

Featured

**CARVE-OUT WITH JIVS IMP**

## WOODWARD L'ORANGE BUILDS BRIDGES TO ITS DIGITAL FUTURE

Using [JiVS IMP](#) enabled [Woodward L'Orange](#) to achieve a major project in less than four months – from the initial installation of the [Data Migration International](#) information management platform to completion: the extraction and handover of relevant HR information about 3,100 employees from the SAP HCM system belonging to the company's previous owner.

**"In the IT department, there's no better ally than JiVS IMP. It enables us to support business scenarios like acquisitions, divestments, solution migrations, and more. As an information management platform, JiVS IMP provides the bridge to our digital future."**

**Markus Benz,**

*Manager HR Technologies, Woodward L'Orange*

### Challenge

The company formerly known as L'Orange is a preferred business partner specializing in engines that will comply with today's and tomorrow's emissions regulations. As a valuable element in the value chain, it was sold in 2018 to the US-based Woodward group and has been trading since then under the Woodward L'Orange name. With its injection technology for all off-highway applications in ships, special vehicles and power plants, the company – based in the northern part of Germany's Black Forest – continually sets new standards in quality, lifespan, fuel consumption and emissions. Its offerings, which include customized system solutions adapted to a variety of fuels, additives and engine types, enables Woodward L'Orange to strengthen and extend its market-leading position.

As a result of the sale of the company, Woodward L'Orange needed to extract the personnel data on 3,100 employees from the previous owner's HR system – SAP HCM – and transfer it to Woodward's IT infrastructure. This involved a wide range of challenges, which are typical for this type of project.

First, both parties – the buyer and seller – had to ensure that absolutely all the relevant data would be transferred, but nothing more than that under any circumstances. Second, the companies could not change the data's structure as it needed to comply with legal regulations as well as internal and external audit requirements. Third, if the buyer's and seller's system and application infrastructure were different from each other, the companies would not be



able to solve the problem with a simple data export and import process – instead, the task would take on much larger proportions as a major migration project. And that would have cost significantly more – both in terms of financial outlay and staff resource requirements.

Added to all this was the time pressure. The data transfer needed to be complete by the end of July 2019 at the latest, as Woodward L'Orange's access to the datacenter it had been using would be withdrawn from 1 August. Luckily for [Markus Benz](#), the IT manager responsible for HR at Woodward L'Orange, one of his ex-colleagues knew a contact at the software provider Data Migration International. The Swiss company was already familiar with the problems that Woodward L'Orange was facing as it had worked on countless other projects like this – even going back to the 1990s, when many companies migrated from SAP R/2 or third-party solutions to SAP R/3.

The initial direct contact between the two companies took place in November 2018 and Data Migration International responded to Woodward L'Orange's official request for proposal in December. It won the contract in January 2019. The customer and the operator of the SAP HCM system were two different and legally completely independent companies, so each of them needed to prepare separate legal agreements with the Swiss IT company.

### Solution

"Although the primary goal of our project was to get the employee data out of the SAP HCM system in a legally-compliant way, we'd been thinking right from the start about the other options that [JiVS IMP](#) could offer us," explains Markus Benz. "That's because the platform is a lot more than just a convenient archiving solution."

When the project implementation started in February 2019, Data Migration International acted as a neutral project manager that moved back and forth between the two main parties. For IT security and data protection reasons, Woodward did not receive permission to import the data itself. Instead, the divesting company granted this to the project manager at Data Migration International.

The analysis of the data pool took place between February and May. At their previous employer, all L'Orange employees had had a specific indicator in their data files, which made it easier to select this criterion and filter the data. However, it soon became clear that many documents, such as pay slips, had to be created retrospectively before the information could be transferred definitively to JiVS IMP.

In addition, the SAP HCM system had also undergone several custom adjustments that had to be

recreated within JiVS IMP. For example, production staff at Woodward L'Orange receive timesheets with the hours they worked at their private email address, as they do not have direct access to this information at their workplace.

JiVS IMP was installed in the datacenter of Woodward L'Orange's previous owner in May 2019. Next, the team ran a test import of the employee data from SAP HCM onto the platform. This information was validated in June and July 2019 by both parties – the buyer and the seller – using testing routines as well as manual checks. These included comparisons of random data samples with data from other sources. In parallel, Data Migration International implemented the JiVS IMP platform in the Woodward L'Orange datacenter in the Black Forest office.

At the end of July, it was all done. The employee data was exported from SAP HCM to JiVS IMP once the July payroll accounting was complete and the final data validation took place on 24 July. "July 30 was the big day," comments Markus Benz. "I drove to the datacenter of our previous owner with an external hard disk in my bag and saved all the data and documents that had been transferred to JiVS IMP. Once that was done, we closed down all accesses to the prior payroll accounting system and uninstalled the Data Migration International platform there. We finished the project on time despite the amount of coordination we'd had to undertake."

### Benefits

In August, the data and documents on the hard disk were loaded with no problem onto the JiVS IMP platform in the Black Forest office and the staff underwent training. But that was very little effort – in less than two hours, the approximately ten HR staff learned how to work with the information types in JiVS IMP. And that opened the way for the first payroll accounting process to run on the Woodward system in August.

"We're very satisfied with the result, especially as the users can work with JiVS IMP in more or less the same way as with the previous SAP HCM system," concludes Markus Benz. "We now have much more than just a legally-compliant solution for our legacy HR information, which is far easier to access than in a traditional archiving system. Instead, we've also gained a platform for managing the complete lifecycle of legacy data and documents. For us here in the IT department, there's no better way than JiVS IMP for us to support business scenarios like [acquisitions and divestments](#) – but also things like [migrations to new software solutions or generations](#). As an information management platform, JiVS IMP provides us with a bridge to our digital future."