

BUILDING YOUR CLOUD FLIGHT PATH: the PeopleSoft to Cloud Journey



Introduction

Where your enterprise roadmap includes a move to the cloud, there are steps you can take for near term and long-term improvements to your IT systems and business processes to gain more value from your applications. Assessing your on-premise environment, making strategic optimizations, and starting to understand what capabilities cloud has to address your business needs will only make the transition easier. Unlocking the potential of Oracle Cloud takes a well-planned, phased approach – Elire thinks of this in three “days”



Overview



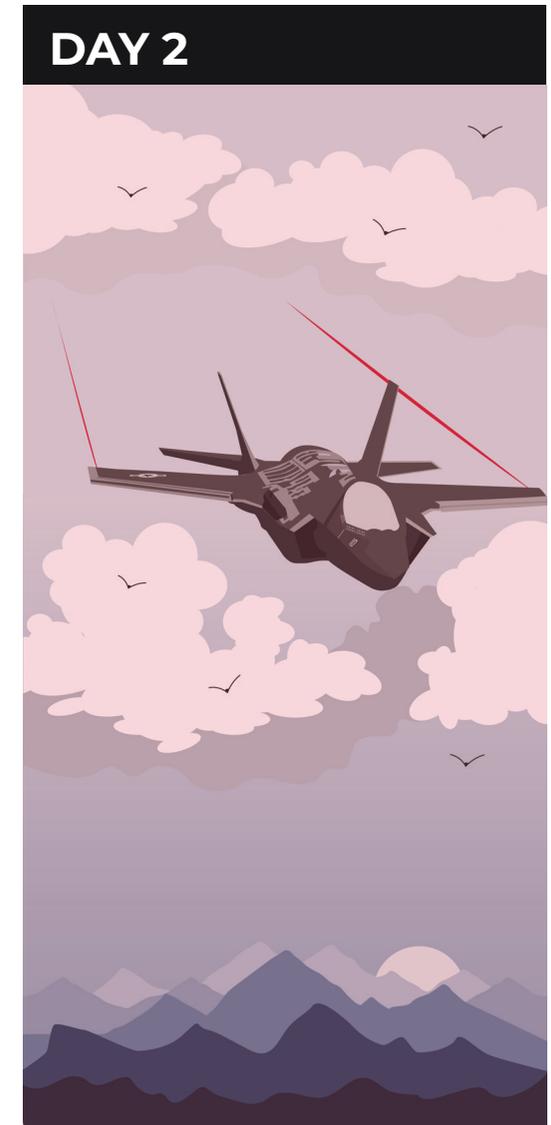
Maximizing PeopleSoft:

Spending time extending the value of your on-prem investment with updates to tools and technology ensures better opportunities for long-term transformation success while also lowering TCO and alleviating pain points. There are many opportunities to gain more value from PeopleSoft, while also making decisions that support your eventual transition to Oracle Cloud



Getting into the Cloud:

It's all about getting live on Oracle Cloud with the strategy that works for your organization. Whether it's a single module or a whole application, Elire has the process and the proven PeopleSoft to Cloud Accelerator tools to get you there.



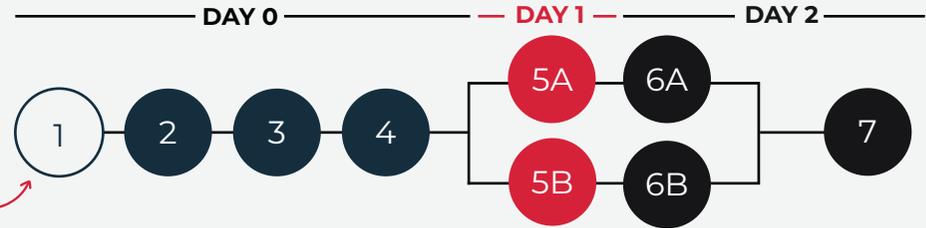
Optimizing Cloud:

Not everything can happen on Day 1. Day 2 is about gaining more value from your Oracle Cloud application by expanding your module footprint, implementing new functionality, data analytics or reporting, automated testing, or whatever is going to lower total cost of ownership, increase cloud adoption, and increase impact to automation for your organization

Day 0

PeopleSoft to Cloud Journey Map

YOU ARE HERE!



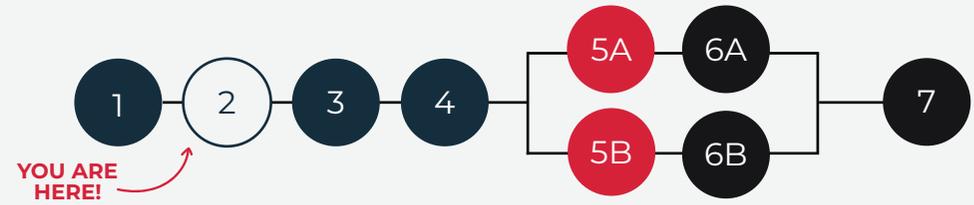
1 Pre 9.2

If your organization is not yet on PeopleSoft 9.2, but looking to stay on-premise – making a plan to upgrade is top priority. PeopleSoft 9.2 has robust, user-requested functionality and an enhanced UI that makes PeopleSoft into a modern ERP application. Upgrading to 9.2 gives your organization the opportunity to apply delivered new features and functionality multiple times a year, leveraging mobile and responsive interfaces, automate testing with PTF, and so much more. The upgrade to 9.2 also gives your organization the focus to evaluate all current customizations and move towards a more “delivered” PeopleSoft, removing or re-engineering where customizations are no longer adding business value – especially with the wealth of delivered features now available – making your maintenance and processes easier to support.

If your organization is not yet on 9.2, and unsure of the path to take – assessing Cloud versus 9.2 is the next step. This requires evaluating your business requirements, your ideal future state, your current system architecture and infrastructure, and your user readiness for transformation. Completing a thorough Application Roadmap will set your requirements and initiatives up for success by providing a thorough business case, detailed requirements, and a defined scope – ensuring whether you choose to upgrade OR migrate to Cloud, that you are starting the project with consensus and confidence.



PeopleSoft to Cloud Journey Map



2 On 9.2

If your organization is on PeopleSoft 9.2, but not keeping current with PUM images and PeopleTools updates – now is the time to “get current.” Maintaining a cohesive, consistent PUM and Continuous Delivery strategy allows your organization to gain new functionality, as well as avoid large efforts to stay current in the future. Implementing unused modules that you already license will also extend your PeopleSoft capabilities, empower users with new functionality, support the move towards delivered processes, and make better use of the investment you’ve already made.

PeopleTools 8.59 and 8.60 have a multitude of features and utilities your organization will want to use for extending your PeopleSoft application, enhanced user experience, modern business processes, and development tools for configuration without customization. Getting used to consistent testing and application of PUM Images sets your organization up for success for future cloud adoption, when new features and critical patches are applied on a regular cadence with minimal customer intervention.

Recommended actions:

- PeopleTools Update
- PUM Image Update
- Review Customizations



PeopleSoft to Cloud Journey Map



3 Optimized 9.2

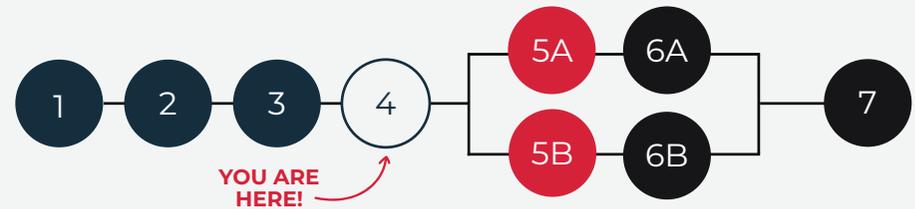
If your organization is current, it's time to get the most value out of PeopleSoft by utilizing the “bells and whistles” now delivered with Oracle’s continued investment to modernize PeopleSoft. Delivered PeopleSoft Applications like PeopleSoft Test Framework, WorkCenters, Kibana, PICASO(chatbots), Global Search, and more exponentially increase the ROI from your application by automating testing, improving user experience, providing real-time visibility into data, and automating low-effort/high volume tasks. Evaluating which of these applications and utilities your organization wants to leverage will not only provide a better experience for your users, but also prepares your organization for the enhanced capabilities of Oracle Cloud and aligns business processes to better utilize your technology investments.

Recommended actions:

- Implement PTF
- Implement Kibana
- Evaluate PICASO Chatbots
- Review Customizations
- Evaluate Delivered PeopleSoft Tools/Utilities including WorkCenters or Activity Guides



PeopleSoft to Cloud Journey Map



4 Building Your Cloud Roadmap

Starting to build your cloud roadmap begins with understanding what the goals and IT philosophy are for your organization, in order to make recommendations for how to best use your cloud investment. It is essential to answer core questions including:

- Are we looking to consolidate applications into one SaaS solution or have multiple point solutions integrated into one enterprise application?
- Are we looking to resolve a single pain point or make a big bang transformation?
- What level of change are our users ready for?
- Are our business practices in alignment with cloud technology? Or will there be a large change impact?

Discussing these foundational questions with key stakeholders will help set the foundation to make decisions on a cloud strategy.

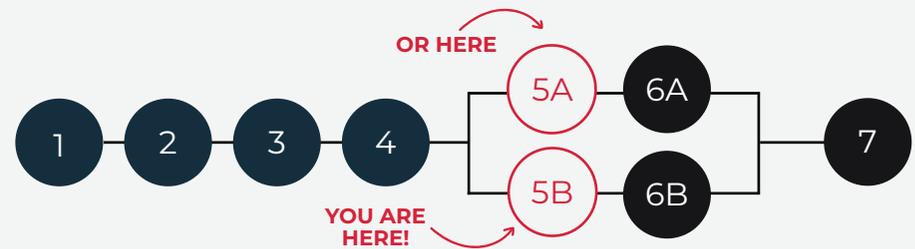
Once your vision is established, and you have a strategy in place – now it is time to build the roadmap to decide what tools and applications are going to be used based on a longer-term strategy.

Along with migrating your HR or Finance application may be implementing a third-party SaaS application like a Cloud Treasury Management System or AP Automation platform to mitigate a current state pain point without moving full environments, while also getting your users and support team use to the Cloud at their own pace.

Your organization might also be interested in developing a Pilot or Proof of Concept for Cloud Applications. While not the case for every organization, a pilot or POC can build consensus and confidence around a cloud investment where requirements are defined, but specific requirements might not be delivered or need additional clarification.



PeopleSoft to Cloud Journey Map



5A Co-Existence

If your organization has a current pain point that is going to require a large lift in your current application, deciding to implement a single or a few modules, “co-exist” may be the best strategy. Implementing a Cloud module not only resolves your current pain point, but also extends user capabilities offered with Oracle Cloud, while minimizing the risk associated with a large- scale transformation. Co-existence offers the ability to support a phased implementation of Cloud, build confidence in the solution with training at your organization’s pace, and kick-start your move to the cloud with a smaller implementation timeline.



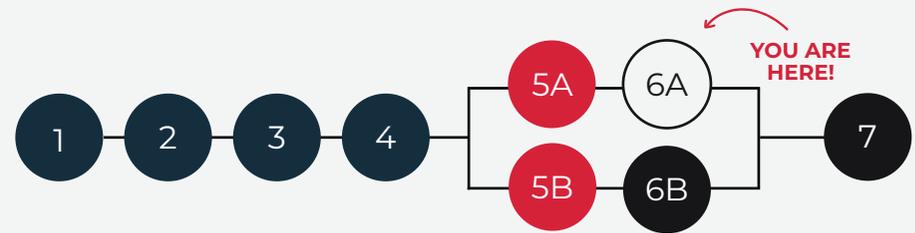
5B Big Bang

The best path to the Cloud for your organization may be to migrate all of HCM, ERP, or both to the Cloud simultaneously. Where organizations are looking to minimize change fatigue, accelerate IT transformation, and modernize full business processes - “Big Bang” is the strategy to take. This transformation effort can be successful with strong project management and well-defined migration plans for integrations, security, data, business processes, change management, and reporting.

While there is no “easy” button for your move into the cloud, whichever path your organization decides, there are tools, expertise and methodologies to make the process easier and the transition for your team smoother.



PeopleSoft to Cloud Journey Map



6A Expanding Your Footprint

If your organization decided to maintain a co-existence model, deciding which module you next implement requires careful consideration. Evaluating which modules will continue to move your organization along its Cloud maturity journey, and also deliver the most value requires a thorough understanding of your business processes, ideal future state, and integration needs.

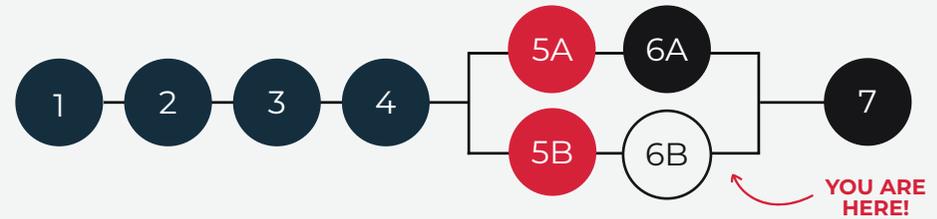
Expansion also includes utilizing new features in Oracle Cloud, including:

- Reporting & Analytics to expanding past operational reports to empower leaders with dashboards and real-time information to make key strategic decisions
- AI/Chatbots with Oracle Digital Assistants to automate self-service tasks and help users be more efficient - including expense processing, self-service requisitions, candidate experience, and more
- Testing Automation utilizing a tool like Elire's TestSuccess Cloud Testing Automation tool to test new features ahead of Quarterly releases

Oracle Cloud offers a wealth of features and functionality to empower users and modernize business practices. The features mentioned above are common, recommended solutions to add value with minimal cost, but a full review of available functionality will help determine what expansion opportunities will make the best impact for your organization.



PeopleSoft to Cloud Journey Map



6B Optimizing

Especially for early or big bang Cloud adopters, Optimization helps gain the value that was initially promised with the move to Cloud by fully recognizing the capabilities of cloud by evaluating new features, extended user training, and re-alignment of expectations for your Cloud application.

Deciding what to do next when you're live on Cloud, means evaluating your current application footprint, and making strategic decisions that both deliver immediate returns, and set your organization up for the most success in Cloud. Elire recommends completing an application optimization assessment to align business priorities, identify immediate opportunities for process or technology efficiency gains, and identify your expansion path in the Cloud.

Regardless of how your organization got to Cloud, or the state of your original implementation – robust developments in Oracle Cloud capabilities and features are now available to alleviate Cloud pain points, remove manual intervention, and get users more comfortable with the Cloud. Take a fresh perspective on Oracle Cloud so that you're no longer "treading water" - and are moving forward.

Common optimization assessment outputs include recommendations for:

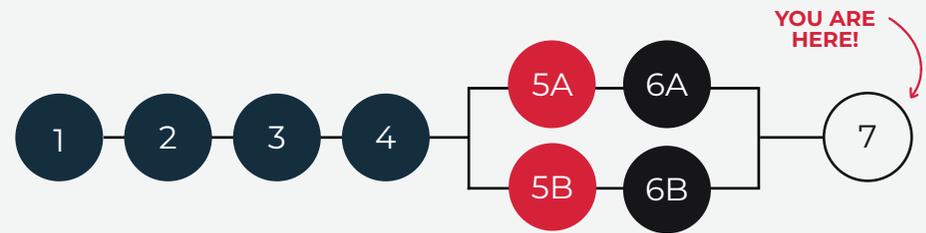
- Personalization utilizing tools like Redwood Design Studio and Autocomplete to improve user efficiency and user experience – extending your application to meet your business needs while reducing business reliance on IT
- Providing additional training and knowledge transfer to your users on new features available, improvements to Cloud

business processes, and up-skilling to build confidence in cloud

- Harnessing flexibility and cost savings by partnering with a Managed Services Provider for end-to-end application management and maintenance, as well as continued access to Cloud experts to continue optimization efforts



PeopleSoft to Cloud Journey Map



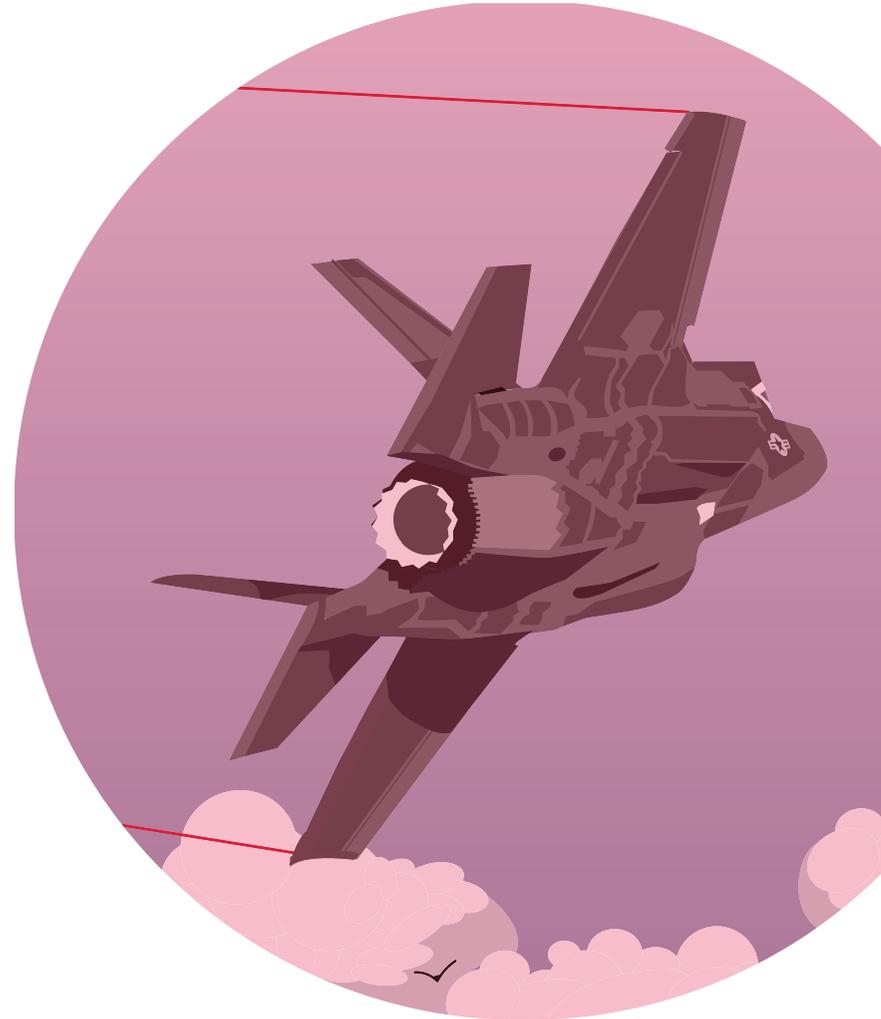
7B Decommissioning PeopleSoft

Once it is finally time to “turn off” PeopleSoft, there is always additional work required to fully decommission that was usually not a priority during transformation. Elire recommends working with your team to identify what applications are still reliant upon PeopleSoft data, and developing a strategy for how to address those interfaces or remove them where they are no longer necessary.

When the time arrives, Elire is here to help your organization have a data retention plan for when you decommission your legacy PeopleSoft Application. Elire will help review your downstream processes and applications that are reliant on historical data stored in PeopleSoft and make a plan for how to store and access this data.

Recommended actions:

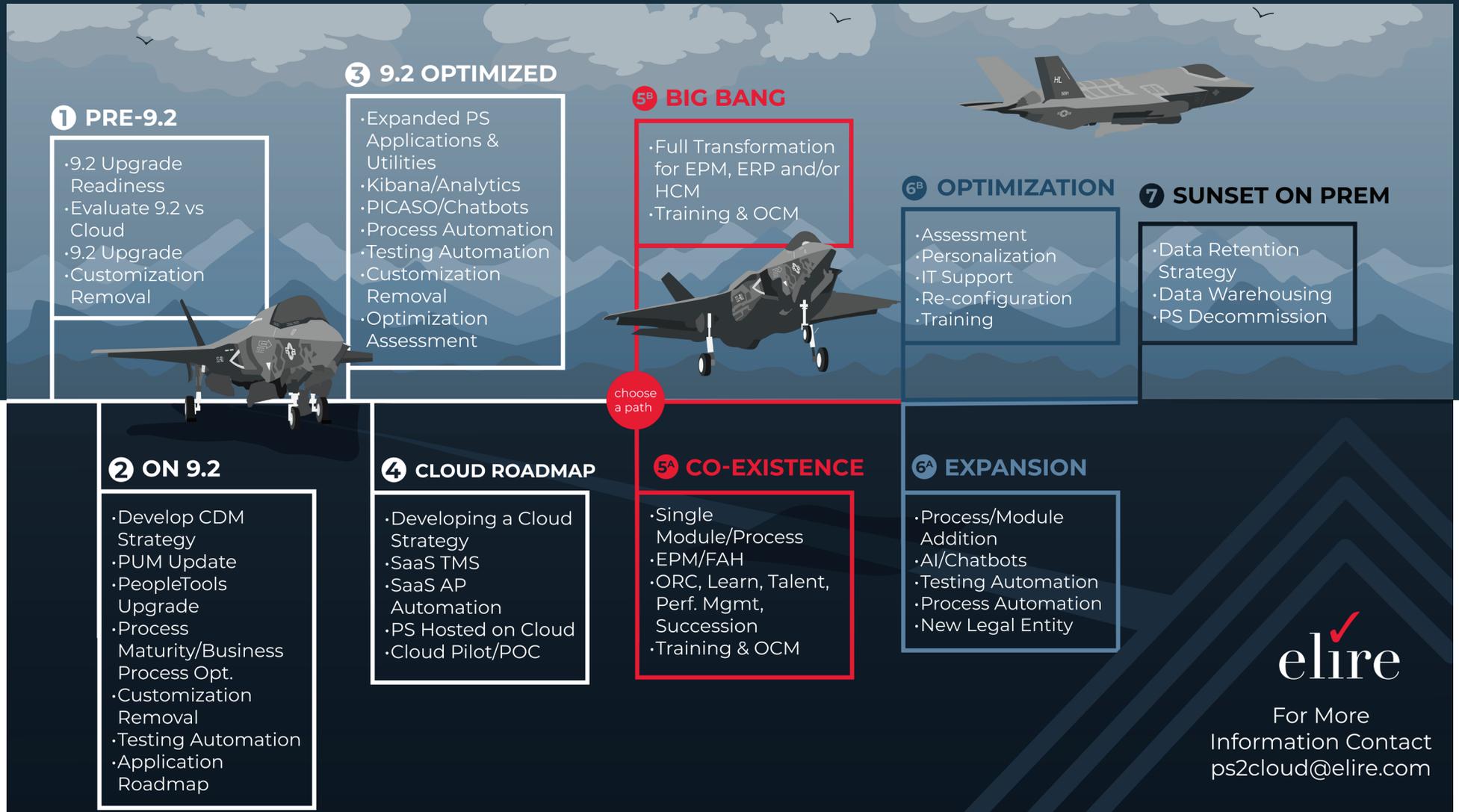
- Develop a data retention strategy
- Determine data warehousing strategy
- Evaluate downstream impacts from PeopleSoft decommission



PEOPLESOFT TO CLOUD FLIGHT PATH

While the path to cloud is not “one sizes fits all” — there are common stops along your migration journey. Each step has key initiatives your organization can undertake to continue to progress along your

IT transformation journey, while also adding increasing application adoption and building confidence in your system.



CONCLUSIONS

Whatever your path, Elire's PeopleSoft to Oracle Cloud Migration Services are engineered to help your organization migrate seamlessly from legacy PeopleSoft systems to Oracle Cloud. We have the expertise, proprietary tools, and methodology to define your unique requirements and design a detailed roadmap for the Organization, taking into account your current needs, future goals, timeline, and team. With over 8 years of experience in PeopleSoft to Oracle migrations and deep understanding of application functionality, HR and Finance business processes, and unique industry needs - we are here to help you move forward with confidence.

Elire's PeopleSoft to Cloud migration services provide an end-to-end holistic approach to help your organization successfully migrate from PeopleSoft to Oracle Cloud HCM, Finance, and Supply Chain. With a team of experienced experts and proprietary toolsets, we can help you achieve your migration goals faster, with less risk and fewer issues than other vendors.

CONTACT

Email ps2cloud@elire.com to learn more or start your PeopleSoft to Cloud journey

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WEBINAR

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WHO IS ELIRE?

Established in 2005, Elire's eighteen years of experience is focused on five main product areas: Oracle Cloud, PeopleSoft, Treasury, Advisory Services, and Managed Services. Elire's mission is to be a Trusted Advisor for their clients, specializing in transforming clients from PeopleSoft to Oracle Cloud. Elire fulfills this promise by efficiently implementing, integrating, upgrading, and optimizing client software investments and business processes.

Elire is uniquely positioned in the marketplace as the only PeopleSoft and Cloud partner with both active practices, proven methodologies, and proprietary transformation accelerators including PeopleSoft to Cloud Data Conversion Accelerator and PS to Cloud DataSync for co-existence. Elire's 300+ clients span the public and private sectors, including niche expertise in Financial Services, Utilities, Government Laboratories, Healthcare, Education, and Professional Services.

