

# Capgemini Business Agility: Pace-layered upgrade strategy

## 1 Business Challenge

- Modernization of the ERP package is required
  - From a business perspective, the current ERP doesn't cater for the fast changing business needs
  - From a technical perspective, out-of-support of the current used version
  - From an operational perspective, the maintenance costs of the ERP system are increasing

## 2 Solution

- Use of Capgemini Rapid Design Visualization workshops to determine the most appropriate upgrade path based on business processes
- Simplifying the set up of the upgraded ERP by aiming for a plain vanilla implementation.
- Add flexibility on top of the ERP package by means of a flexible and agile layer (Oracle SOA/BPM)
- Include Reporting and Monitoring to enhance management insight

## 3 Results & References

- **Management**
  - Steering mechanisms
  - End to end overview
- **Business**
  - Easily Adjustable
- **IT:**
  - Manageable environment
  - Lower administration costs
  - Simplified upgrade path

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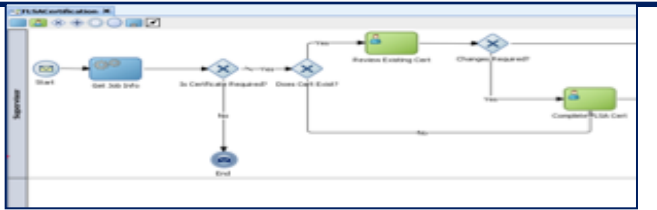
Reporting and monitoring



**Management:**

- Steering mechanisms
- End to end overview

Flexible SOA&BPM layer



**Users:**

- Easily Adjustable

Plain vanilla ERP



**IT:**

- manageable environment
- Lower administration costs
- Simplified upgrade path

Request

Approval

Order

Receive

Invoice

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RAPID	DESIGN	VISUALIZATION
<p>Rapid iterations allowing earlier in process solution design</p>	<p>Collaborative Design approach to deliver business solutions within defined constraints</p>	<p>Using Simulations to explore complex ideas with business &amp; technology users</p>
<p>Increasing opportunities for feedback and improvement</p>	<p>Balancing standards with customizations</p>	<p>Setting and managing expectations</p>

**Capgemini best practices and knowledge**

The bottom section features three main components:
 

- HR Strategy Matrix:** A circular diagram with 'HR Strategy' at the center, surrounded by various HR functions like Recruitment, Compensation, and Learning & Development.
- Supporting HR Processes:** A circular diagram with 'HR Strategie' at the center, supported by 'Onwikkeling' (Development), 'Inzetting' (Deployment), and 'Uitvoering' (Execution).
- PeopleSoft Interface:** A screenshot of the PeopleSoft HR system showing a detailed employee record and a complex workflow diagram.