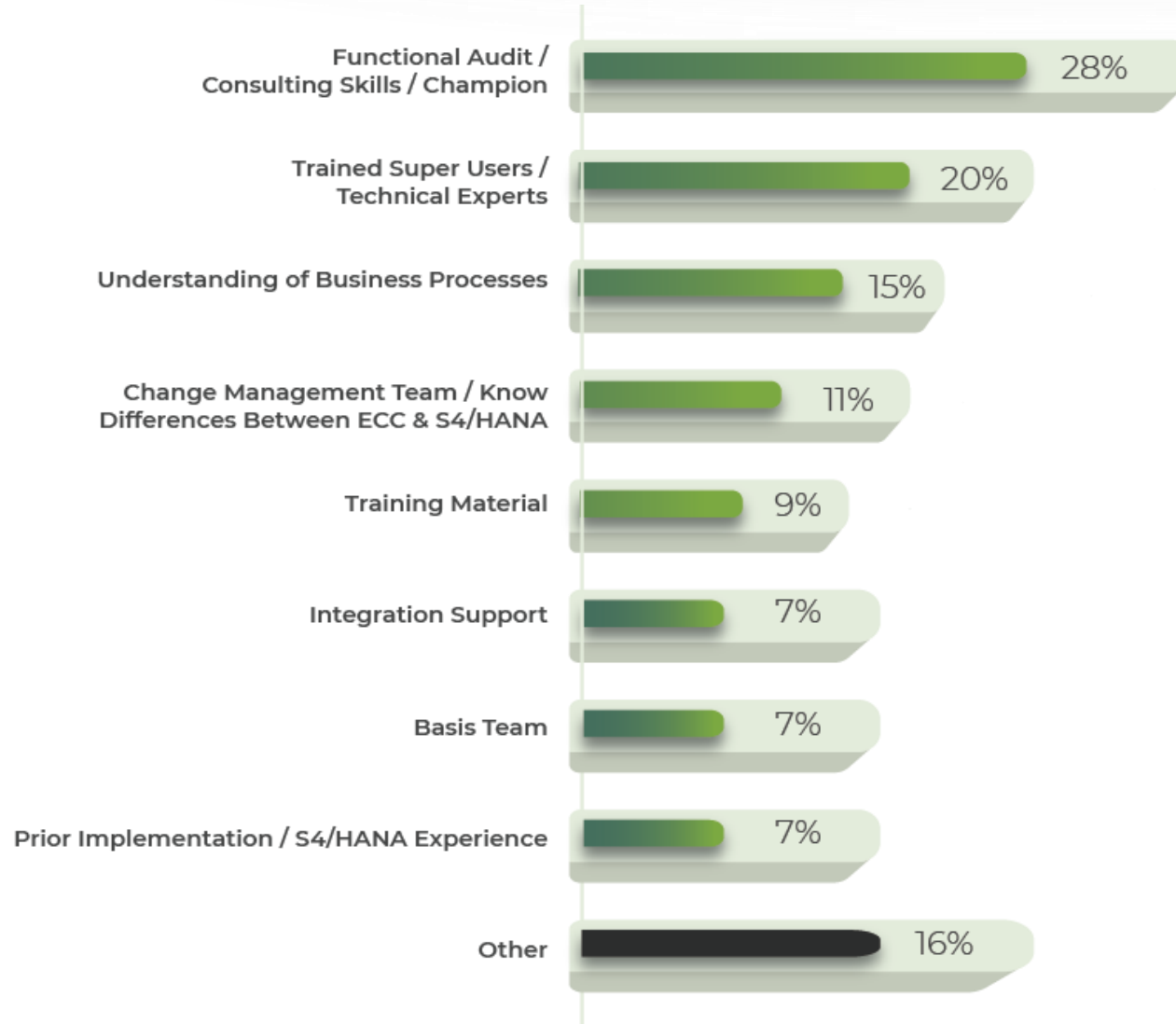
"What skills are the most critical for a company to have on-hand once the S/4HANA implementation or transition is complete?"

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"OTHER" Skills for Future

- *CPI, PI/PO*

- *CO, TRM, IBP, TM*

- *SAP Security/GRC*

- *Data Scientist/Engineers*

- *AI, ML, RPA*

"What additional skills are needed to execute for the future?"

Forces Shaping Team Readiness

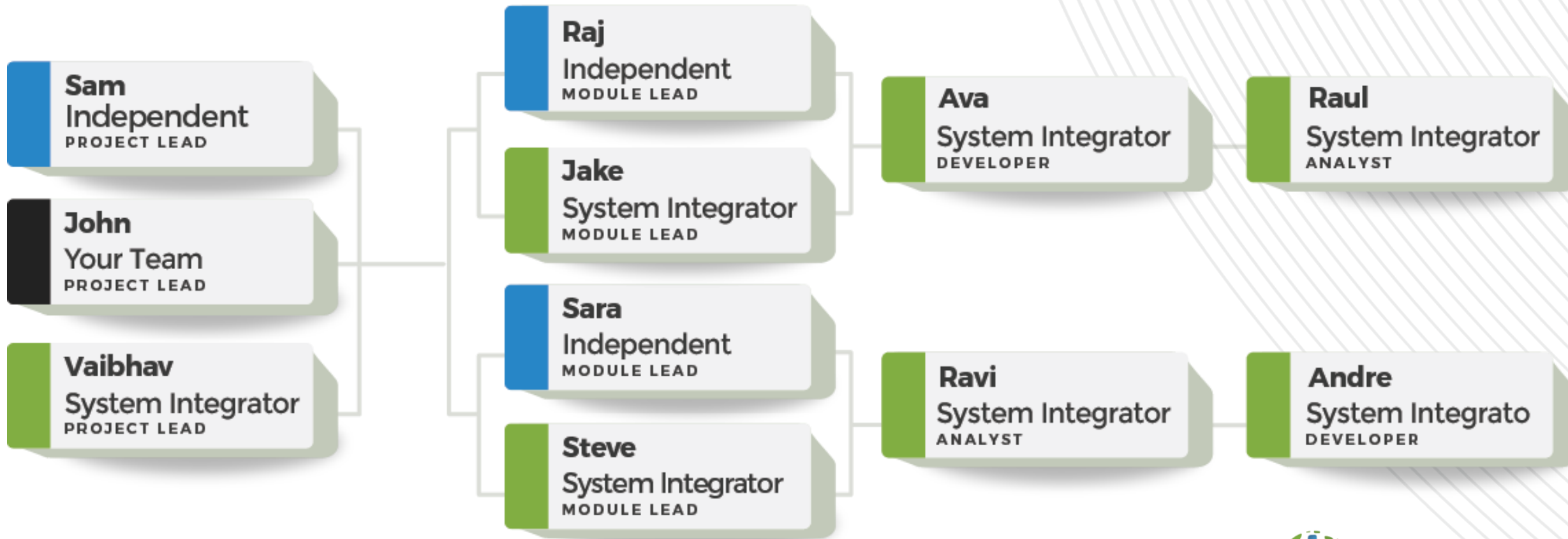| Challenge	Future-Ready Practice
Leadership	**Ensure Alignment** with business priorities and build environment of trust amidst change
Matchups	**Mindset & Will**. Integrate SME's to help think through the issues: "Have you considered the case of…"
Governance	Manage the external team **"Inspect What You Expect."**
Fatigue	**Accelerate, Decelerate.** Seeing & Making Progress
Team Structure	**3-in-the-Box** Clarify assumptions, "Verify what good work looks like."

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S/4 Team Size & Composition – Team Model

Sam
Independent
PROJECT LEAD

John
Your Team
PROJECT LEAD

Vaibhav
System Integrator
PROJECT LEAD

Raj
Independent
MODULE LEAD

Jake
System Integrator
MODULE LEAD

Sara
Independent
MODULE LEAD

Steve
System Integrator
MODULE LEAD

Ava
System Integrator
DEVELOPER

Ravi
System Integrator
ANALYST

Raul
System Integrator
ANALYST

Andre
System Integrato
DEVELOPER

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Market and Q&A

S/4 HANA Path To Success – Other Webcast Topics

Clean Data Equals a Clean Implementation
Bala Sankar

To the Cloud and Back, A Migration Tale
Saad Hassan

What To Know Before You Go
Stephan Waechter

The System Integrator Contract is Signed, Significant Change is About To Occur…
Steve McMillan

Rethinking SAP Security – Bots/RPA ID
Amit Chawla

Understanding Full Cycle S/4HANA E-Commerce and Retail
AJ Balakrishnan

S/4HANA
Path to Success
Learn from Independent Experts

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