



**DataFoward™ for
SAP® SuccessFactors®**

Visualize, manage, and accelerate
your data migration

DataFoward for SAP SuccessFactors

Visualize, manage, and accelerate your data migration

HR data is vital to your business. Like water, it has to flow across the enterprise. And also like water, it can be difficult to manage and control. The challenge can be especially apparent when migrating to cloud solutions, such as the SAP SuccessFactors human experience management (HXM) suite. Data migration, in fact, can represent one of the more complex, risk-sensitive, and time-consuming aspects of an SAP SuccessFactors implementation.

The data matters

Addressing the data dilemma

Move DataFoward

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The data matters

Understanding your HR data and managing its quality will be important factors for a successful transformation and for enabling your organization to become a Kinetic Enterprise™ that is built to evolve. With a clean core as your foundation for migrating to the cloud, your organization can begin to move at the pace of disruption, leveraging responsive cloud technologies and fully integrating the intelligent capabilities of the SAP® ecosystem.

So how can you simplify the migration process and save time and costs for your organization, while also boosting accuracy, migration speed, and data transparency? In other words, how do you make data migration count? How can your organization take advantage of your workforce data and your SAP SuccessFactors cloud investments sooner—using your data to drive new intelligence, insights, automation, service, efficiency, and more?



Addressing the data dilemma

It's a fact: HR data today can lie scattered across multiple siloed systems, numerous spreadsheets, and various other applications. Not only is that data fragmented, it might be redundant, formatted differently in different systems, or riddled with errors and inaccuracies. And data-recording details such as commas, hyphens, and capitalizations can mean data falls through the cracks, gets duplicated unnecessarily, or migrates incorrectly. One potential result? Extra labor for your teams as they work to ensure the quality of migrated data.

It's an archaic way of doing things—especially in an era being driven by cloud capabilities and AI technologies that can seek out and correct such anomalies. That's why Deloitte developed DataForward™—a “methodology plus tools” offering for data migration to SAP SuccessFactors.

DataForward is designed to accelerate, automate, and help improve the quality of the SAP SuccessFactors data conversion process by providing structure to transform the data, repeatable processes for rapid regression testing, and meaningful analytics to highlight the health of your conversion—all of which expedite and improve the quality of your migration to the cloud.

Move DataFoward

DataFoward is designed with simplicity in mind. More than a data conversion tool, DataFoward provides a process, a methodology, and a framework for moving your data to SAP SuccessFactors and the cloud. With drag-and-drop features and key insights into your legacy data, DataFoward can support your data migration efforts across three dimensions: data harmonization, data integrity, and data consumption.

This “adapt and go” solution helps accelerate the implementation timeline by eliminating manual conversions and using instead dynamic data templates—created from an SAP SuccessFactors data model that facilitates data mapping, transformation, and validation (both pre- and post-load).

DataFoward also introduces data health checks (data quality metrics and data profiling) early in the migration process to help organizations identify data cleansing or extraction issues up front. Not only can this increase the accuracy and reliability of the data overall, but it can also accelerate the speed of deployment, reduce required IT and HR resources, improve overall data quality results, and reduce the risk associated with complex data migrations.



X-ray vision for your data

One of the big ideas behind DataForward is visibility. Data migration does not have to be a black box. In fact, it should not be. The movement of your data to the cloud should happen transparently—so you can understand the data you have, manage and “transform” it as it is extracted and migrated, and see its final destination.

DataForward allows you to do that, providing transparency and capabilities for modeling your data—helping you get early visibility into issues, manage data quality, and migrate data more efficiently. Having that clear view into your data is critical as you move data from legacy systems into a new SAP environment, allowing you to take action to make sure your existing data fits into your new model.



DataFoward: Simplifying data migration to SAP SuccessFactors

DataFoward facilitates HR data migration as part of your SAP SuccessFactors journey—providing a methodology and a set of tools that allow you to visualize, manage, and accelerate data migration while helping improve data quality and support a smooth transition to cloud.

Converts data from any HCM source system

Flexibility to utilize client-supplied source data from legacy human capital management (HCM) systems (on-premise as well as cloud-based).

Improved accuracy

Profiling legacy data, even before starting project data migration. Pre-load and post-load validation utilizes SAP SuccessFactors APIs to authenticate data accuracy.

Reduced of development efforts

Delivered functionality (i.e. configuration, data mapping, reporting) reduces the need for custom conversion development.

Extensive reporting capabilities

Reduces risk by producing timely, accurate, robust, and consistent (error and validation) reports and dashboards.

Accelerated conversion cycles and reduced cutover timeframe

Automated and performance-tuned migration and validation processes reduce the cutover footprint.

Save on costs

No additional software licenses required. Reduces the number of resources required for conversion activities.



DataFoward for SAP SuccessFactors

Key features:



Automated conversion mapping
specification generation for
accelerated legacy source system
field and their value mapping



Data profiling of legacy source
system to check readiness for
SAP SuccessFactors migration



Simplified self-proposed source-
to-target field mapping



300+ pre-data-load business
validation rules for data cleansing



Data integrity check functionality
for higher conversion
success percentage



Post-load data validation
and reconciliation report



30+ industry standard
data scrambling rules for
PII (personally identifiable
information) sensitive fields



Conversion health status
dashboard with drill-down
to details capability



50+ trend analytic reports
providing key insights to data
conversion and go-live readiness



Rollback of unintended
conversion load data



Job scheduling enabling
round-the-clock conversion



Data encryption at rest—i.e.
DataFoward database encryption
as well encryption while data in
transit; i.e. data file PGP encryption

Make an impact with your HR data

DataFoward serves as a data migration tool that can help you move data to SAP SuccessFactors, align it with business processes, and provide results that matter. Here is a look at potential outcomes that some organizations could see.

Speed

Conventional data migration might require three one-week cycles of testing and conversion. With DataFoward, comparable projects might take only two weeks and involve five shorter cycles—potentially reducing your organization's effort by as much as 35 percent.

User-friendly interface

With DataFoward, you don't have to guess how to get started. The solution determines where your data lies and guides you through a series of questions, prompts, and simple click-and-drag steps to help you move it—whether you're an IT specialist or an HR professional.

Choice and customization

DataFoward allows you to make the organization-specific adjustments you need to translate your old data structure into a new SAP SuccessFactors data structure. Does your legacy system sort data by first name? Do you want to start sorting it by last name after the migration? Does your old system blend data into one field when you really want two fields? Need to create a new field? With DataFoward, you can readily make those customized changes—and more. It's also a reusable solution, meaning you can apply it to additional, related projects such as a business merger.

Safety nets and guard rails

DataFoward helps take the guesswork out of data migration, allowing you to simulate an action before you make it real. It also provides "green flag" alerts when your actions are on target, as well as "red flag" alerts to let you know about potential inconsistencies or errors.

Potential bottom-line benefits

As a focused set of rapid implementation methodologies, accelerators, and support tools, DataFoward can help you start seeing value sooner. Deploying DataFoward as part of your SAP SuccessFactors implementation strategy can help you:



**Accelerate migration of data
to SAP SuccessFactors**



**Start realizing benefits sooner
with SAP SuccessFactors**



**Identify gaps in processes
critical to your HXM
transformation**



**Support future enterprise
data migration needs**



DataFoward in action

The issue

For a leading US supplier of specialized services, aging on-premise HR technologies were not effectively supporting enterprise growth and modern digital business needs.

The solution

To enable agility, support scalability, and address the needs of a diverse and highly mobile workforce, the company chose a suite of SAP SuccessFactors solutions—intent on improving the experience for more than 40,000 managers and employees. DataFoward was essential for supporting data migration and data transformation, helping to significantly reduce conversion timelines and enhance overall results in the business-critical area of human experience management.

The impact

Moving fast to extract, analyze, enrich, and convert data helped ensure that the HR transformation was built on a solid data foundation. The transformation, accelerated with the aid of DataFoward, has helped the company support a next-generation digital organization, deliver new efficiencies, and empower the workforce with self-service capabilities and a modern interface.



Let's Talk

See what DataForward can do for your organization—and how it can help support a “built to evolve” Kinetic Enterprise operating with a clean core, responsive cloud technologies, and intelligent capabilities.

Contact us to schedule a demo or to discuss what it takes to deliver value with data migration. Our long-standing alliance with SAP, our global network of SAP-focused professionals, and our consistent recognition from SAP for our HXM cloud accomplishments means we have the experience, the strength, and the leadership to provide you with solutions you can rely on.

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