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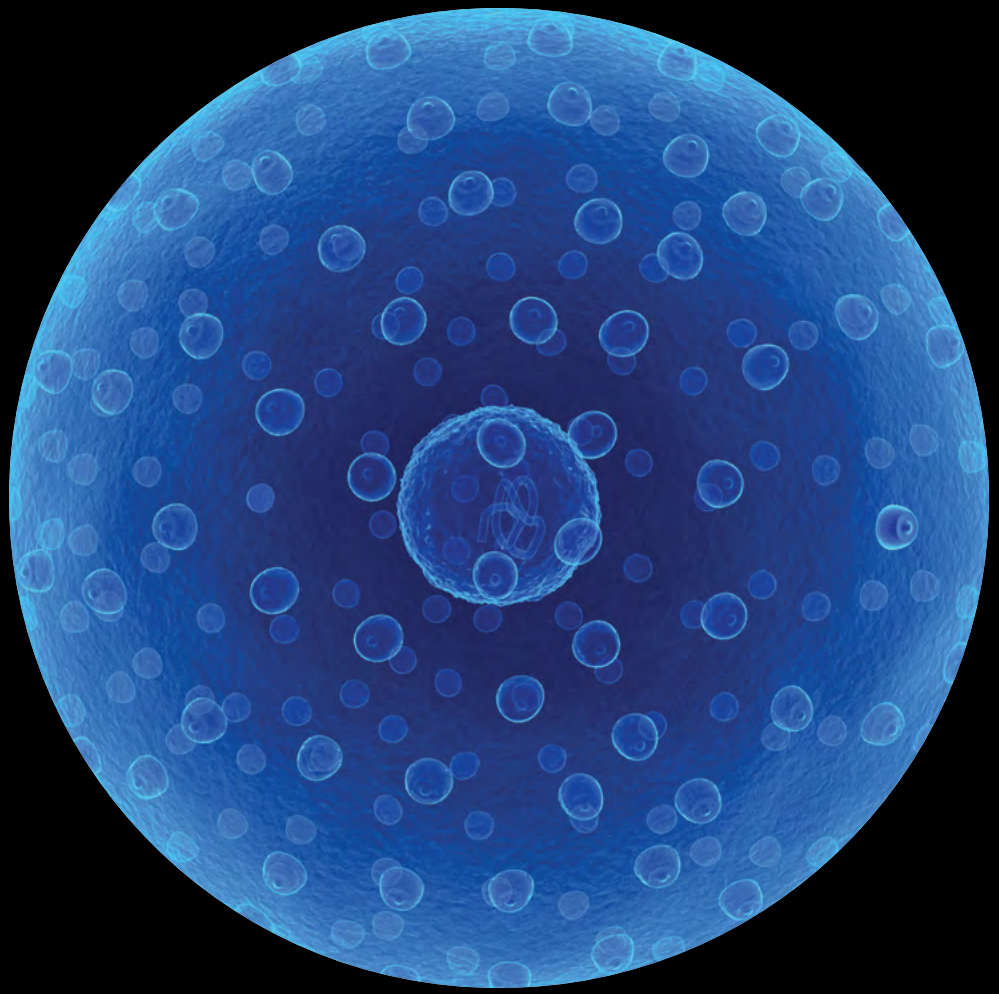

Haiku for SAP®
SuccessFactors
A comprehensive tool to help
make your data migration count

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It's a fact: Data migration represents one of the more complex and time-consuming aspects of an SAP® SuccessFactors implementation.

Having your data in excellent shape—and having a better understanding of that data—serves as one of the most important factors for a successful transformation. Unlike some data components in an organization, HR data reveals a history and tells a story about your organization at different points in time. HR data lies at the heart of your human capital management (HCM) activities and emerging digital transactions. It drives the insights and decision-making opportunities that you expect from your SAP SuccessFactors solution. So how do you make data migration count?

Many organizations today still tackle daunting data migration efforts with tedious error-prone manual tasks, limited reporting to highlight problems, and large blocks of time between iterations and phases. It's an archaic way of doing things—especially in an era being driven by cloud capabilities. That's why we developed Haiku as a better technique to facilitate data migration to SAP SuccessFactors.

Haiku accelerates, automates, and helps improve the quality of the SAP SuccessFactors data conversion process by providing structure, repeatable processes, and meaningful reports—which expedites and improves the quality of your migration to the cloud.

Making data meaningful

Some organizations settle for tools designed for yesterday's business landscape—simplistic tools that focus only on converting data while providing minimal guidance or instructions. Some organizations are manually moving data in haste and with little planning as they attempt to keep up with deadlines and minimize disruption during a transition to SAP SuccessFactors. Others simply don't know where or how to start moving their data effectively—improvising data migration as they move forward.

Haiku is a part of the HR FastForward program from Deloitte—designed to support a rapid and intuitive data migration process focused on delivering value for the enterprise.

How do you Haiku?

Haiku is synonymous with elegant simplicity. Our HR FastForward program includes a set of integrated tools, processes, and accelerators for the SAP SuccessFactors environment. Our approach leverages Deloitte's SAP SuccessFactors experience, coupled with our HR conversion experience and HCM implementation experience, to deliver a complete conversion solution for your move to the cloud.

Our out-of-the-box solution helps accelerate the implementation timeline by eliminating manual conversions and instead uses pre-built configurable functionality that facilitates data mapping, transformation, and validation (both pre- and post-load). Haiku 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. This can not only increase the accuracy and reliability of the data overall, but it can also accelerate the speed of deployment, drastically reduce required resources, improve overall results, and reduce the risk associated with complex data migrations.

Haiku: Simplifying data migration to SAP SuccessFactors

Haiku is more than just a data conversion tool. It provides process, methodology, and a framework for moving your data to SAP SuccessFactors cloud.

Converts data from any HCM source system
Flexibility to utilize client-supplied source data from any HCM systems (on-premise as well as cloud-based).

Improved accuracy
Pre-load and post-load validation utilizes SAP SuccessFactors APIs to authenticate data accuracy.

Elimination of development efforts
Delivered functionality (i.e., configuration, data mapping, reporting) eliminates the need for custom conversion development.

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

Accelerated conversion cycles and reduced cut-over timeframe
Automated and performance-tuned migration and validation processes reduce cutover footprint.

Save on costs
No additional licenses or software required. Reduces the number of resources required for conversion activities.

Key Features

- There are 5 distinct ways that Haiku addresses even the most complex of data.
- Haiku provides consistent and simple formats for data extraction from legacy systems, automates tedious manual conversion tasks, and significantly reduces other error-prone manual activities.
- Simplified source-to-target field mapping.
- Accelerates mapping between legacy source system and SAP SuccessFactors by providing pre-defined field layouts for all modules.
- Simplified configured validation rules.
- Provides a spreadsheet look and feel to enable field-based rules and allow conversion sequencing to be quickly established.

Haiku is a comprehensive 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.

Instant insights into your data and related needs.

Haiku is more than a data conversion tool. It can help you understand your data before you move it—what it looks like today as well as what it will look like after migration. Load it onto your environment and then start leveraging rich features that allow you to explore existing data, envision what your migrated data will look like, and determine what decisions you'll need to make to ensure that your data in SAP SuccessFactors supports business objectives.

Speed

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

User-friendly interface

With Haiku, 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

Haiku 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 Haiku, you can readily make those custom 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

Haiku helps takes 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, Haiku can help you start seeing value sooner. Deploying Haiku 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 HCM transformation
- Support future enterprise data migration needs

Let's talk

Want to see what Haiku can do for your organization? 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 HCM 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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