



Workforce/ Skillset of Tomorrow – Examples from the SAP Ecosystem

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DSAG Board Industry Solutions and Business Processes

Sponsor Transformation / Industry 4.0 and Internationalization

Transformation 4.0 — Beyond the Hype

Workforce / Skillset of Tomorrow – Examples from the SAP Ecosystem

WHAT IS IT?

- All about how business will change enabled by new technologies

WHAT ARE THE START AND END POINTS?

- Human in the middle – Product in the middle
- Competitive advantage of regions, companies, people

What do we cover during the next minutes?

- DSAG at a Glance
- Opportunities of new Business Models enabled by Technology
- Related (change management) challenges to be managed



DSAG at a Glance – Structures and Objectives

DSAG*, founded in 1997, has a body in place to act:

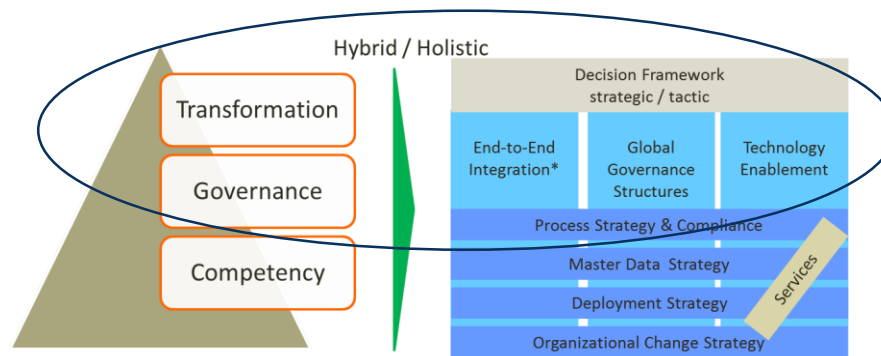
- More than **2,900 companies**, institutions and authorities in the entire German-speaking area (Germany, Switzerland and Austria), more than **50,000 individual signed in**
- Around **150 topic-related** special interest groups (SIGs) in Industries Solutions, Applications, Technology and Support
- **Established Governance Relationship Model** in place between volunteering Board Members, functional/organisational Back Office and volunteering SIG Leads and participants
- Over **20,000** individual persons participated in 2013 in related meetings



DSAG at a Glance – Structures and Objectives

DSAG acts as an independent voice of SAP users in Germany, Austria and Switzerland:

- **To bundle** the interests of members and represent them in the international **SAP ECO Network**
- **To foster knowledge** transfer and **adoption**
- **To be the influence** channel for installed and innovation base
- **To drive strategy exchange** for upcoming transformation



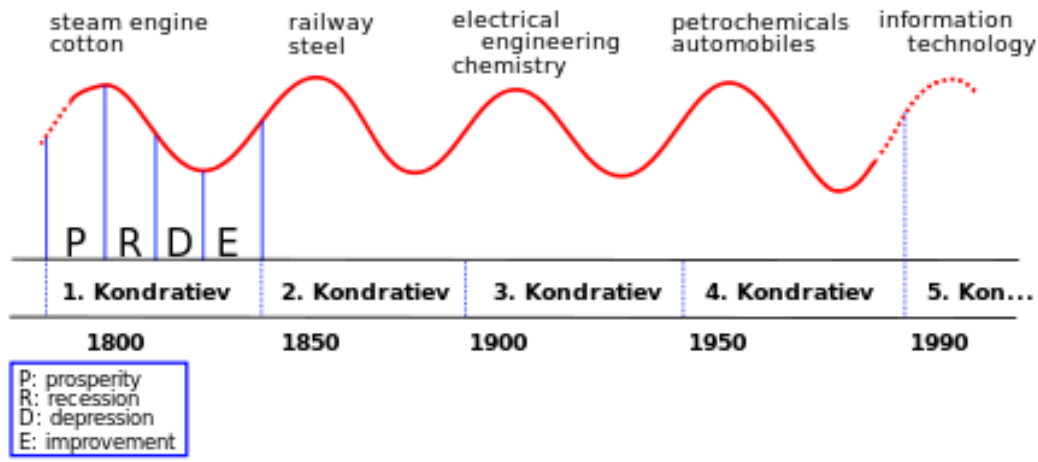
Transformation gets obvious



- **Run new (automated/industrialized) business models (“CIM gets real”)**
 - Smart Car – Smart Meter – Smart City = „ Smart Business“
- **Socialize within ECO System / Go “with the market”**
 - Customer centric, Product driven, Shared Economy
- **Predictive appliance / intelligent machines**
 - Smart Production, Lean “Fabric”
- **Direct partner relationship models**
 - Internet of Things, Smart buying, Smart Invoicing
- **Service at a glance**
 - Discover-define-deploy-run: 1 idea / 1 way
- **Global coverage and appearance**
 - High availability, Cloud Scenarios, Advanced Security and Safety



Change is in progress



- Social and commercial networks determine business behavior
- Technology cycles overrun known economic cycles

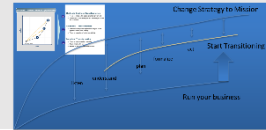


“No time for thoughts, others will do”

Distribution of APPs within <24h

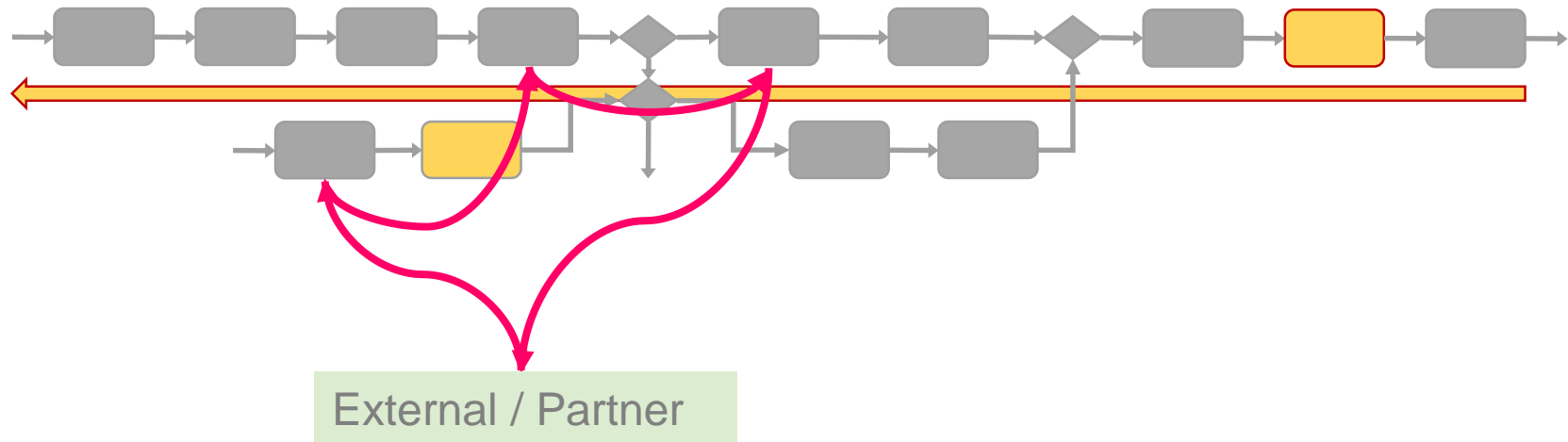


EVOLUSTRY* – Evolution of Industry “Be open for new Business Models”



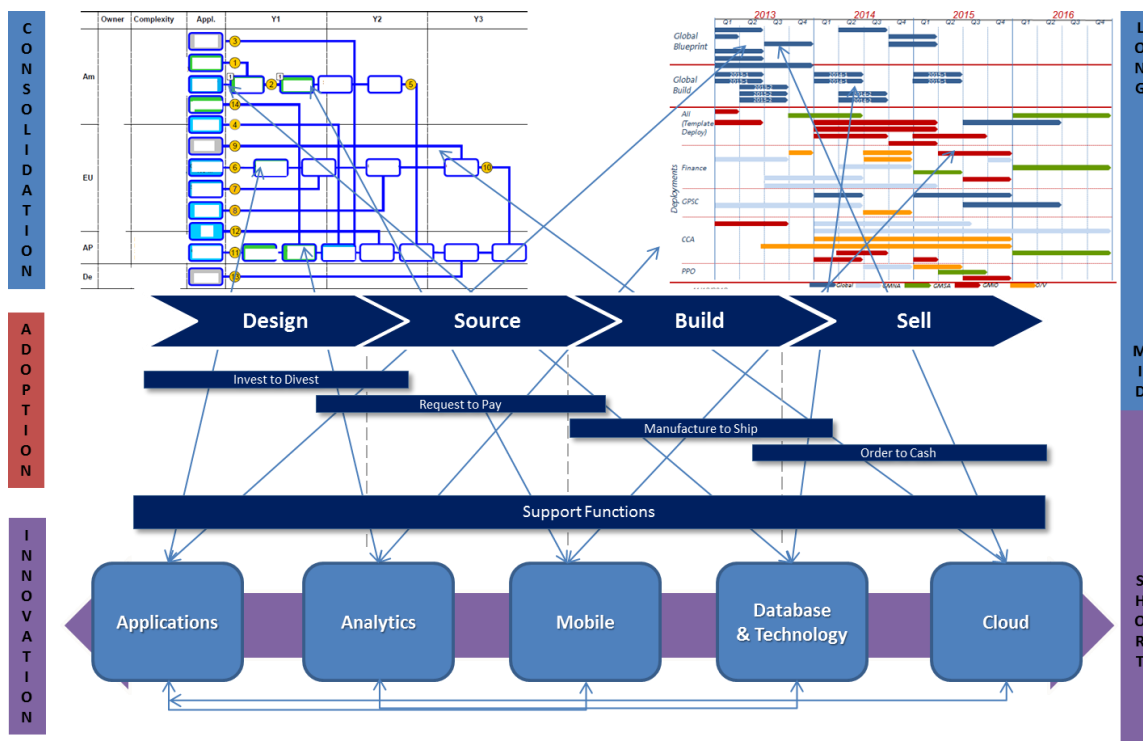
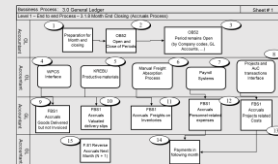
Business Process E2E

Controls



- **Simplicity will drive decisions**
- **Intuitive Models & Applications will lead**
- **Humans need to share intelligence, roles and responsibilities (i.e. M2M)**

Reality Check: Cloud meets Swimlane



Skills are not existing for jobs to be done



- **Business & Compliance Process Management**
 - “Process Designers & Engineers & Change Agents”

- **Solution orchestration within heterogeneous scenarios**
 - “Solution or Application Architects”

- **WRICEF / MDM composition and monitoring**
 - “Data Maintenance Experts”

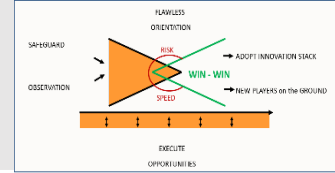
- **(Big) Master Data Management (analytics, images, 3D,...)**
 - “Data Science Analyst and Data Plumber”

- **Security / Safety / Data Protection**
 - “Cloud Officer”

- **Fraud detection and prevention**
 - “Data Guard”

- **Business Process Services & Release management**
 - “Process Maintenance SME”

Key Take Away on Transformation 4.0 & related Workforce



- It is holistic (Process, System and Service)
- It requires new skills and therefore acceleration in University -, but more over within Company training programs and respective career development
- It requires new internal governance models and set up of transformation teams
- It requires external Governance need to provide frames not barriers
- Approach need to be seamless and fast and “disruptive”
- It is a “one time opportunity”

Feel free to feed back:



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DSAG new offering

- DSAG@members-worldwide
- [#DSAG-members-worldwide](https://twitter.com/DSAG-members-worldwide)

Concept Paper

By: Otto Schell (05/2014)



DSAG@members-worldwide Service at a Glance for DSAG Members going international

- DSAG@members-worldwide
- [#DSAG-members-worldwide](https://twitter.com/DSAG-members-worldwide)
- What is it?
 - Connect DSAG Members within their international subsidiaries and environments
 - Enable international decision making process and share best practices
 - Support on Transformation – Application Architecture – Service and Support through existing DSAG SIGs through companies network
 - Provide link to SAP Globalization Services
 - Connect to regional SAP Specialist and SAP Partners through SAP network
 - Establish link of localized member offices to SAP User Group ECO System
- Where does it start – Where does it end?
 - Leverage DSAG core competencies for their members in networking-influencing-education
 - Establish context connection – no on-site operation or execution
- Benefit for DSAG Members
 - Easy access for member's Steering Committees or PMOs running international projects
 - Fast start up within SAP ECO System utilizing DSAG influencing channel and SAP connects
 - Expand existing network and knowledge through the entire DSAG member organization
 - Re-use of CC, CEI and global initiatives within company set up

Not named sources – Graphs/Visualization: DSAG / OS
Not named sources – pictures: Google,...

