

# **Finding Talent for Your Talent Management Initiatives Session #31940**

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# Agenda

- Welcome / Introduction
- Evolution of ERP Experience
- Evolution of ERP Project Roles
- Talent Predictions

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# About Anteo



- Founded in 2002
- 2006 - \$14M Sales
- Offices in Atlanta, Dallas and London
- 25 internal employees
- 125 Consultants / Contractors
- ERP Consulting and Enterprise Java Solutions
- PeopleSoft Services
  - Strategy & Planning
  - Implementations
  - Staff Augmentation
- Focus Areas
  - Strategic HCM
  - Public Sector
  - Tools & Technologies

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# Objectives

- Staffing strategies and the current market trends for HCM system professionals.
- Staffing, managing and developing project teams for HCM initiative in a SOA environment.
- New skills sets, project roles and training required for SOA

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# Evolution of ERP Expertise

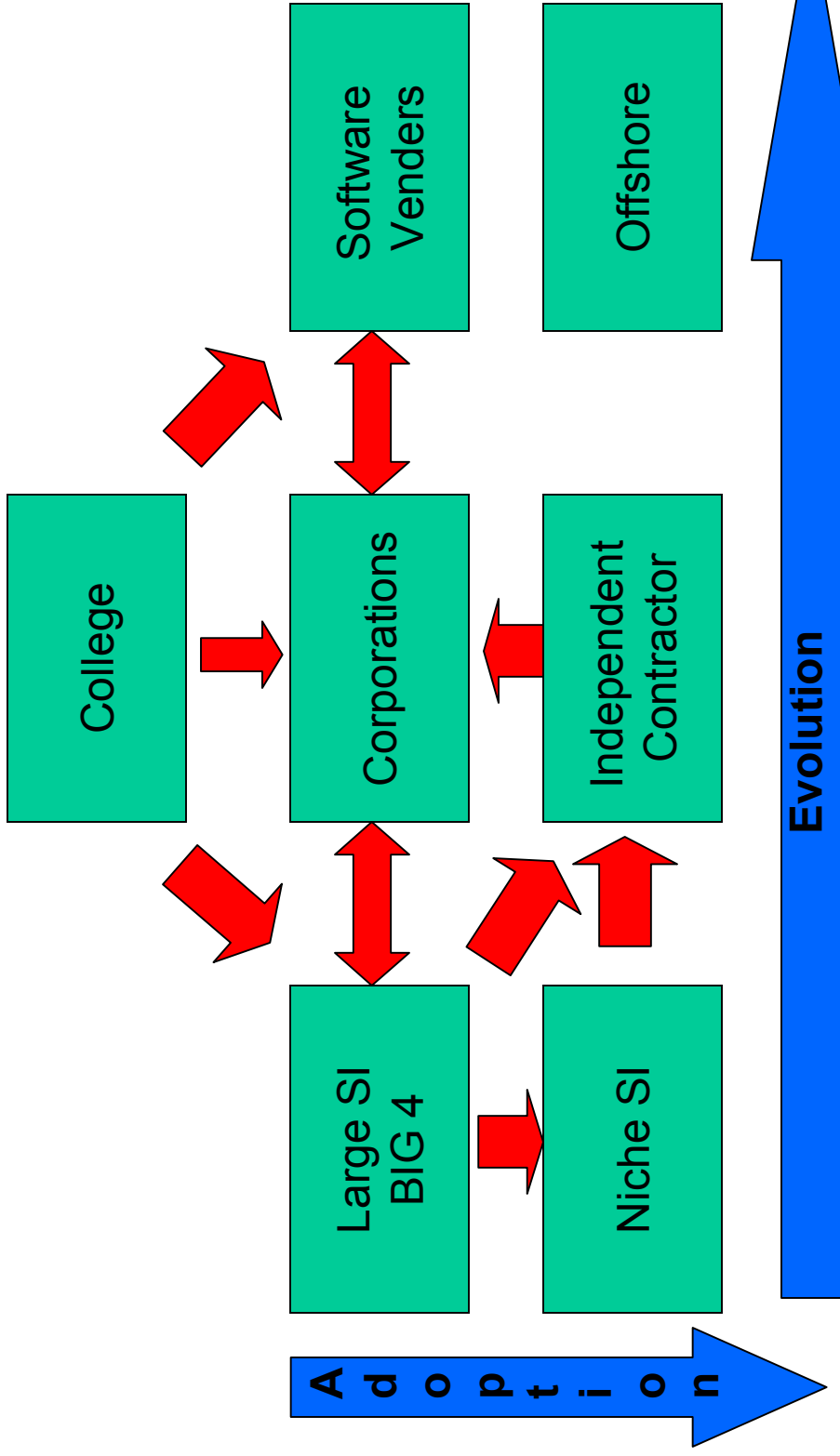
- ERP I – Implementation / Version Upgrade, Y2K
- ERP II – Upgrade to Web, Self Service, Add-on Modules, Consolidation
- ERP III – Next Generation, Global, Self Building Applications, Web Services, Web 2.0

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# Evolution of ERP Expertise



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# Evolution of ERP Expertise

Stage	Implementation Mix	Characteristics
<b>ERP I (1992 -&gt;)</b> •Implementation •Upgrade	1. Large SI / Software Vendor 2. Niche Firms	Functional vs. Technical Module Based “Training Projects”
<b>ERP II (2000 -&gt;)</b> •Web Upgrade •Self Service •Add-on Modules •Consolidation	1.Large SI (Based on Size) 2.Niche Firm 3.Internal w/ IC 4.Offshore Emergence	Functional vs. Technical Module Integration “Upgrader” Role Technical Architect Senior Consultants Large SI Downsizing = More Contractors

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# Evolution of ERP Expertise

Stage	Implementation Mix	Characteristics
<b>ERP III (2007 - &gt;)</b> <b>Early Adopters</b> <ul style="list-style-type: none"> <li>• Web Services</li> <li>• Web 2.0</li> <li>• Real-Time Application Integration</li> </ul>	<ol style="list-style-type: none"> <li>1. Large SI / Software Vendor</li> <li>2. Large SI Offshore</li> <li>3. Niche Firms</li> <li>4. Internal w. IC</li> <li>5. <i>Software Development Roles</i></li> </ol>	Functional vs. Technical Cross Application / System Business Processes Modeling Technical Architect Integration Architect Web Services Developers More Defined QA

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# ERP III – Buzz Words

- Configurable Software
- Template Based
- Web Services / Service Oriented Architecture
- Real-Time Integration
- Business Process Based
- Integrated Business Intelligence

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# Evolution of Project Roles

## ERP

- Project Manager
- Functional Leads
- Developers
- Technical Lead
- Tech Architect
- DBA's, System Support

## Java / Development

- Project Manager
- Business Analyst
- Developers (UI, App, DB)
- DBAs
- Architect (Define Environment)

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# Evolution of Project Roles

- Traditional ERP Project Roles will continue to evolve (PM, Functional, Technical)
- Some roles will be added to the team (Business Analyst, Software Developers, QA, Integration Architects)

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# Evolution of Project Roles

## Project Management

ERP I	ERP II	ERP III
<ul style="list-style-type: none"><li>• Driven by IT or Business Function</li><li>• Interaction between Core Business, Development and Infrastructure</li><li>• Vendor Methodology</li></ul>	<ul style="list-style-type: none"><li>• Driven by Business</li><li>• Expand beyond core business</li><li>• More Project Management Process (PMO)</li></ul>	<ul style="list-style-type: none"><li>• Driven cross business function</li><li>• Expand to functional groups not always working together</li><li>• PMO + SDLC Methodology</li></ul>

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# Evolution of Project Roles

## Functional Analysts / Leads

ERP I	ERP II	ERP III
<ul style="list-style-type: none"><li>• Single Module</li><li>• Single Business Process</li><li>• Data flow between modules</li></ul>	<ul style="list-style-type: none"><li>• Integration across modules</li><li>• Application Business Process</li><li>• Relationship of core data and impact to additional modules</li></ul>	<ul style="list-style-type: none"><li>• Integration across systems</li><li>• Enterprise Business Processes</li><li>• Relationship of core data and impact to additional systems</li></ul>

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# Evolution of Project Roles

## Technical Leads / Developers

ERP I	ERP II	ERP III
<ul style="list-style-type: none"><li>• Conversion</li><li>• Batch Interfaces</li><li>• Reports</li><li>• Modifications / Customization</li></ul>	<ul style="list-style-type: none"><li>• Web Development and Integration</li><li>• Self Service</li><li>• Workflow</li><li>• Messaging</li></ul>	<ul style="list-style-type: none"><li>• Web Services</li><li>• XML Exchange</li><li>• Java / Open</li></ul>

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# Evolution of Project Roles

## Technical Architects

ERP I	ERP II	ERP III
<ul style="list-style-type: none"><li>•Environment Provisioning</li><li>•Client Installs</li><li>•Printing</li></ul>	<ul style="list-style-type: none"><li>•Web Tier</li><li>•Cross layer troubleshooting</li><li>•Browser Standards</li><li>•LDAP / SSO</li><li>•Firewall</li></ul>	<ul style="list-style-type: none"><li>•Web Services Architecture</li><li>•Messaging</li><li>•Cross Application Capabilities</li><li>•Firewall</li></ul>

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# Evolution of Project Roles

- New Roles
  - Business Analyst, Java Developers and Quality Assurance
- New Processes
  - Use Case, Quality Assurance

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# Talent Predictions

- SI's and Consultants will continue to advise on business and technology strategy as well as do the heavy lifting for large scale projects
- Outsourcing for base ERP development (reports, screens, etc) will increase

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# Talent Predictions

- Stronger SDLC and adoption of IT development methodologies – Some ERP roles will migrate to look more like traditional software development
- Emergence of SOA Developers and Niche Firms for application integration (College Grads / Gen Y)

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# Thank You

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