

Whitepaper

A New Approach to Skills Development: Personal SAP Environments for BPX Consultants



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Independent Members Limited

A New Approach to Skills Development

Introduction

This document provides a guide to a new approach in improving SAP professionals' knowledge of SAP related processes and configuration using a Personal SAP Environment, how this can benefit the SAP professional and the projects in which they are engaged.

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This white paper sets out the concept of the Personal SAP Environment™ and Personal SAP Sandbox™ and its effect on the actions and capabilities of SAP Professionals and SAP End Customer IT Managers who engage them as permanent or contract resource.

Independent Members Ltd. as the provider of SID declares its interest in this discussion as the only public provider of fully legally licensed SAP personal 'sandbox' environments.

About the Author:



James FitzGerald,

SID Services Director,
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James is a Business Analysis professional who developed SAP configuration skills whilst part of a SAP implementation project.

Following three years of support and development he became an independent SAP consultant and has been contracting ever since. He has worked as an independent consultant in a wide variety of SAP end customer sites in UK and Europe across many industries, roles, and SAP versions.

His view is that the role of a BPX Professional is to provide an informed professional, unbiased matching of business requirements to process solutions; and feels that it is only possible to do this effectively when they are fully aware of the detailed full range of potential solutions available in the software available.

As one of the founders of the SID service James believes that hands on continual professional development is the only way to maintain a professional level of skills in the SAP marketplace and continually deliver value to SAP End Customers

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Section 1: Background to Personal SAP Environment



The BPX Consultant in the SAP Skills Marketplace

In the SAP marketplace the mobility of professional application consultants provides a fluid and responsive resource for SAP End Customers and Systems Integrators to engage. This provides a massive benefit to project managers in getting appropriately skilled resources at the right time.

This mobility however creates its own issues; both for the project managers and the professionals themselves. These issues centre on the professional skills development of the application / BPX consultants who are "Serious About SAP".

Challenges in the SAP Marketplace

For SAP Professionals:

Maintaining existing Skills

- Whilst moving from project to project and end customer site to end customer site.

Increasing the Effectiveness of Training

- Having the ability to practice new skills and making formal skills training 'stick'

Learning new release functionality

- Getting familiar with new releases prior to upgrade

For Customer / Project Managers:

Assessing the application skills of SAP professionals

- Ensuring that recruits and contractors can meet skills requirements for roles they fill

Supporting permanent staff in continual professional skills development

- Providing persisting environments to support long term skills development

Requirement

The key requirement is for a tool that provides SAP Professionals with practical support in maintaining their skills, increasing the effectiveness of their training and getting to grips with new releases.

For managers in customer installations the, as yet unrealised, requirement is for a tool that increases the effectiveness of recruitment.

Proposed Solution

It is proposed that every SAP BPX professional should have access to a Personal SAP Environment.

Required Features

The key features of such a service are that they are:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Running the latest release of SAP; • Accessible at any time • Professionally Managed and legally licensed • SAP BPX Clients should be allocated to individuals on a one-to-one basis. • Code Development should be carefully managed, or not allowed | <ul style="list-style-type: none"> • Loaded with SAP Best Practices pre-configuration • These sandbox clients should be accessible from a computer wherever, and whenever, there is access to the internet via an up-to-date SAPGui or through Internet Transaction Server using standard web browsers. • Clients are hosted on an accredited commercial platform that is highly resilient and highly available; comparable to that of an end-customer's own internal SAP clients. • Only the individual can make configuration and data changes to their Client. • Clients are stable and reliable because no one makes changes to another person's system. • Code development should be restricted in order to insulate each Client from each other unless individual instances can be provided or insularity is guaranteed. Development Keys should therefore not be included. |
|--|---|

Aims and Benefits of Proposal

- supporting continual professional development,
- enabling objective skills assessment,
- enabling fast start, 'off shelf', deployment of best practice SAP processes

Current Provisions

Although SAP environments are required; there are wide gaps in the current provision and issues those services that are available.

Corporate Internal SAP Environments

It is possible for a large organisation to provide individual SAP environments internally. Indeed many world class organisations have a small supply of sandboxes for their employees. However the technical provision of many **individual** sandboxes is difficult to manage unless the architecture and business process support is designed to deliver it.

Because of these issues only a few organisations provide more than a handful of sandbox environments for their many professional staff. Even then these development environments, used as sandboxes for their staff, are not always capable of meeting continual professional development challenges. Generally they are:

- Not assigned to individual SAP professionals
- Not loaded with SAP Best Practices
- Not accessible outside of the corporate environment
- Not flexible enough to support recruitment activities

Other issues that present themselves revolve around the lack of control of the environments, and are that:

- Many people have access to the same few environments – meaning that master data, configuration and documents are liable to be changed and used by many users. This makes it very difficult to build and maintain ‘portfolios’ of configuration or completed process.
- Environments are refreshed outside of the control of the SAP Professional – and they either lose work or find the environment too cluttered with other people’s configuration to achieve their personal objectives.

Commercially Available Individual SAP Environments

As a service operating fully within the SAP license agreement there have been very few providers of these kinds of services, and none on a fully commercial basis. Other providers have used illegal copies of SAP software or used otherwise legitimate software in contravention of their license agreement.

With the SID service there is now a fully licensed commercial provider of personal SAP environments (see www.sidmembers.com for more details).

Purpose of this Document

This white paper sets out how the provision of a Personal SAP Environment can be used to increase the knowledge and skills of the whole SAP BPX Professional market sector and complement formal training and education effort.

It sets out to show how it can be used as a tool to support SAP End Customers in recruitment and assessment of permanent or contract resource; and how as a repository of standard process configurations it can be used as a tool to speed up deployment of SAP standard business processes to new and existing installations.

Section 2: Who benefits from Personal SAP Environments



A Personal SAP Environment is a tool that can benefit the SAP professional, their employer, and agent and training providers.

In this section we illustrate the ways in which Personal SAP Environment supports each section of the SAP marketplace.

- SAP Professional
- SAP End Customer and Employer
- Micro-consultancies
- Recruitment Agencies

Personal SAP Environments and the SAP BPX Professional

For SAP Professionals having access to their personal SAP client provides important support to the career of both permanent staff member and independent consultant. It provides support with the following:

- Ability to practice new skills and keep existing ones skills fresh even when not able to use them in current contract or position, and between contracts or on career breaks.
- Ability to build a portfolio of reusable solutions independently of current contract or employer.
- Ability to demonstrate skills to prospective employers and customers.

It addresses the issues that many SAP Professionals who are “Serious About SAP” have:

Developing Skills & Keeping Knowledge Fresh

Challenge	Solution	Benefit
When stuck in a role with restrictive authorisations professionals are unable to increase knowledge of SAP core applications and standard processes.	A personal environment can be a tool to enable the professional to review functionality offering process benefits in their core area of expertise and in general application areas (e.g. specialist master data types or classification and notifications). They can then configure processes from scratch across application modules to understand the detailed cross functional aspects of the SAP process without compromising end client systems integrity or controls.	Increase individual’s knowledge, confidence and marketability as a SAP professional
When unable to experience the latest version of SAP professionals cannot advise on upgrade issues or on the benefits of upgrade. Personally they are in danger of getting left behind in the SAP versions.	A professionally provided environment should enable professionals to acquaint themselves with the latest version of SAP core products – currently ECC6.0.	A personal sandbox can help the professional add value to in-house upgrade projects; and to external consultants in saying ‘Yes’ to ECC6.0 experience to agents and in interviews.
When between contracts, taking a well deserved contract holiday, a sabbatical or career break.	A personal sandbox will support professionals to keep sharp and in developing transferable configured processes for future implementations. It can assist in identifying suitable training courses by investigating processes and configuration before they sign up.	A personal sandbox supports the professional directing their future development, taking control of their professional career and direction of skills development.

Build Personal Library of Configuration

Challenge	Solution	Benefit
<p>Many professionals want to re-implement highly effective standard configuration. They may be rarely used because they are not universally understood, or take time and effort to implement.</p>	<p>Preparing a prototype to demonstrate such processes to stakeholders can be time consuming.</p>	<p>A personal sandbox enables professionals to work out details and store configuration and process information in their sandbox ready to repeat whenever they wish to re-implement or demonstrate the system. Effective use of complex classification, conditions and variant configuration are good examples of this type of functionality.</p>
<p>Most BPX professionals want to use standard solutions to common problems using configuration tools rather than programming. This reduces through life costs of the SAP installation as a whole by reducing bespoke code.</p>	<p>Using such best practice standard 'off the shelf' solutions to common business problems leverages time and effort and provides professional solutions to specific customer needs.</p>	<p>A personal sandbox supports the building of novel complete configured solutions. Many SAP professionals would see this as a pre-requisite first step to developing a deliverable service as a micro-consultancy.</p>

Demonstrate Ability & Solutions

Challenge	Solution	Benefit
<p>Professionals want to be able to show fellow project team members and stakeholders how standard SAP should work.</p>	<p>A personal sandbox can be used as a platform from which to make presentations to increase stakeholder buy in and acceptance.</p>	<p>This can avoid protracted project delays from prototyping solutions using scarce project/company resources.</p>
<p>Professionals want to demonstrate their ability to prospective employers or clients.</p>	<p>Client presentations and technical interviews can be conducted from a personal sandbox environment.</p>	<p>This is a tangible enabler demonstrating a consultant's professionalism, knowledge and commitment to delivering superior SAP consulting expertise. By having a demonstration system it becomes a feature that differentiates candidates and small suppliers.</p>

Accessible SAP Reference System

A personal sandbox should be highly available and accessible wherever there is access to an internet browser. SAP standard SAPGui can also be used to access the hosted environments. This then provides the ability for all SAP professionals to be able to:

- Refer to standard SAP whilst they are working away from the office.
- Review own configurations whilst they are on a client site.
- Work on an implementation where the new SAP environments have not yet been built and there is a need to provide detailed SAP process views to clients or project teams.
- Work or conduct self improvement whilst away from home in otherwise non-productive down-time.

Such a personal sandbox enables a SAP professional to access their personal SAP system at any time

Personal SAP Environments and SAP End Customers

This sets out the value proposition for the SAP End Customer, why Personal SAP Environments are of benefit to them.

Support permanent staff

In recruitment as short listing and assessment tool.

Non-monetary staff incentive; and as a value for money self development tool.

Augment budget spend on external courses; increasing benefit from training.

- Refer also to the sections
- **SAP Skills Interview** Support and
- **Candidate Technical Assessment outside of Interview** in the section on Personal SAP Environments and Recruitment Agencies.
- It is not always possible to reward and develop staff by sending them away on training courses; and for some staff such residential courses are not compatible with their working patterns, family commitments, or potentially even HR policies. For some projects and small employers the timing of courses may also not be compatible with project deadlines or staffing requirements.
- Personal SAP Environments support continual professional development and can be used in conjunction with in-house distance learning material.
- Return on Training Investment can be improved by continual practice and onward explanation. Personal SAP Environments provide a persistent skills development environment after the course.

Achieve more objective assessment of contract staff

By using Personal SAP Environments small suppliers can now provide services previously limited to those larger providers.

Independent contractors can now provide demonstrations of functionality that they wish to introduce with no configuration made in the development systems of the customer.

Independent contractors can now demonstrate skills that they have claimed in their CV.

- Small suppliers can use their own Personal SAP Environments to demonstrate their solutions to end customers in the same way that larger consultancies are able to. This makes the evaluation and engagement of small consultancies easier and less risky.
- As a customer how much better would a process presentation be that contained tangible evidence of SAP configuration put together in response to high level requirements; than a slide show.
- Independent contractors can demonstrate their abilities from their own systems – walking the customer through previously configured processes.
- SAP professionals can prototype radical solutions without changing end customer's environments.
- Customer in-house development environments are therefore kept cleaner and not cluttered with configuration made by contractors.
- Independent contractors can be asked to use the customer's system in a technical interview to demonstrate competence in standard SAP.
- They can be asked detailed technical questions that have direct relevance to the requirement that is being filled and can be assessed on their ability rather than their communications skills.

Provide support to smaller development projects

As an annual subscription Personal SAP Environments is a revenue cost, of less than the cost of 3 contractor days. As a result it becomes a tool that can meet specific needs.

- As a 'priming' tool to provide exposure to standard SAP functionality when internal BASIS resource cannot be used to support additional environments.
- As an insulated, hassle free sandbox when additional configuration environments are required quickly and internal provision is restricted or subject to delays.
- As a development environment or remote access tool for external consultants or contractors to keep them at arm's length to the main development environment and company data.

Personal SAP Environments and Micro-Consultancies

Value proposition for the smaller consultancy providing solutions to SAP End Customers:

Personal SAP Environments assisting in Winning Business

Personal SAP Environments can be used to demonstrate to existing SAP End Customers on any internet connected computer.

- Demonstrate pre-loaded SAP Best Practices or own configured solutions.
- Assured of a resilient, highly available and speedy professional standard environment.

Personal SAP Environments to avoid IPR issues at client sites

Process solutions developed on Personal SAP Environments rather than on an SAP Customer's system are by definition de-linked from the customer's processes as contained on their systems.

- Consultants can ensure that research and development is recognised as their proprietary effort rather than as an integrated part of an end customer's installation.

Personal SAP Environments supporting Continual Professional Development

Provide individual environments for consultants within the consultancy as an investment in their skills.

- Personal SAP Environments support formal Training and Education after a course, by enabling the individual to continually practice and reinforce the training.
- This increases the consultancies Return on Investment (ROI) in Training and can be used as an element in the staff remuneration package by providing them to key personnel.

Personal SAP Environments in Engaging Sub-Contractors

Personal SAP Environments can be used as a technical interview tool when recruiting staff or engaging sub-contractors.

- Professionals must be able to provide a walk through of standard processes and configuration in core IMG elements
- This speeds up interviews and increases assurance by asking interviewees 'real world' questions.

Personal SAP Environments complementary to consultancy Customers

Personal SAP Environments can be offered to the consultancies SAP End Customers for a limited period to enable them to experience standard SAP at their own pace.

- These can be loaded with the consultancies own targeted configuration or left with just pre-configured SAP Best Practices.
- This lets the customer build confidence in standard SAP and processes at little cost to the consultancy.

Personal SAP Environments and Recruitment Agencies

Personal SAP Environments provide SAP to professionals whenever they need it. It can be used in self improvement, self promotion and in the assessment of SAP professionals.

The key objective of recruitment agencies is to assist the SAP End Customer in the recruitment of SAP professionals, and the resourcing of SAP programmes. The key processes for an agent are:

- Pre-Assessment and validation of skills and identities of SAP Professionals
- Swift matching of client requirements to SAP professionals and presenting these to the client
- Supporting the client in selecting and engaging the professionals

As a tool for SAP professionals a Personal SAP Environment provides them with a virtual workshop to practice their SAP skills and from which to demonstrate their abilities.

SAP Skills Assessment Support

Some agencies have staff qualified to review SAP technical abilities. Many do not and leave the assessment to the end client after performing a key word match and an initial discussion with the candidate. Personal SAP Environments can provide a tool to support the agency in evaluating skills, even when the agent does not have SAP skills themselves.

Without SAP Skilled Assessors

The process that is followed is normally:

- Key word match on skills in the CV to find potential candidates and a database search or Call to determine availability
- This is combined with a discussion on the candidate's match to the client's requirements:
- It is this discussion that can be augmented by Personal SAP Sandbox environment.

Personal SAP Environments are used as a presentation tool by the candidate to demonstrate confidence and familiarity with the SAP configuration and process areas required.

- The process requires the agent to get the candidate to use an internet enabled PC and go through a one minute Web Meeting software install process to review SAP with the agent.
- Either the agent or the candidate logs on to SAP and the candidate walks the agent through the detailed areas that the client's specification is requesting.
- The confidence and familiarity of the candidate's walkthrough is highly indicative of their ability in this area and the interview performance that they will give

With SAP Skilled Assessors

The process here is the same as those without skilled assessors; however the discussion can be far more focused.

This is desirable especially when only a limited number of candidates are allowed to be put forward to a client.

The walkthrough can be augmented with specific SAP standard questions; by client requirement area.

SAP Skills Interview Support

In face to face interviews on the client site it is possible for the client to ask the candidate to demonstrate technical knowledge by asking specific questions and gauging responses. It is possible to augment this by asking the candidate to walk through the process on screen using the client's development or sandbox systems.

When technical interviews are conducted over the phone this is possible; but has not been done until now.

The key barriers to doing this are:

- Providing the candidate with access to, or visibility of, an SAP system
- Meshing the visibility of the SAP system with the telephone call.

Both of these barriers are able to be overcome with use of a standard "Web Meeting" tools and the use of the customer's SAP system or the independently provided Personal SAP Sandbox.

Interview Process

1. Interview scheduled with candidate, specifying they have access to an internet connected PC.
2. Interviewer and Candidate download java based software (if their PC is not currently enabled). Typically the process takes less than two minutes to complete.
3. Interview Starts, all parties log into net meeting space.
 - a. Interviewer asks candidate to walkthrough SAP standard configuration and processes
 - b. Candidate told logon / password details to Personal SAP Environment and shows; or
 - c. Interviewer acts out candidate's instructions on navigating and settings on own company's SAP or Personal SAP Environment.
4. Interview concludes; Interviewer can reuse the environment in next scheduled interview.



Benefits of Web Based Technical Interview

To Interviewer

- Demonstration of SAP by professional gives **increased assurance** that they know the subject and are not just good interview subjects
- Real-time demonstration of abilities with detailed narration **reduces chances of candidate substitution.**

To Candidate

- Lack of ability to communicate technical detail **does not hide real technical ability**
- Ability to demonstrate alternate areas of SAP IMG or process can 'unblinker' client view of solution, possibly a valid alternative; especially important in senior appointments

Candidate Technical Assessment outside of Interview

Assessment Centres are used in larger permanent recruitment programmes in order to assess candidate abilities in-depth outside of the interview room. Using a Personal SAP Environment it is possible to set and assess tasks remotely. This enables selection of candidates for interview without calling them to a centralised Assessment Centre, and incurring associated lead times and costs.

Assessment Process

The following process starts when the client has identified a batch of potentially suitable candidates and wishes to evaluate their skills before calling them to interview:

- Engage candidate on Remote Assessment Process
- Allocate and communicate system access details
- Communicate standard Assessment Tasks
- Complete review and call to interview
- In interview candidate walks through solution configured and explains process in detail.

Benefits of Pre-Interview Assessment

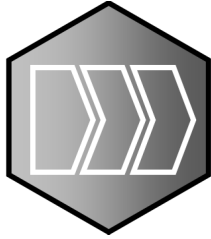
To Interviewer

- Completion of set task, on time and submitted with documentation of unit testing and configuration provides a rounded 'real world' demonstration of a candidate's abilities.
- Set task provides objective basis for evaluation of the candidate's ability.
- Tasks are specific to the role being recruited for; or spread across application areas in SAP to seek candidates with rounded knowledge.
- Solution to tasks referred to in subsequent interview to provide detailed questions.

To Candidate

- Real technical ability is shown to its full effect.
- Alternate solutions can be prepared or offered in addition to the standard solution.

Section 3: Process Enabling with a Personal SAP Sandbox



Personal SAP Environments can enable more effective personal development, more focussed career and contract development and act as a key tool in making interviews more effective and efficient.

In this section we illustrate the ways in which easy access to a professionally hosted SAP Best Practice environment can enable greater use and understanding of the SAP ERP.

These examples take the approaches outlined in the previous section and show step by step applications of the Personal SAP Environment in existing or modified business process:

- In **Contracting** Continual Professional Development
- In **Recruiting** Processes
- In **Training** selection and reinforcement

Personal SAP Environments and Contracting

Personal SAP Environments Prime Consultants for New Contracts

When looking for a new contract consultants need to find the right one and prove that they are capable of fulfilling it; so that both the agency and end customer can see that they are the right candidate to provide the services.

A Personal SAP Sandbox is a perfect tool for supporting this process; from working out where a consultant wishes to develop experience; to assisting them in continually developing that experience and keeping a 'Portfolio' of their SAP configured processes.

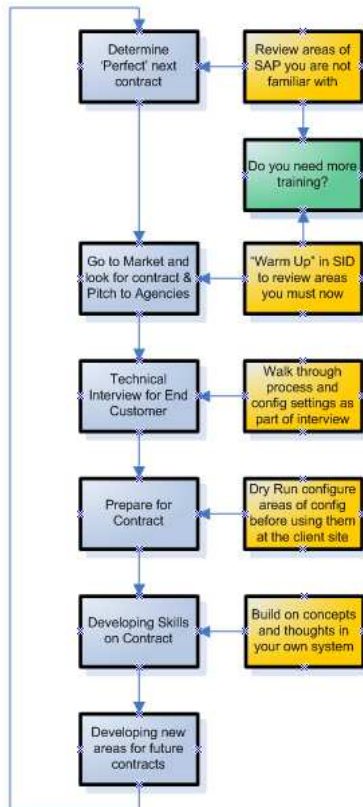


Figure 1: Supporting Contracting

Determining the Perfect Contract

As a contractor it is sometimes easy to say what the next contract should be – a continuation of the same thing. But what if they want to grow into other areas and do something completely different? How can they discover what areas of SAP interest them when they haven't been able to use them before? A Personal SAP Sandbox gives the perfect showcase for SAP Best Practices across many modules.

Pitching skills to the Market

Using a Personal SAP Sandbox, consultants can “warm up” their existing knowledge. They will be more fluent and able to articulate this; positioned with the latest SAP terminology. They can talk with authority on how to use SAP.

Technical Interview Support

In a technical interview a Personal SAP Sandbox can be used to discuss the technical question; it is after all an open book exam. In a face to face interview the professional could use their own laptop with a datacard modem and show how well they can use a best practices SAP environment.

“Warming Up”

After a successful interview and before they get on site the consultant can get to a deeper level of knowledge and insight by configuring the process in their Personal SAP Sandbox system?

Continual Skills Development

Consultants can build on knowledge and training; build new concepts defined in their Personal SAP Sandbox system. This increases experience in configuration of the standard system and enables them to put in place those things that they may not have been able to on the client site.

Technical Interviews Enabled with Personal SAP Environments & Internet Meeting Software

A Personal SAP Environment enables a candidate to take the initiative with agents and end customers; when asked for a technical interview, they can offer to show off skills on-line to prospective customers.

Using one of the many internet meeting software packages they can present their system to other people. They can walk through IMG nodes and processes in response to questions from the interviewer.

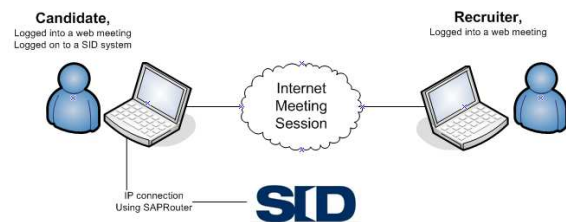


Figure 2: Interviews with a Personal SAP Environment & Internet Meeting software

Personal SAP Environments: giving candidates the edge

Personal SAP Environments and Recruiting

Assessing SAP Skills

When looking for SAP professional expertise it is necessary to have:

- a slick, cost effective assessment process
- a reliable objective method of judging a candidate's ability

Filling SAP Professional positions can take expensive hours of internal skilled resource in assessment. Personal SAP Environments are ideal tools for supporting recruitment by assisting the evaluation of a person's knowledge.

One-Off Interviews

A Personal SAP Environment can be used in an interview setting. By getting a candidate to login to a Best Practice SAP sandbox they can be asked to demonstrate their knowledge of standard process and configuration options.

Assessment Centres

Personal SAP Environments can be allocated to candidates to complete set process analysis and configuration tasks before submitting for review. This can be used as a remote assessment tool to shortlist for interview.

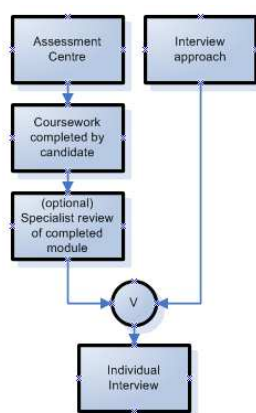


Figure 3: Options

Assessment Centre Approach

1. A Personal SAP Environment is allocated to a candidate. They are issued with coursework and deadline and tasked to configure a process, unit test and document it.
2. Coursework and configuration is submitted and reviewed. This can be performed by a separate specialist rather than the interviewer:
 - Prioritise candidates who give additional insights
 - Drop candidates whose submissions are poor.
 - Schedule and prioritise interviews based on submission quality.
3. The interview is conducted with a Personal SAP Environment. The interviewer can ask for process walkthroughs and pose detailed questions on complex areas of SAP configuration which could not be asked without a system to refer to.

Interview: Face to Face or via Internet Meeting

A SAP professional can present their knowledge of the system by logging into a Personal SAP Environment and walking through IMG nodes and processes in response to detailed technical questions.

Interview nerves may make even lucid SAP professionals tongue-tied. Getting them to use a Personal SAP Environment structures the discussion and can provide a more objective review of their skills.

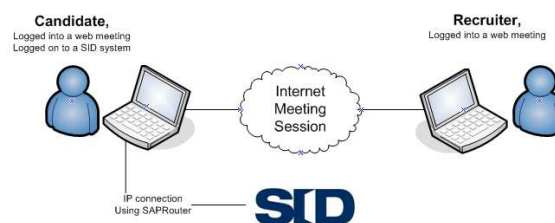


Figure 4: Interviews with a Personal SAP Environment & Internet Meeting software

When following an Assessment Centre, the candidate can explain their submitted coursework, and if they have chosen a non-standard solution ask they can explain why.

Benefits of Technical Interviews with a Personal SAP Environment

1. Objectively review consultants' abilities online.
2. Avoid rambling and inconclusive telephone interviews.
3. Streamline the technical interview process for individual or mass recruitments.
4. Save time and make better decisions

Personal SAP Environments: making technical interviews more efficient and effective

Personal SAP Environments and Training Selection and Reinforcement

How effective is the investment spent on training?

It is important for BPX professional to undertake formal SAP training to gain the in-depth understanding of SAP products and solutions. If however; training is undertaken and not practiced afterwards what was learnt may be forgotten. The adage is that you listen and forget, you see and remember, you do and understand.

SAP training is an important and significant investment; one that should be maximised.

Skills Lifecycle

This is a representation of the accumulative skills retained by a consultant during the training lifecycle:

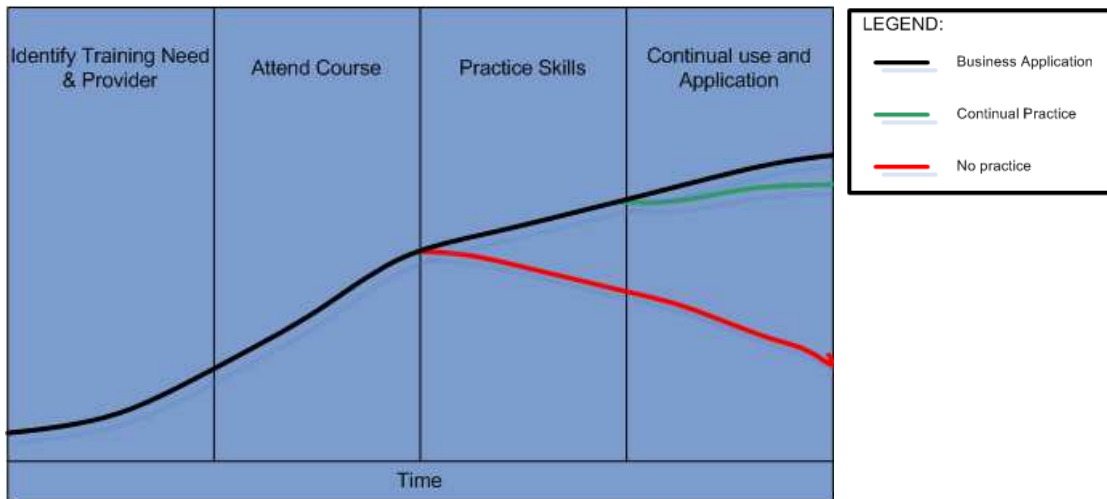


Figure 5: Skills Effectiveness Lifecycle

Without practice the skills that have been learnt are slowly forgotten and the course notes become just another book. With continual practice it is possible to build on the training and reach a level of understanding of the configuration and processes that can only be improved by applying the skills to real business scenarios on a client site.

Personal SAP Environments in the Training Process

Personal SAP Environments give a significant benefit in the retention of skills learnt. They also give benefit in the process of acquiring that knowledge.

Knowing the Unknowns

Course objectives are meaningful if the trainee understands the terms being used and can evaluate the coverage of the course. They may be able to check out what they don't know when they are on a client site, but having their own system makes this easier.

“Warming Up” before the course

Getting the most from any training requires a proper warm up first. A trainee can more capably assimilate the information and expand their existing knowledge when they have access to a specialist if they are already up to speed with the terms and concepts.

Practice, Practice, Practice

Getting proficient at anything requires practice. By practicing standard, and then variants of configured processes one can support and develop a solution with more confidence when on a client site.

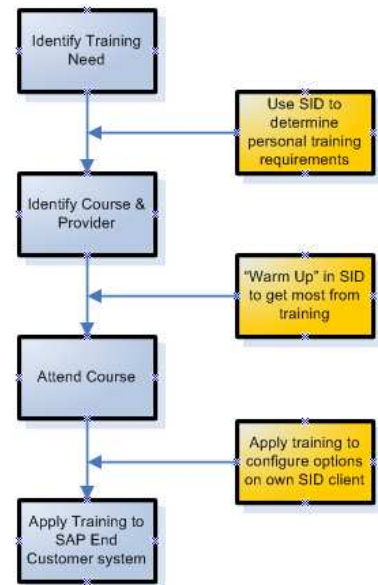
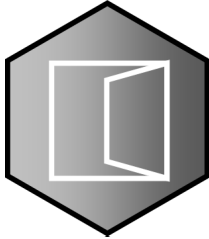


Figure 6: Supporting Training

Personal SAP Environments: make the training budget work harder

Appendix: SID Personal SAP Environments



SID is a provider of Personal SAP Environments™ and Personal SAP Sandboxes™. These are web hosted environments that only require membership to access and use. In this section we briefly explain the software landscape of the SID service; and identify the contents of various aspects of the standard SAP provisions. For further details visit www.sidmembers.com.

SID Service Technical Summary

ECC6.0 core SAP system is just one element of the provision; this is a summary of related elements of the service:

Client Platform

- SAP ECC6.0
 - SAP UK Baseline
 - SAP UK Best Practices
- Microsoft SQL Server
- Windows NT

Hosting Partners

- **Intalec** – SAP award winning VAR and ASP
- **Smartbunker** – Zero Carbon server environment

Infrastructure

- **IBM X-Series** servers – providing reliability
- **BT Colossus Core**: direct connection to UK international communications hub – low latency / fast internet speed

Client Access

- via SAP GUI, or
- via web browser

Client Logons

- 1 to 1 Member to Client ratio
- Named user logons

Client Authorities

- Client dependent configuration – enabled
- Client independent configuration – enabled (on request and approval given temporarily)
- Smartforms, LSMW tools – enabled on request (restricted to client)
- Program (ABAP) Development – disabled
No development keys are given

SAP Best Practices

Documents on the public SAP website set out the scope and settings of the SAP Best Practices loaded to the SID clients.

[This links to the official SAP Best Practices \(Business Blueprint\) documentation.](#)

The Best Practices building blocks that have been loaded into the standard SID Client are:

- **S01: Finance and Logistics**
- **S03: Industry Base**
- **S04: Manufacturing and Services**
- **S05: Optional Scenarios**

Operations

- First line support for administrations, e.g. password resets and client reset
- Basis and infrastructure support via hosting partners

Standard SAP Application Landscape

This simplified diagram sets out a standard SAP landscape for an ECC6.0 installation. This takes into consideration the switch framework which now enables the incorporation of many extensions into the 'Core'. The configuration loaded into the core contains **SAP Best Practices** which provide recommended configuration and master data.

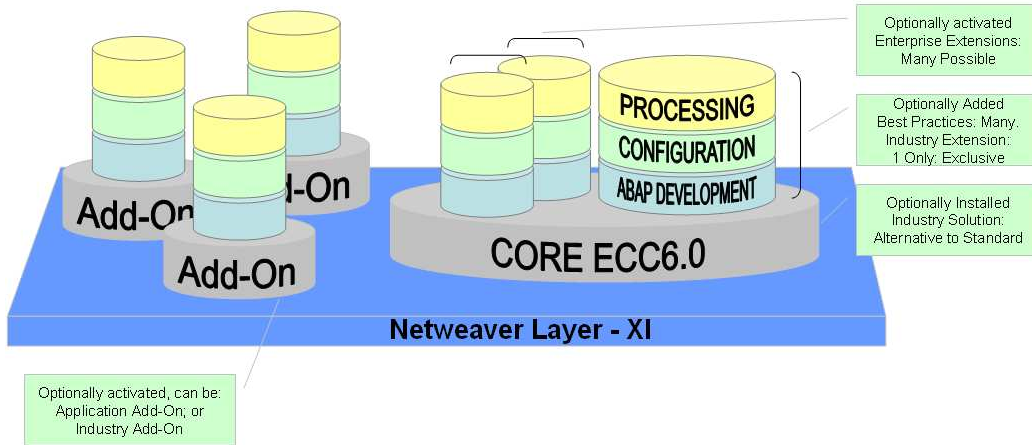
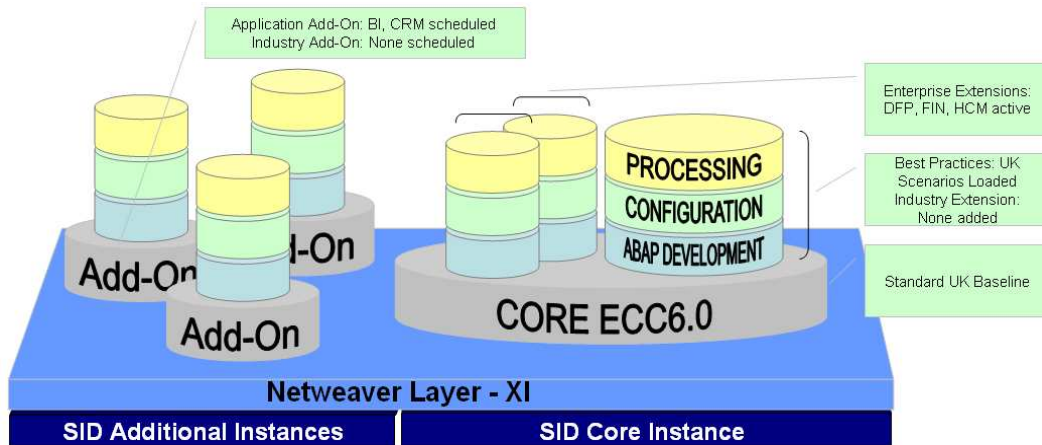


Figure 7: Standard SAP Application Landscape

SID Application Landscape

This diagram annotates the standard with the offerings provided by the SID service (August 2008).



SID Membership allows the member to undertake **Processing** and **Configuration**.

Figure 8: SID Application Landscape

- Enterprise Extensions DFP, FIN and HCM are active on the UK Baseline with the UK Best Practices.
- No add ons are currently connected.

SID Future Developments

SID will be launching an additional instance which will incorporate CRM and BI Add-Ons and are planning US and European baseline versions for implementation after this.

End of document