Migrating to S/4HANA with minimal disruption

23. October 2025, SBN Conference Thomas Thykjær and Camilla Eikeland

INSIGHTS FROM ELKJØP'S S/4 MIGRATION

Sharing our experience implementing a Near Zero Downtime (NZDT) migration to SAP S/4HANA Retail on SAP RISE focused on minimizing business disruption and ensuring high data integrity throughout the migration



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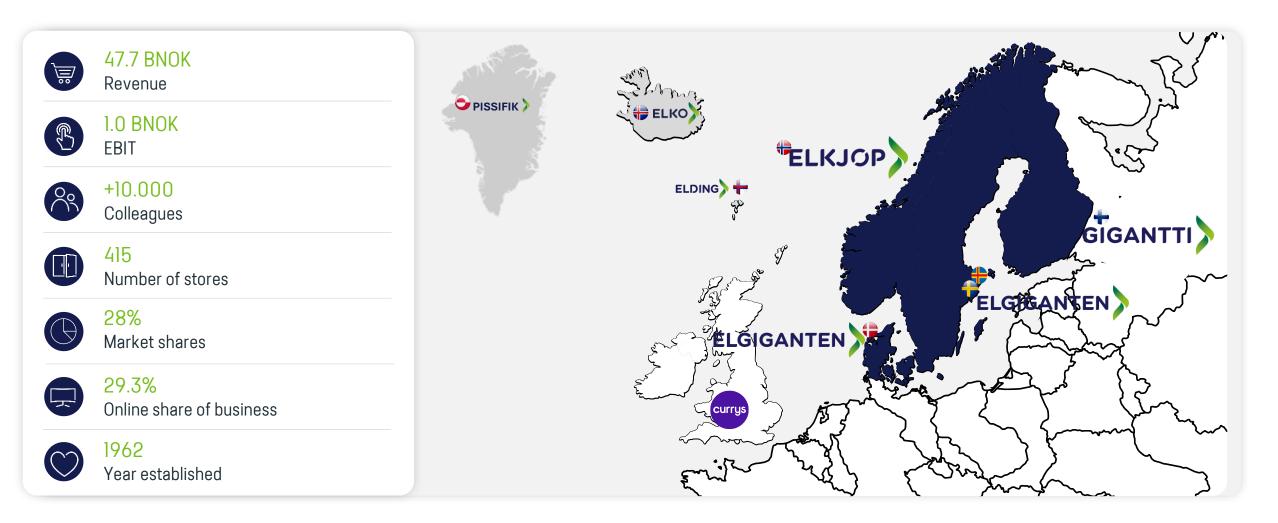
Business Architecture Associate

Director

Accenture



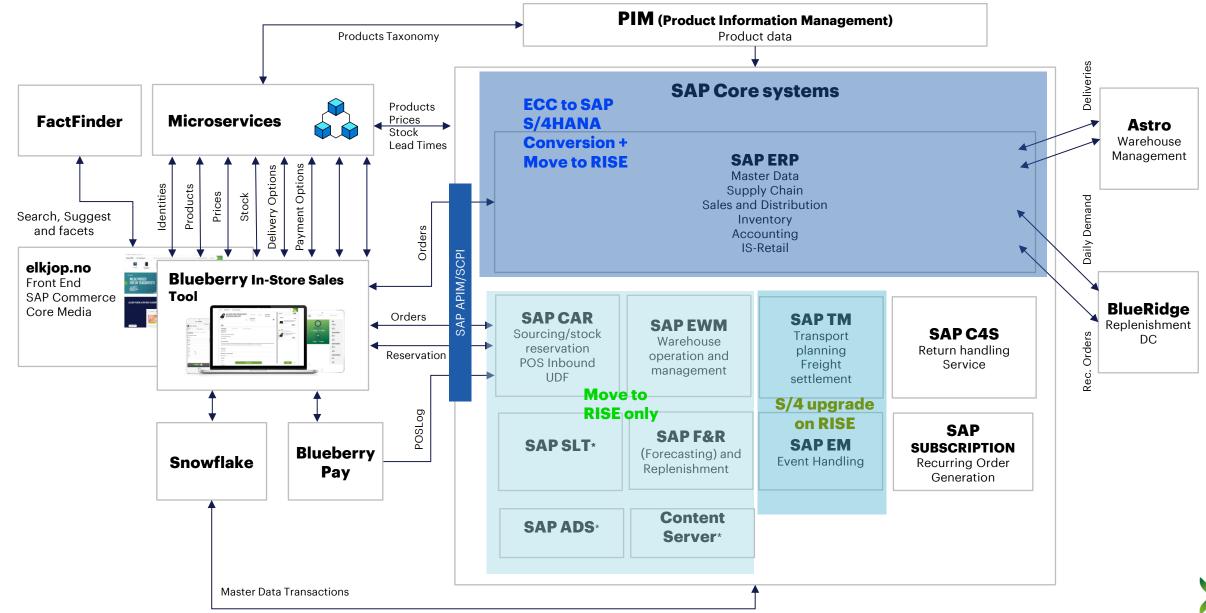
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SCOPE

SCOPE



INITIATION

PREPARATION AND ASSESSMENT PHASE



Analyse current system (ECC)

- DB and data volume
- Source and target versions, add-ons
- SAP Readiness Check



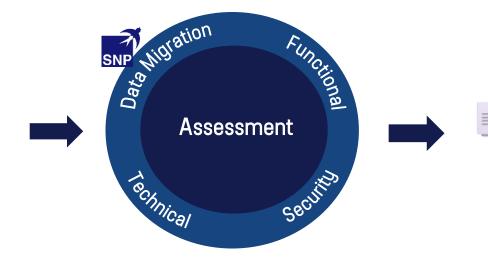
Complete related pre-projects

- CVI
- Contract Management
- Archiving



Define System Downtime aspiration

• Target 24 hours



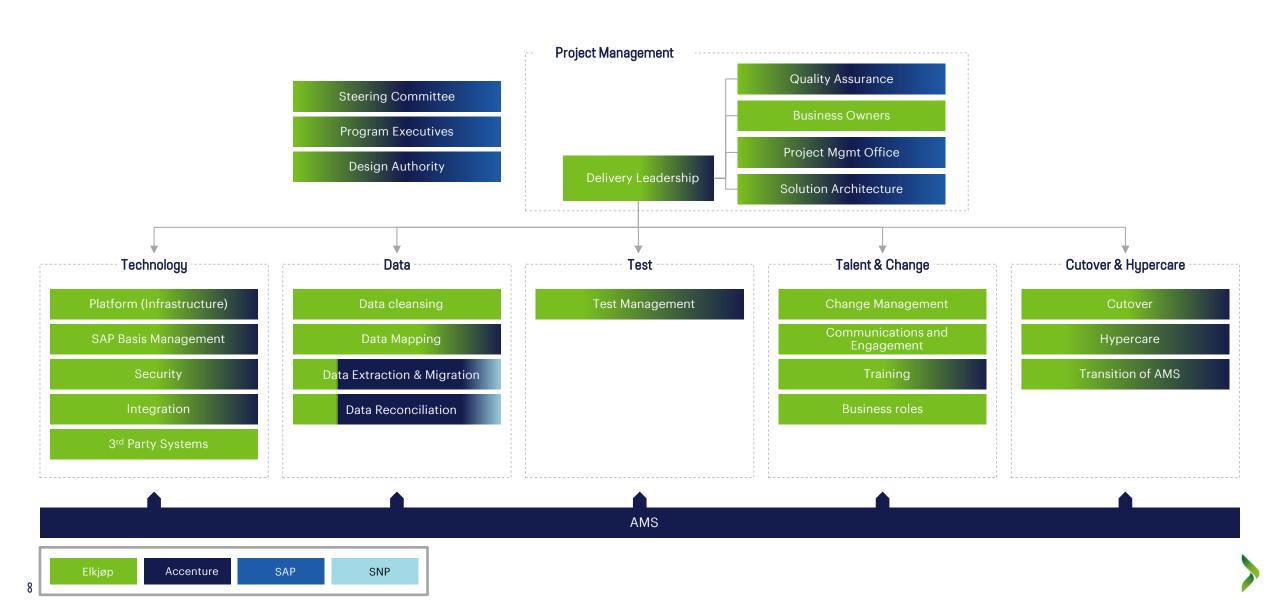


Complete readiness report

• Input for detailed project plan



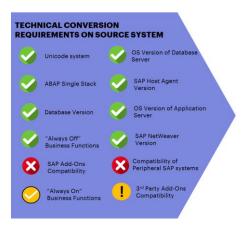
DEFINING THE PROJECT ORGANIZATION



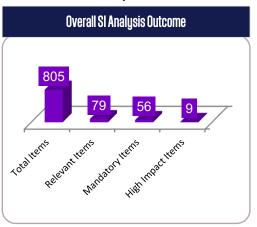
ASSESSMENT OUTPUT

- Project initiated by running a structured tool-based assessment
- Purpose of assessment to identify which parts of the current solution is compatible with the conversion process, and which areas need remediating actions

System Technical Readiness



Accenture FIAT: Functional Impact Assessment



Accenture Profiler: Custom Objects



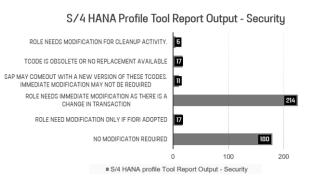
Objects due to S/4

simplification & Existing

HANA DB

Mandatory Error Statements

Security





PLAN

DATA MIGRATION

DATA MIGRATION METHODOLOGY

Prepare & mobilize



Analysis of current Data

Data Migration Workshop

Data Migration Blueprint

state of art

for Blueprint

signoff

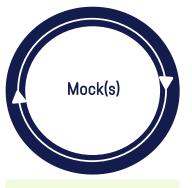


Configuration of SNP

Migration Tool

Technical Test

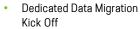
Execution of first







- Mobilization of SDT Team (ACN/SNP)
- Kick off and onboard Elkjøp Stakeholders
- Execute workshops to share approach



Dedicated onboarding session

- **Dedicated Blueprint** Workshops
- Analysis with SNP Crystal Bridge
- SNP Crystal Bridge suite to build up conversion programs
- Testing import/export of Data from ECC Clone to S/4 Target

- Preparation of S/4 Target environment
- Mocks execution
- Near Zero Downtime simulation
- Data Validation execution
- Activation of Near Zero Downtime technologies with SNP Crystal Bridge suite (Optional)
- Reconcile Data with SNP Crystal Bridge
- **2 2 2**

- Definition migration as part of the Cutover Strategy
- Data Load into S/4 Production
- Final Validation & Signoff
- Activation of Near Zero Downtime technologies with SNP Crystal Bridge suite (Optional)
- Final sign-off with SNP Crystal Bridge



Dedicated support into first weeks of stabilization



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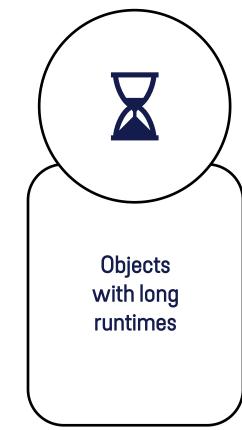


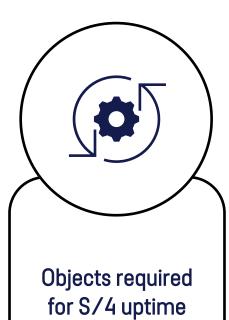
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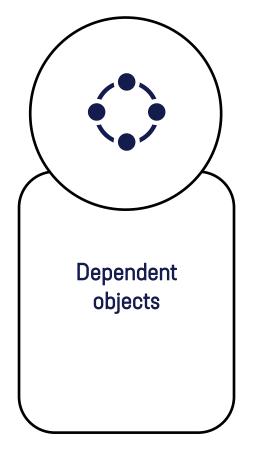
NEAR ZERO DOWNTIME OBJECT SELECTION

FINAL OBJECT LIST

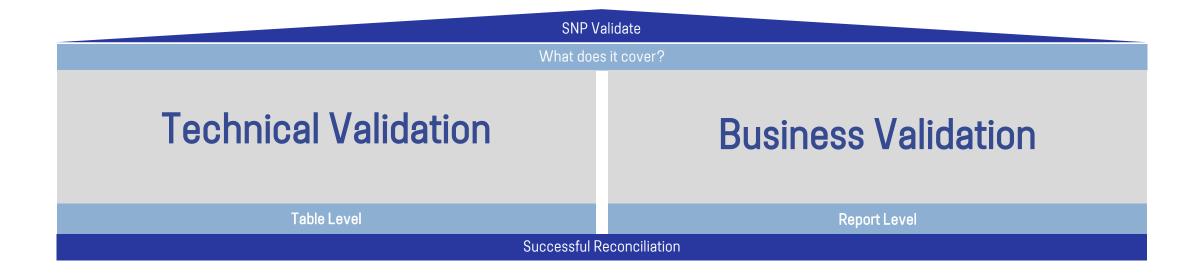


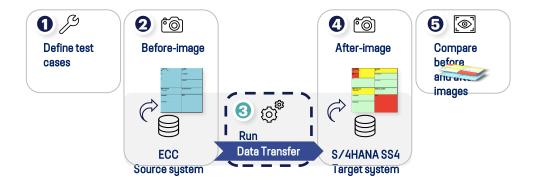


conversion



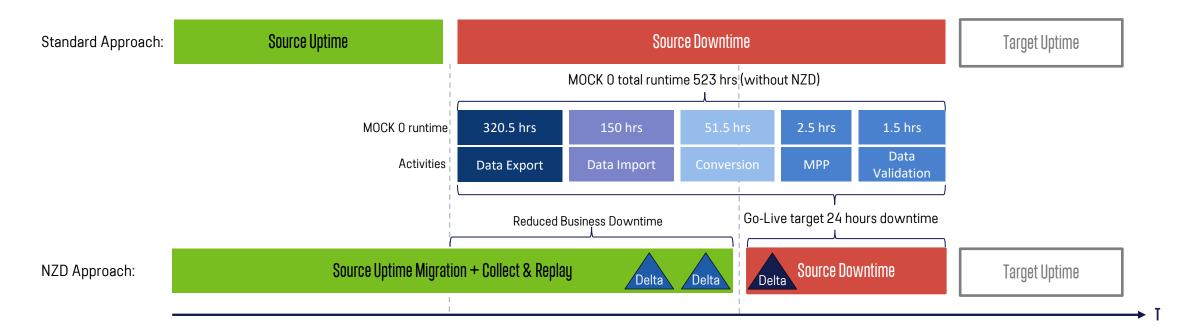
DATA VALIDATION STRATEGY AND STEPS







DATA MIGRATION TECHNICAL APPROACH



Key approach differences with NZD:

- Data refresh from Production to ECC and run Initial Data Load from copy to Target during business Uptime
- Run and Collect Production triggers to capture new data since Initial Load (can be repeated)
- · Isolate Source (start downtime) run delta load again to ensure sync with downtime start
- · Run downtime activities (which will go much faster due to low data volume)

Improvements between MOCK 0 and MOCK 1:

- Environment sizing / performance scaling
- · Code optimization
- Analysis of bottlenecks in runtime processing



Q&A



KEY LEARNINGS



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- Empower the right people to drive success
- Use tools that provide a structured overview of custom code remediation
- Plan and manage the project timeline in detail, considering business risks
- Ensure strong understanding of business processes and system landscape across the data migration team
- Define a clear test environment strategy and preparation plan early
- Downtime is the biggest risk plan early, rehearse thoroughly, and run mock conversions (non-negotiable)



Thank You!

