

4TH SAP GLOBALIZATION SYMPOSIUM 2010

AN ANNUAL GLOBAL SAP USER GROUP EVENT – HOSTED IN 2010 BY DSAG



Successful approaches to global SAP harmonization, Shared Service Centers & Roll-out programmes



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Rollout concern modell to UK and SE

- **starting position**
- **project goals**
- **problems and restrictions**
- **technical setup**
- **transport streams and checks**
- **test landscape**
- **go live and cut over**
- **retrospection and assessment**



Rollout concern modell to UK and SE

starting position

- **Productive SAP-HCM-only-system**
 - **More than 130 companies in D and RO**
 - **Approximate 85.000 payrolls each month**
 - **Integrated to 18 SAP-FI/CO-systems**
 - **High frequent maintenance (> 1.000 transports / year)**
 - **2 or 3 patches each year**
 - **Small team of HR-experts which are really common with concern modell (former projects: international concept, migration, rollout Romania)**
 - **Project role as mentor in a country or as responsible person of a HR-modul**
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- **My role was leader of subproject IT-delivery**



Rollout concern modell to UK and SE

Project goals

- Rollout to companies in UK and Sweden
- Parallel to production
- One common HCM-system (4 countries, > 180 companies, > 105.000 payrolls)

Problems and restrictions

- Integration of many new members in project team
- Best support and best authorisation for project teams
- Aligned to maintenance process
- No negative impact to production
- Connection of internal and external motivation in project teams
- Including three patches (fiscal year 2008/2009 in UK and 2009 in D, RO, SE)



Rollout concern modell to UK and SE

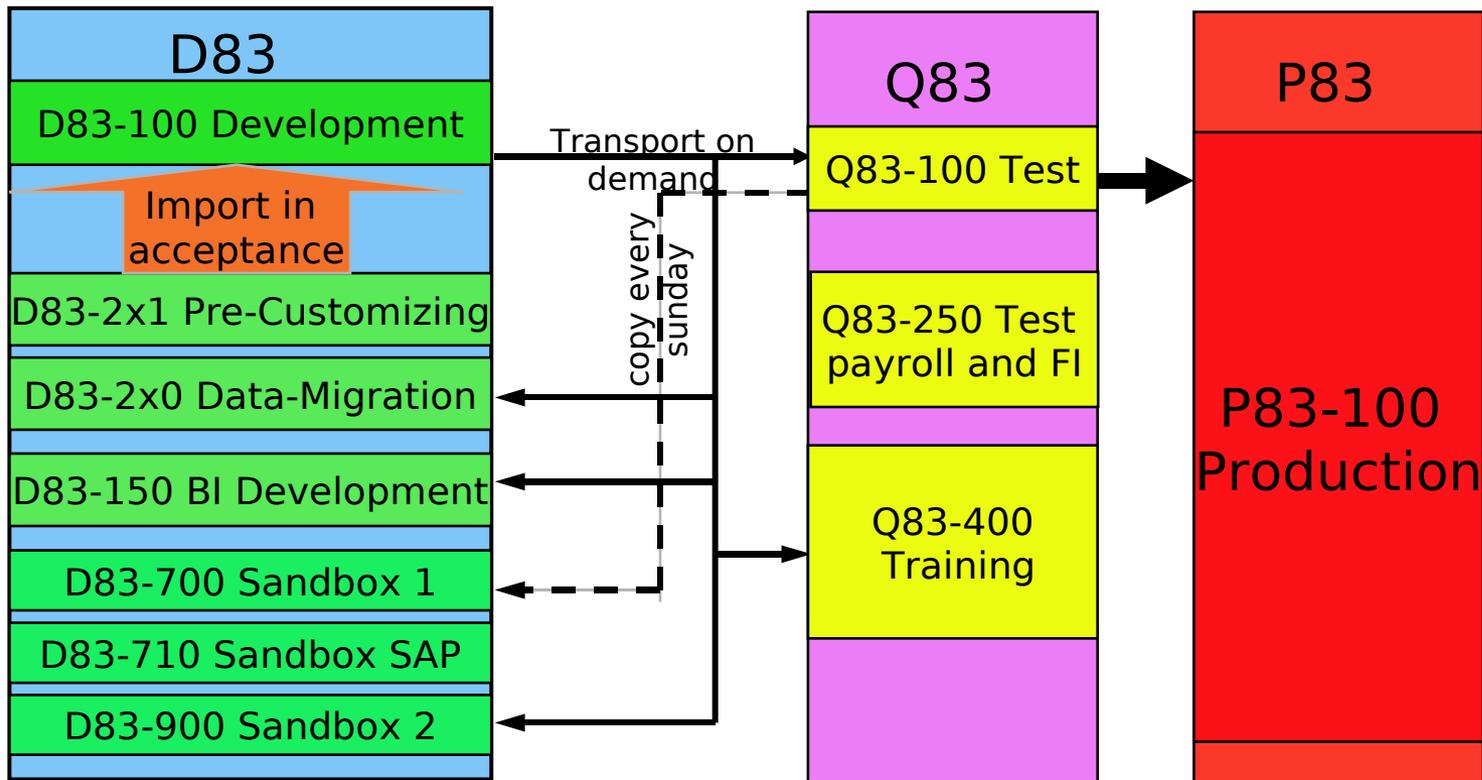
Technical setup

- **Using standard system landscape**
 - **Development-system**
 - creating special clients for each country
 - pre-customizing
 - data-migration
 - **Quality-/Training-system**
 - Standard test-client for all acceptance tests
 - Standard training-client for all backend trainings
 - creating special client on demand of UK for full test payroll and FI-interface
- **Test&Clone to move HR-data between clients**



Rollout concern modell to UK and SE

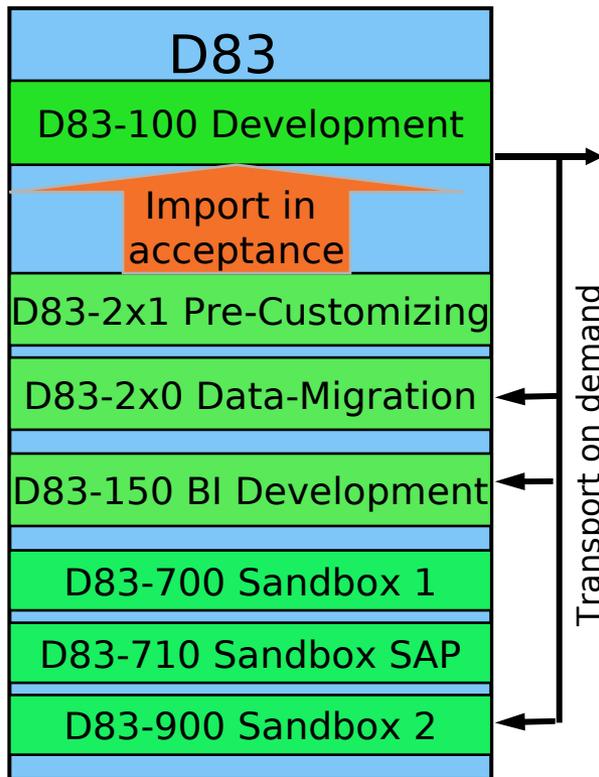
Technical setup and transport streams and checks





Rollout concern modell to UK and SE

Principles of collaboration project and maintenance



- Pre-Customizing and Data-Migration separate for each project (UK 250/1, Nordic 230/1, HU, BI 150)
- Transports created by mentors
- Mentors assigns tasks in transports
- No client independant customizing
- No customizing in client Data-Migration
- Delivering customizing on request after finishing a level agreed by mentors
 - Doublecheck for conflicts to running system by developer, mentor and person in charge for special group of functions
 - Import into D83-100
 - Transport via standard-queue (single process to bring customizing into client for data-migration)



Rollout concern modell to UK and SE

Test landscape

- **Only one standard test client for all transports**
- **Local customizing was collected for acceptance test (project) and permanent regression test (maintenance)**
- **Global and common customizing was tested soon and released to production**
- **Creating special test client to test**
 - payroll and FI-interface using real data of all EE in one country
 - Without problems in authorisation



Rollout concern modell to UK and SE

go live and cut over

- Loading all personnel data into data migration client
- Approval complete data base by business
- Acceptance test and regression test successfully:
 - Rollout Sweden and UK
 - Patch fiscal year 2009 in UK
- Collecting all transports (> 2.000) in 12 master-transports in Q-system
- Release master-transports into P-system
- Copying approved personnel data into P-system by using Test&Clone
- Connect root element in OM with existing structure
- Check and approve data in P-system
- Release data maintenance in UK and Sweden

- No interruption of business for permanent users in D and RO



Rollout concern modell to UK and SE

retrospection and assessment

- **We were successfully**
- **Some improvements are possible**
 - Staffing team (local – global)
 - Collaboration local - common - global
- **Significant advantages**
 - Rising conflicts early as possible
 - Concentrating power to solve real problems



Thank You for listening

