

Success Story | H4S4 Conversion

# Successful migration to SAP HCM for S/4HANA

**Stadtwerke München chose to partner with Nativion for their H4S4 transformation**

With its migration, the goal of municipal utility firm Stadtwerke München was to move from SAP ERP HCM to SAP HCM for S/4HANA (H4S4) without any loss of existing functionality while introducing new S/4-specific features. To ensure timely implementation, the firm enlisted the support of Nativion's HCM experts.



To secure the long-term viability of its SAP HCM system, Stadtwerke München (SWM) decided to upgrade to SAP S/4HANA.

The challenge was that their existing HCM system was highly complex and included numerous custom developments. SWM had largely managed the compatibility of these customizations in-house. However, SAP S/4HANA introduces new concepts that require adjustments to the existing system environment – such as the implementation of the SAP Employee Business Partner model and the adaptation of custom code to the HANA database. FI-related changes also required updates to the payroll and payment processes in the HCM system.

With the goal of migrating without any loss of functionality, SWM chose an H4S4 brownfield migration approach. However, due to limited internal experience in this area, the company put the project out to tender.

Nativion won the contract, thanks in part to its strong professional and technical collaboration with SWM on a parallel ILM project. In addition to providing migration support, Nativion's key task was knowledge transfer – ensuring SWM could build in-house expertise from the outset and take on as many tasks as possible independently.

## Foundation for migration success: careful project planning

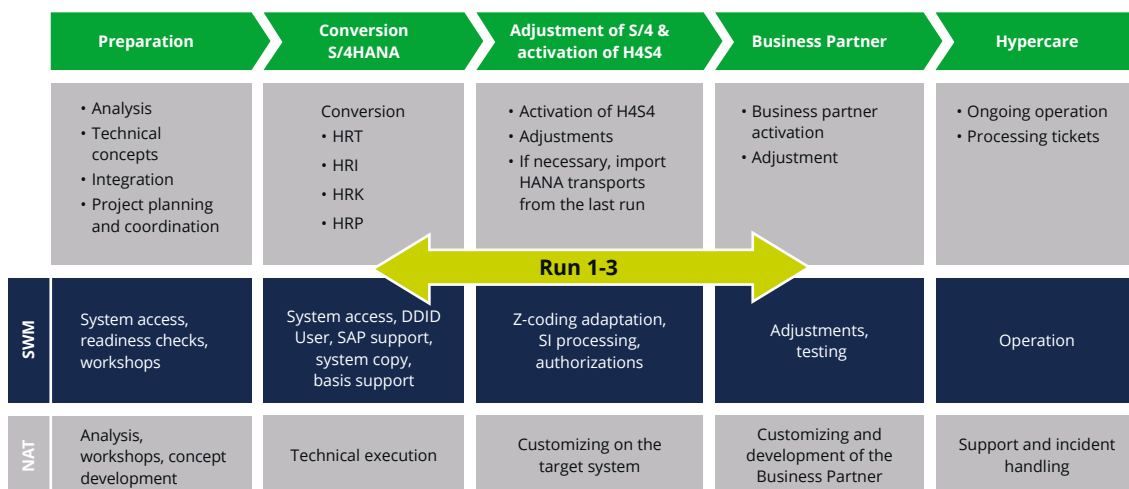
When the migration project was launched in December 2023, the focus was on preparation – above all, system and data analysis. Using the SAP Readiness Check and the Simplification Items, the project team gained a comprehensive overview of the existing HCM system and the data and processes it contained. The ABAP Test Cockpit (ATC) check was also used to examine custom developments and determine which code adjustments were required for S/4HANA. These analyses formed the basis for all further steps.

In joint workshops, Nativion and SWM coordinated on the best technical approach and developed a detailed conversion concept and a cutover plan. This laid the groundwork for the system conversion to begin.

## Four steps to running H4S4

Using a system copy, Nativion first technically migrated the existing SAP ERP – including the HCM landscape systems HRT (sandbox), HRI, HRK, and HRP – to SAP S/4HANA. In the next step, it activated SAP HCM for SAP S/4HANA on the target system and adapted it to meet individual requirements. This also included converting the central interface communication to Filegate, as well as making adjustments to the Fiori Launchpad user interface and house bank maintenance.

The third step involved setting up the Employee Business Partner function, which is essential for a successful H4S4 migration. This phase also focused on other necessary adjustments to ensure a smooth transition. Finally, the team carried out extensive technical and functional testing before the system was successfully moved into productive operation.



General course of an H4S4 migration

## Successful foundation for HXM laid

The team successfully achieved its target of a go-live by the end of August 2024. Within just nine months, it migrated SAP ERP HCM to S/4HANA, while maintaining all existing day-to-day business functions and successfully introducing S/4-specific features such as the Employee Business Partner function.

A key factor in this successful project was the excellent collaboration between SWM and Nativion. With a clear Jira board, topic-specific status meetings, and short-term updates via Microsoft Teams, the team ensured that all project participants were always kept informed and that issues could be resolved quickly.

Thanks to the SWM staff's in-depth knowledge of their own system, they were also able to carry out many tasks themselves under Nativion's guidance. SWM's IT project manager, Stefan Brandstätter, is very pleased with the outcome: "Nativion was a great collaboration partner for us in every respect – not only in terms of project support, but also in internal knowledge building and quick issue resolution. This allowed us to meet our go-live date without any problems and puts us in a strong position for HXM and our continued journey to the cloud."

<b>Hard Facts</b>	
<b>Company</b> Stadtwerke München	<b>Revenue</b> approx. EUR 9,672 million
<b>Headquarters</b> Munich, Germany	<b>Employees</b> approx. 11,000
<b>Industry</b> Energy	<b>Website</b> <a href="http://www.swm.de">www.swm.de</a>
<b>Products &amp; Services</b> Electricity, gas, water, swimming pools, e-mobility, photovoltaics, telecommunications	<b>Nativion Services</b> Conversion to HCM for SAP S/4HANA

## About Stadtwerke München



The Stadtwerke München (SWM) keeps Munich running around the clock: As one of Germany’s largest municipal companies, it stands for secure energy supply, city-oriented mobility, future-proof telecommunications services, and the best drinking water from the Bavarian foothills of the Alps. With its services, SWM plays an important role in municipal public services and makes

a significant contribution to the economic strength and quality of life in Munich and the surrounding region.

## About Nativion



Nativion is a digital moving company that moves business-critical data and processes from one technology platform to another. Nativion experts are called in when medium-sized and large enterprises want to modernize, optimize, separate, merge, or restructure their IT systems. With its exclusive expertise in technical transformation, Nativion enables its customers to run their data and processes on

the most modern and innovative technologies available. To support data transformations, Nativion leverages its proprietary software solution, Nativion DCS. Nativion is a founding member of the SAP S/4HANA Selective Data Transition Engagement Community and has been part of NTT DATA Business Solutions AG, a leading global SAP consultancy, since 2022.

**Thinking about moving to SAP HCM for S/4HANA? Contact us!**

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