

# Lessons Learned from Real World S/4HANA Projects from 2019 to 2021

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# Agenda

- Brownfield – is it a trend?
- SAP S/4HANA Embedded Analytics – the potential “big win”
- SAP S/4HANA Embedded HCM available in November 2022
  
- SAP Fiori Adoption
- Adoption of S/4HANA Central Finance
- Challenges for large ERP customers

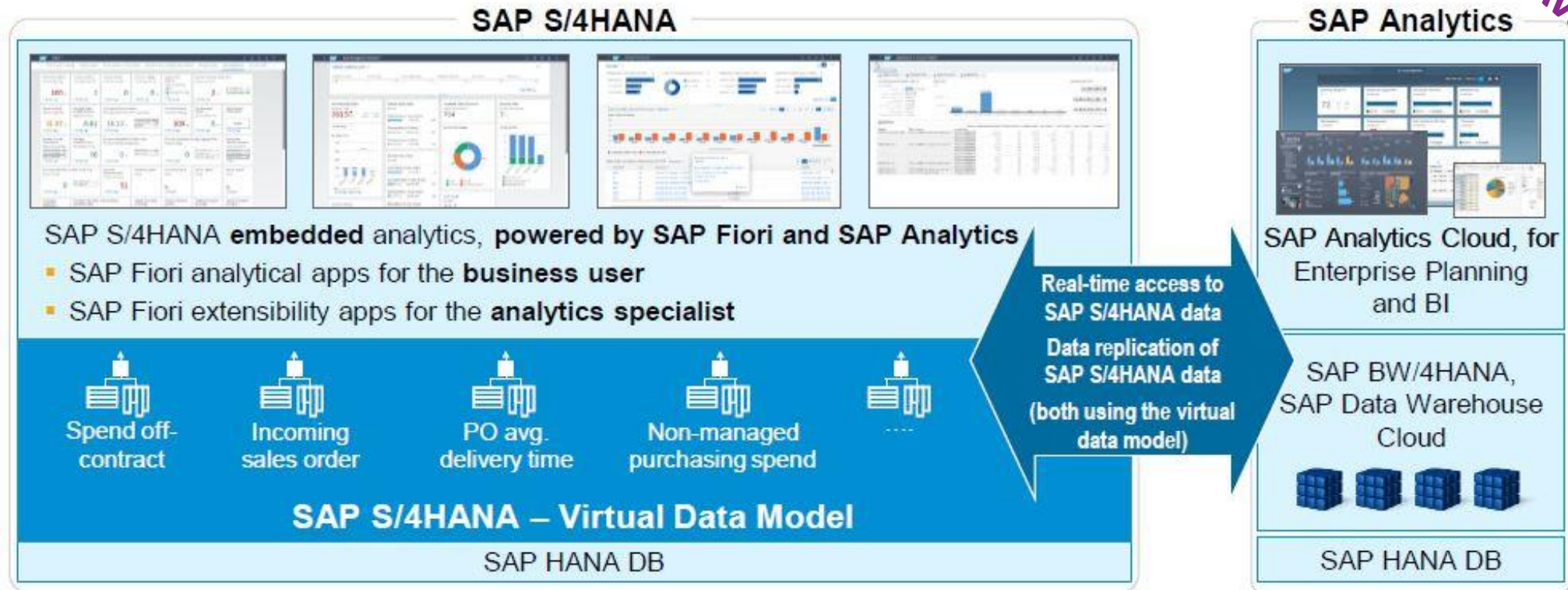
# SAP S/4HANA Brownfield Implementation – Is It a Trend ?

- SAP S/4HANA implementation option:
  - **Greenfield**: start over and bring data over from SAP ECC – good in some situations
  - **Selective data transition**: migration while bringing only data that you “need”, with pros & cons
  - **Brownfield**: bring everything, so more or less a technical upgrade, but with lots of caveat & work
- Up until early 2019, a lot of people did Greenfield, but things started to change in mid-2019
- Brownfield allows for a quicker implementation cycle, likely with lower risks
- For Brownfield implementation, will need to pay close attention to the CVI (Customer Vendor Integration) process – data quality is critical, and there may be a need for archiving
- SAP offers **boot camps** for your SAP team to get real world experience and to practice Brownfield
- So, is it a TREND? Some customer with successful Brownfield migrations in 2020 & 2021:
  - **Fairfax Water**: 8 months project from SAP ECC 6 EHP8 with Enterprise Support Guide
  - **Enbridge Gas**: 9 months project from SAP ECC 6 EHP6 with MaxAttention
  - **NTUA**: projected 10 months project SAP ECC 6 EHP7 with ActiveAttention
  - **YOU CAN DRAW YOUR OWN CONCLUSION !**

# SAP S/4HANA Embedded Analytics

## A Hidden Gem & a Potential “Big Win”

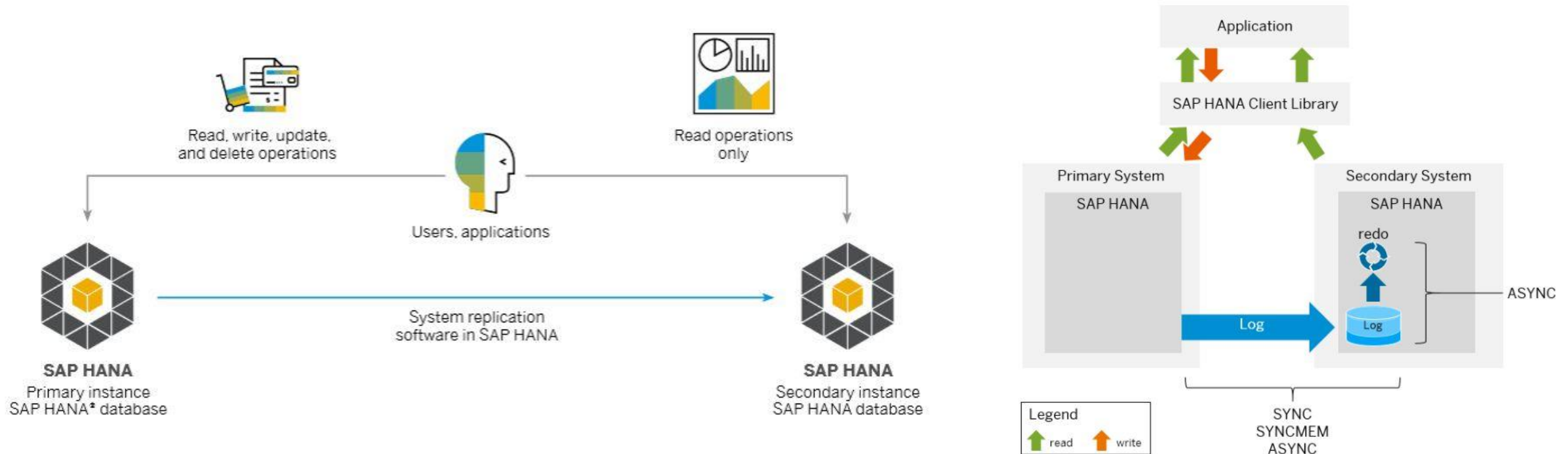
OpenSAP Course  
Available



- S/4HANA Embedded Analytics is **included** in the license cost for S/4HANA
- Leverage hundreds of HANA CDS views to provide real-time access to critical data in the main system as well as replication of data, and blending with multiple other sources for end-to-end enterprise intelligence
- Uses SAP Fiori for easier implementation of dashboards for “unlimited” analytics (with the right architecture)
- Integrate seamlessly into the enterprise intelligence offerings such as SAP Analytics Cloud or BW/4HANA

# SAP S/4HANA Embedded Analytics

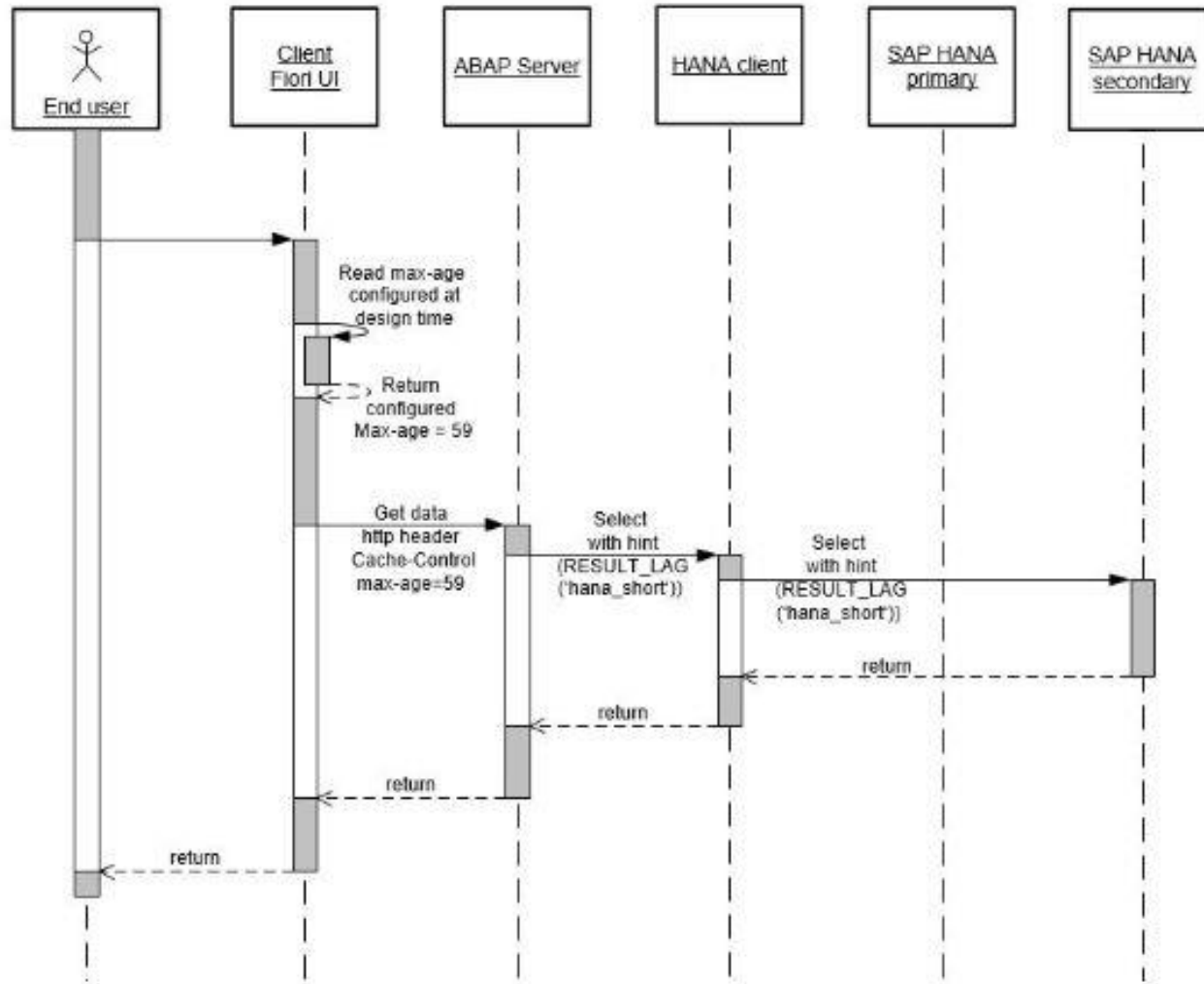
## SAP HANA 2.0 Active-Active (Read-Only) Architecture for No-Risk S/4HANA Embedded Analytics



- The operation of S/4HANA Embedded Analytics should not interfere with the OLTP Production system
- SAP HANA 2.0 Active-Active (Read-Only) Architecture was designed for Disaster Recovery & Business Continuance: this is an out-of-the-box solution from SAP for logs replication & for the secondary DB to be active
- This architecture can also be leveraged for “unlimited” analytics since OLAP activities will be read from Site B
- SAP S/4HANA analytics query can be built with hints to take advantage of this special architecture

# SAP S/4HANA Embedded Analytics

## SAP HANA 2.0 Active-Active (Read-Only) Architecture for No-Risk S/4HANA Embedded Analytics



- SAP FIORI clients use the ODATA protocol to communicate with the S/4HANA ABAP backend, & an **accepted max-age** can be specified in number of seconds
- This example shows how a FIORI client with an accepted max-age of 59 seconds receives data from the secondary database
- Accepted max-age can be between 1 to 59 seconds to force the SAP Analytical Engine in the ABAP server to add the suitable **database hints** for the right database to be accessed

**OpenSAP Course Available**

# SAP ECC 6 HR & Payroll with S/4HANA – Myths, Facts, & Reality

- So, you are a HAPPY customer running HR & Payroll on SAP ECC 6 but planning to move to S/4HANA – what are your implementation options for HR & Payroll?
  - Is moving to SuccessFactors a requirement?
  - Do you have to run HR & Payroll in ECC 6 as a “sidecar” alongside S/4HANA?
  - Or is there a DIFFERENT approach that will work with a minimum of hassles?
  - What is the future road map for SAP HR & Payroll under SAP S/4HANA?

While SAP continues to push its customers to move to SuccessFactors, SAP also recognizes that some customers will not go immediately:

- SAP currently allows customers to run its current HR/HCM functionalities in a S/4HANA Compatibility Pack mode – Fairfax Water is currently using it in Production!
- Q3 2022: SAP will release the **Human Capital Management for S/4HANA on-premise edition** – it will be a license swap & additional costs
- The HCM for S/4HANA will only work on SAP HANA & will incorporate many functionalities currently found on SuccessFactors
- SAP expects its customers to eventually move to SuccessFactors

# SAP S/4HANA HCM On-Premise Edition

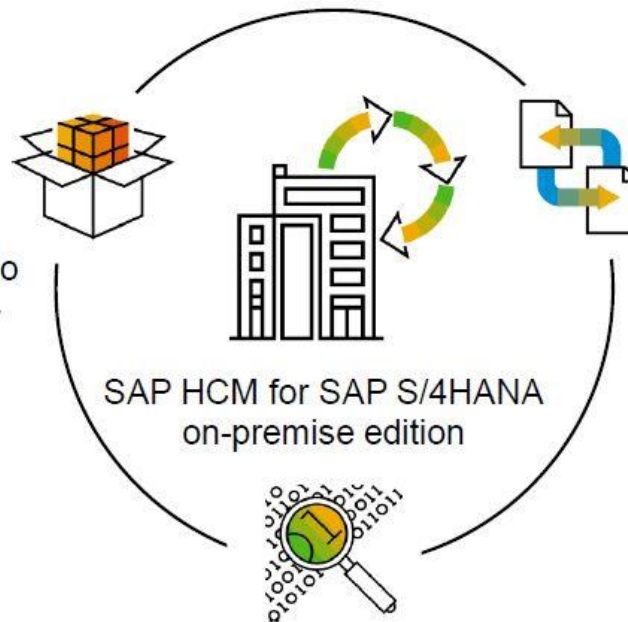
## Solution for Now and for the Future

### SAP Human Capital Management for SAP S/4HANA on-premise edition

#### Key capabilities

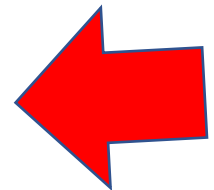
#### Product

- Scope matches the S/4HANA Compatibility Pack and the key functionality of SAP ERP HCM
- Based on ERP HCM (EhP 8), likely to be supplemented with some HANA-based capabilities.
- No major additional functional additions or re-architectures are planned
- Only available for on-premise deployment
- Available in Q3 2022, follows SAP S/4HANA maintenance strategy until 2040



#### Transition

- Customers can run HCM embedded or on a separate SAP S/4HANA instance
- Customers will need to migrate to SAP HANA database.
- Migration tools and services will be provided to help facilitate a non-disruptive migration from SAP HCM or SAP S/4HANA compatibility pack
- A license conversion will be offered

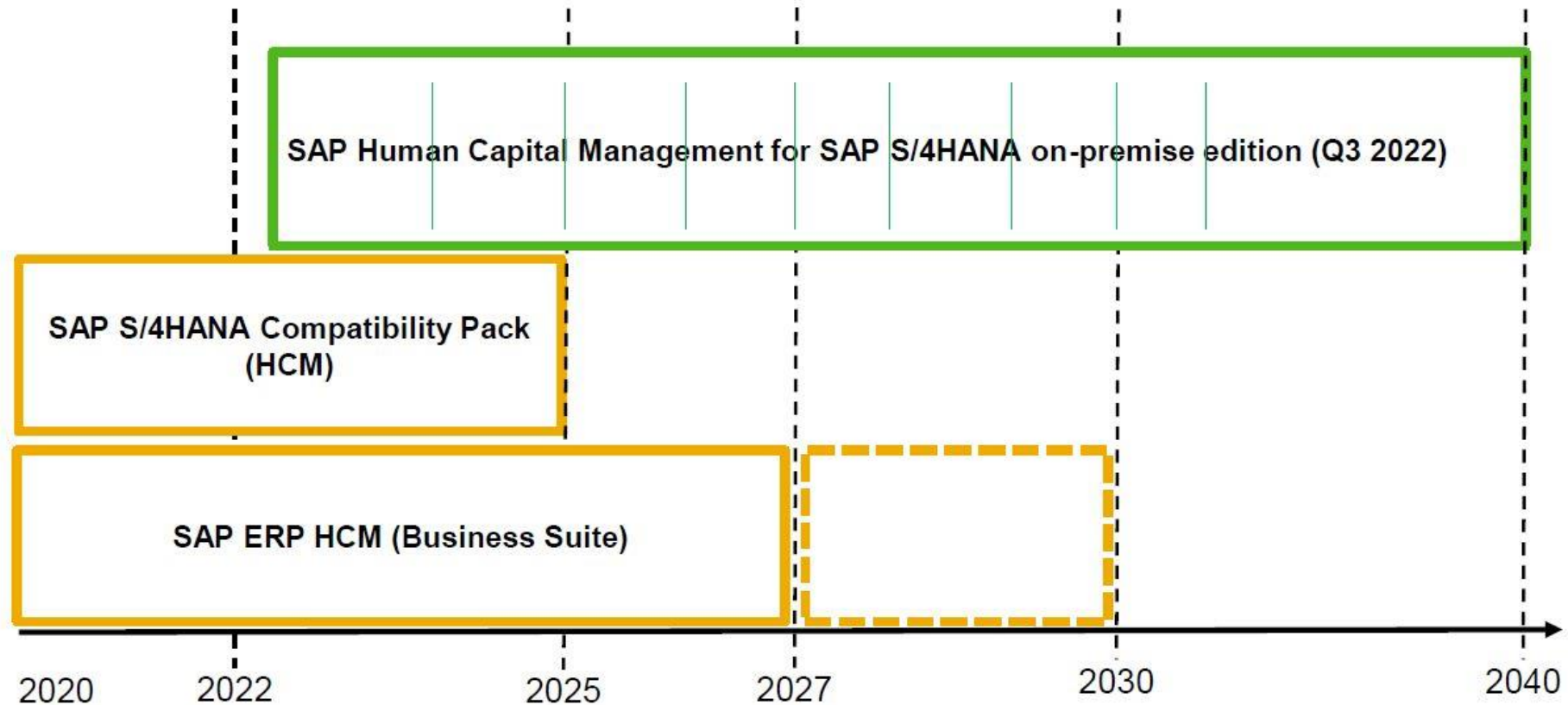




# SAP HCM Roadmap for S/4HANA Customers

As Of 3Q 2021

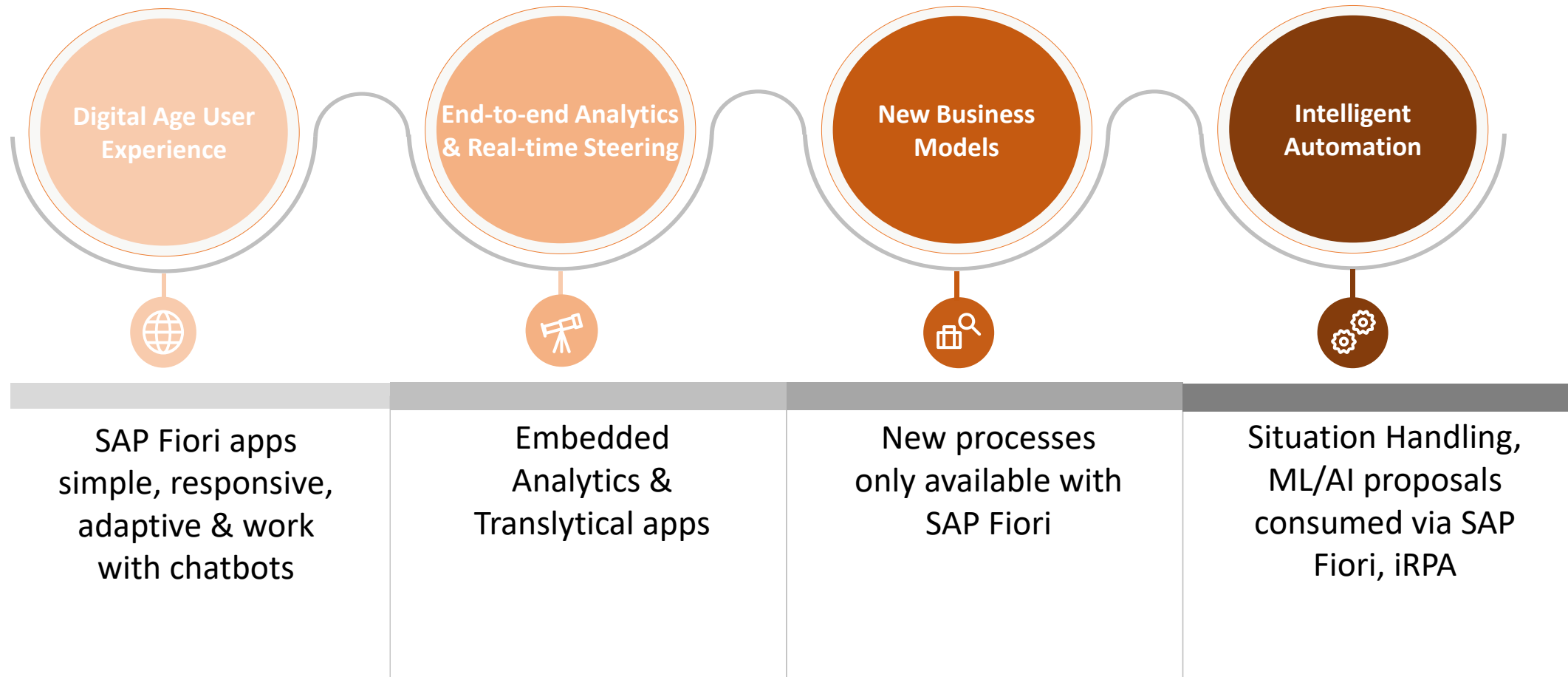
## SAP ERP HCM On-Premise



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# SAP Fiori Adoption

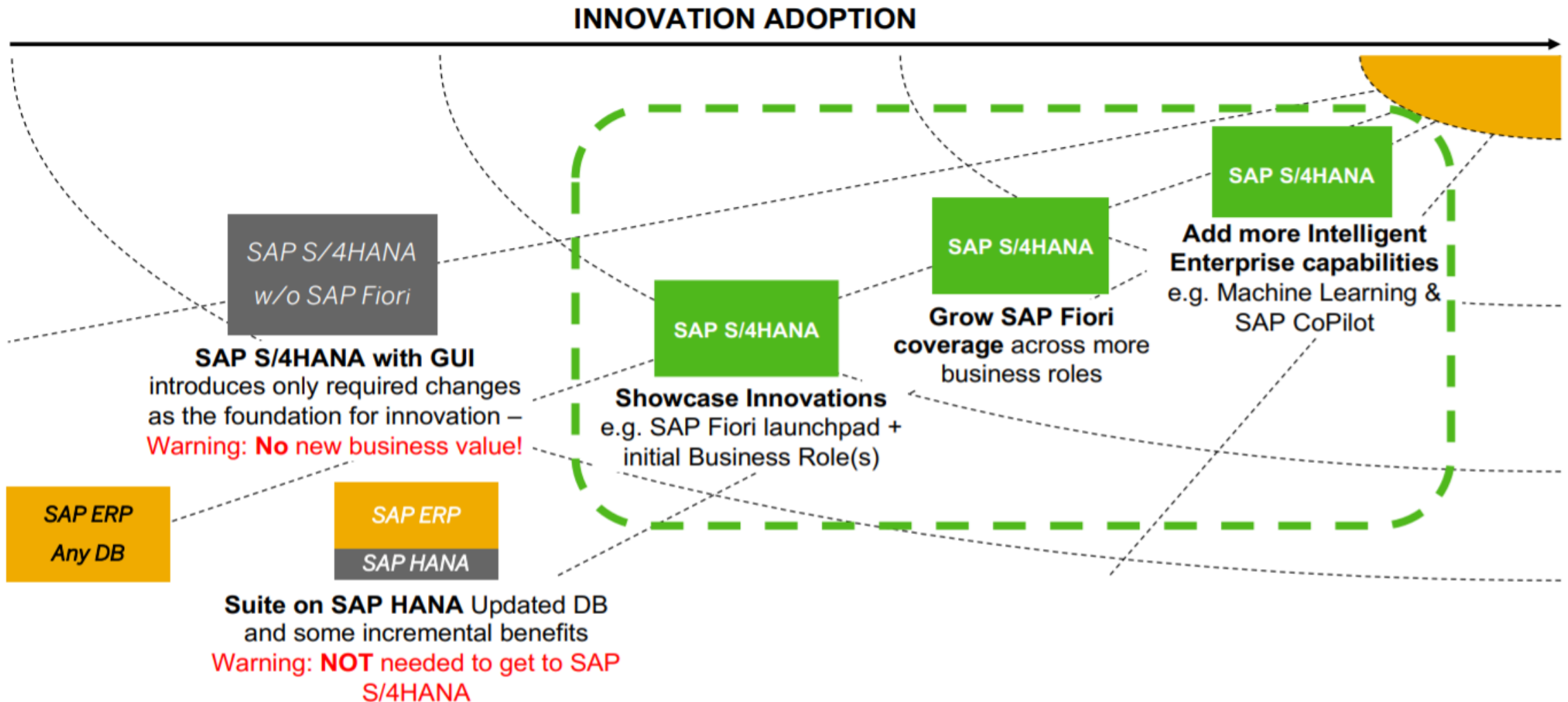
Why SAP Fiori? - SAP Fiori is the way business users consume SAP S/4HANA innovations



**iRPA** - Intelligent Robotic Process Automation    **ML** – Machine Learning    **AI** – Artificial Intelligence

# SAP Fiori Adoption

Managing the pace of organizational change - introduce at least some new business value early



# SAP Fiori Adoption

## Organizational Change Strategies

Strategy	New Business Value	Org Change Impact
<b>SAP GUI Only</b>	None	Very Low
<b>Single Entry Point:</b> - Fiori launchpad in browser	Very Low	Low
- SAP Business Client Launchpad Connection	Very Low	Very Low
<b>Showcase first:</b> - Roles or Process	Low	Low
- Specific Innovations first	Medium	Medium
<b>SAP Fiori first</b>	High	High

# SAP Fiori Adoption

Rapid Activation - Experience SAP Fiori as-delivered in Sandbox quickly, refine later in Development



**Initial Scoping**  
Identify Business Roles



Sandbox



**Rapid Activation** of your  
selected business roles



Development > Quality Assurance  
> Production



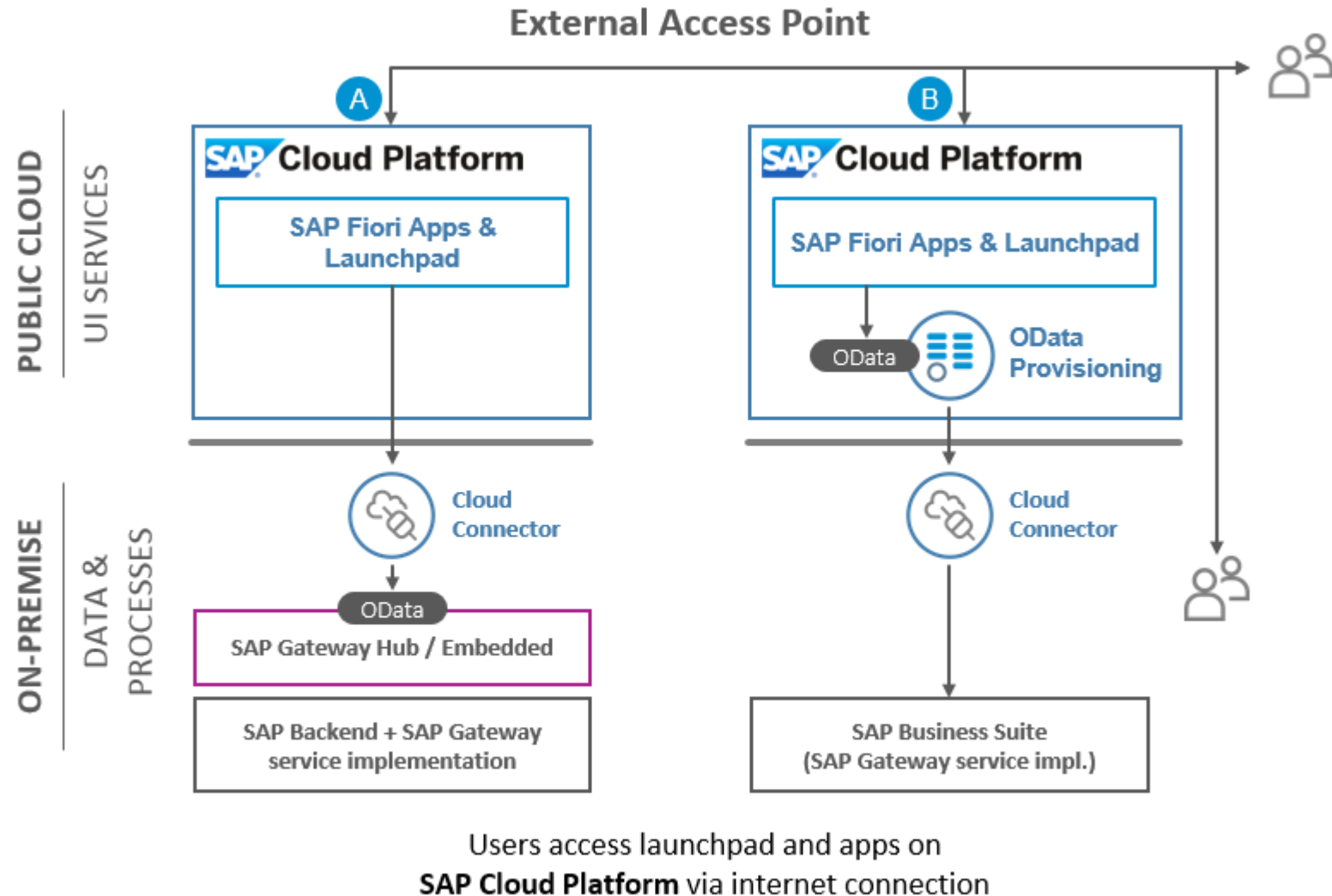
**Adjust launchpad content and  
layouts** to meet your needs



# SAP Fiori Adoption

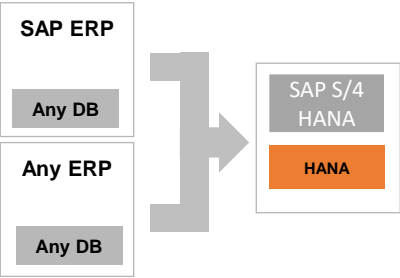
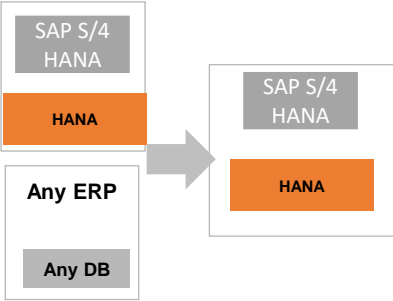
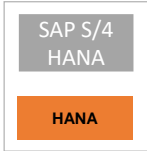
## SAP Fiori Cloud

- Front end system runs on SAP Cloud Platform
- Simplifies SAP Fiori implementation and accelerates time-to-value while leveraging existing investment.
- Secure channel to on-premise backend via cloud connector.
- Single point of access to all SAP Fiori apps for all device types.
- Extensibility option using cloud-based tools like Web IDE.



# Adoption of S/4HANA Central Finance - Roadmap to SAP S/4HANA

SAP S/4HANA can be implemented through either a Big Bang Approach or through a Phased approach.

Alternatives:	Option 1 Start with Central Finance	Option 2 Central Finance as part of Roll Out	Option 3 Big Bang with S/4 HANA
			
<b>Key Characteristics:</b>	<ul style="list-style-type: none"> <li>• A separate SAP S/4HANA instance used for replicating data from existing ERP systems</li> <li>• Harmonized reporting leveraging in-memory computing</li> <li>• Gradually migrate legacy ERP to SAP S/4HANA</li> </ul>	<ul style="list-style-type: none"> <li>• SAP S/4HANA prototype for one or more business units including global design and focus on data/reporting first</li> <li>• Phased roll-out for remaining business units</li> </ul>	<ul style="list-style-type: none"> <li>• A new consolidated SAP S/4HANA Enterprise instance including centralized database for Finance transaction processing, data structuring, and advanced reporting</li> </ul>
<b>Common customer attributes:</b>	<ul style="list-style-type: none"> <li>• Customers looking to change operations gradually but leverage benefits of consolidated financials.</li> <li>• Customers with multiple ERP platforms and want to slowly phase out</li> <li>• Customers with highly customized / complex SAP installation</li> </ul>	<ul style="list-style-type: none"> <li>• Customers looking to fully modernize and integrate their SAP architecture while minimizing risk and impacts on business operations</li> </ul>	<ul style="list-style-type: none"> <li>• New or Existing SAP customers</li> <li>• Customers looking to quickly retire legacy systems</li> <li>• Customers adopting new processes and financial systems design</li> </ul>

# Adoption of S/4HANA Central Finance – Deliver Value to Enterprise



## Business

- Stay agile and innovative, with little disruption to business
- Gain a competitive advantage with an accelerated path to finance and digital transformation
- Save time and cost with fewer resources required
- Shorten time to value compared to a full-scale upgrade



## Finance

- Create a single source of truth for planning and reporting
- Profit from real-time reporting, advanced analytics, and reliable forecasting
- Eliminates many traditional, inefficient reconciliation needs
- Step up into a more influential role with more time to deliver analytical and strategic insights to the business.
- Enable a real-time soft close at any time



## IT

- Consolidate existing SAP and non-SAP ERP systems without needing to retire them
- Adopt new innovations and adapt to changing circumstances more quickly and flexibly
- Roll out new capabilities incrementally according to actual needs
- Avoid disruption to running systems thanks to real-time data replication
- Gain instant insight into all connected systems at any time



## Adoption of S/4HANA Central Finance – Take Away

- Customer can use Central Finance as a steppingstone towards full SAP S/4HANA adoption.
- Central Finance will provide Customer a centralized platform, SAP S/4HANA capabilities, and selective finance transformation.
- Customer can deploy Central Finance for central reporting & planning, central process orchestration and central transactional progressively or in one roll out.
- Customer can build a business case by gathering current-state challenges from stakeholders and identifying where value opportunities exist.
- The key drivers of cost are scope, timeline, cloud versus on-premise, and extended reliance on third party support.
- Centralization of other non-Finance applications can increase the integration and value of Central Finance and simplify the IT footprint.

## Challenges for large ERP customers

- **Stakeholder Buy-in:** Business value proposition should include innovation with minimal disruption and aligned with SAP Roadmap.
- **Disorganization and confusion:** Requires a comprehensive plan cross applications, middleware and non-SAP systems.
- **Insufficient preparation of the legacy system:** Success of conversion dependent on how carefully the legacy systems is prepared and detailed planning.
- **Complexity of data transfer:** Moving data from SAP ERP (ECC) to S/4HANA is challenging if you don't properly prepare for conversion.
- **Customization** may be so extensive that it would be difficult or even impossible to migrate without major undertaking and cost. S/4HANA CFIN and Cloud approach may also be a positive change that can make customers rethink their overall strategic direction.

**Change is necessary**, and it opens doors to newer opportunities.

# Questions?

For questions after this session, contact us at [rajgupta@deloitte.com](mailto:rajgupta@deloitte.com)

# Thank you.

Additional text here.