



Is your SAP business truly AI-ready?



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300+

EMPLOYEES

500 msek

TURNOVER



BUSINESS SYSTEMS THAT REALIZE YOUR GROWTH



United VARs

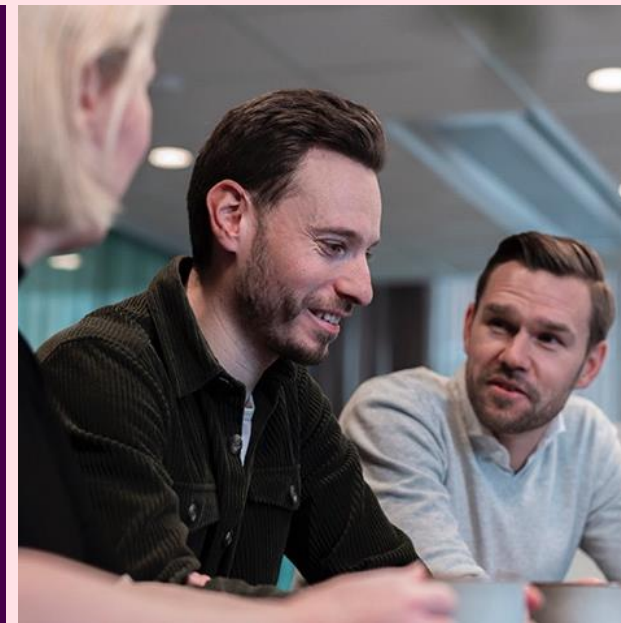
GLOBAL PARTNER

SWEDEN'S LEADING
SAP PARTNER

200+ highly skilled
SAP experts



IMPLEMA WAY



OUR EXPERTISE

- SAP
- Dynamics 365
- Data & Analytics
- AI & Automation
- Integrations
- Technology
- Business Transformation

implema

The AI Success Formula

System Readiness

Data Readiness

+ People Readiness

AI Readiness

System Readiness



Assess System Landscape and Architecture



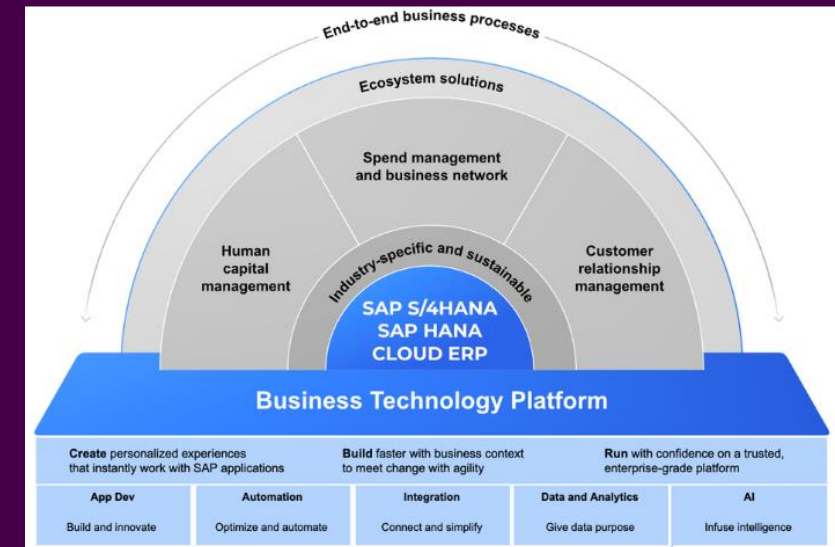
Modernize the Data Layer



Harden Security, Governance & Responsible AI Practices

System Readiness

- **Assess System Landscape and Architecture**
- Map out your current SAP landscape (ECC vs S/4HANA, on-prem vs cloud).
- Evaluate existing data sources, integrations, and custom code.
- Identify bottlenecks for real-time data access or data silos.



System Readiness

- **Modernize the Data Layer**
 - Leverage the **business semantic layer** to enrich AI models with domain-specific meaning.
 - Connect Datasphere with external data sources (e.g., Salesforce, Snowflake, Azure Data Lake).
 - Ensure real-time data streaming or replication is possible.



System Readiness

- **Harden Security, Governance & Responsible AI Practices**
- Implement robust data governance policies.
- Ensure compliance (GDPR, HIPAA, etc.) for data used in AI training and inference.
- Introduce responsible AI practices:
 - Explainability (e.g., XAI tools).
 - Bias detection.
 - Human-in-the-loop controls.



Data Readiness



Data Archiving



Data Inventory & Source Mapping



Semantic Enrichment & Contextualization



Data Quality Management

Data Readiness

- **Data Archiving**
 - Define Data Archiving Strategy (hot, warm, cold, frozen)
 - Archival Execution



Data Readiness

- **Data Inventory & Source Mapping**
 - Catalog all SAP and non-SAP data sources relevant to AI use cases (S/4HANA, ECC, SuccessFactors, CRM, IoT, external files).



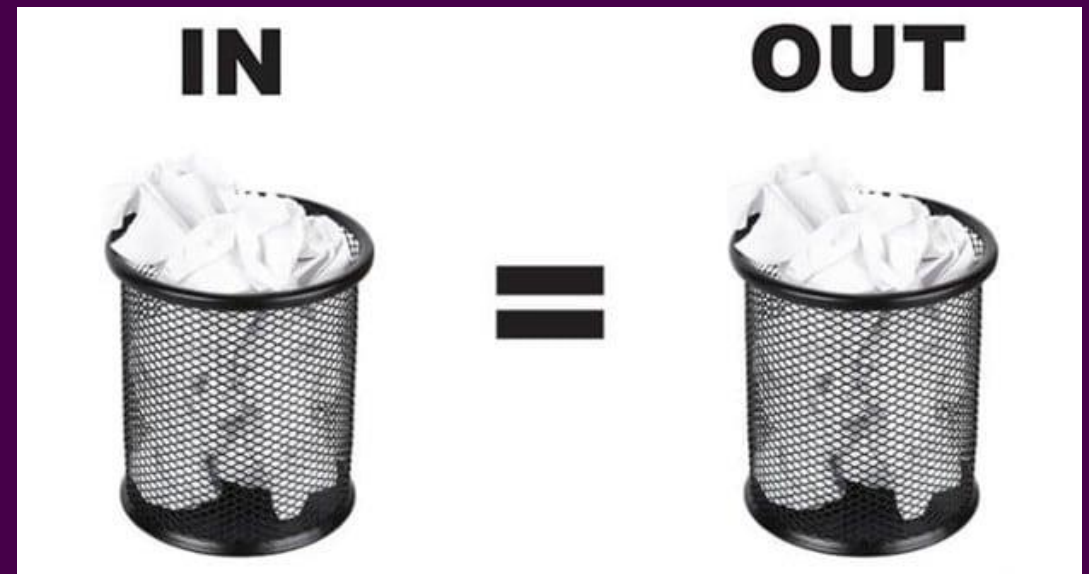
Data Readiness

- **Semantic Enrichment & Contextualization**
 - Use SAP Datasphere's Business Data Fabric to layer business semantics on top of raw data (e.g., define what "customer," "invoice," "product" mean across systems).
 - Create unified views that AI models can consume with consistent business logic.



Data Readiness

- **Data Quality Management**
 - Profile data for missing values, duplicates, inconsistencies.
 - Set up automated data cleansing and enrichment processes.



People Readiness



Maturity Stages



The Building Blocks of People Readiness

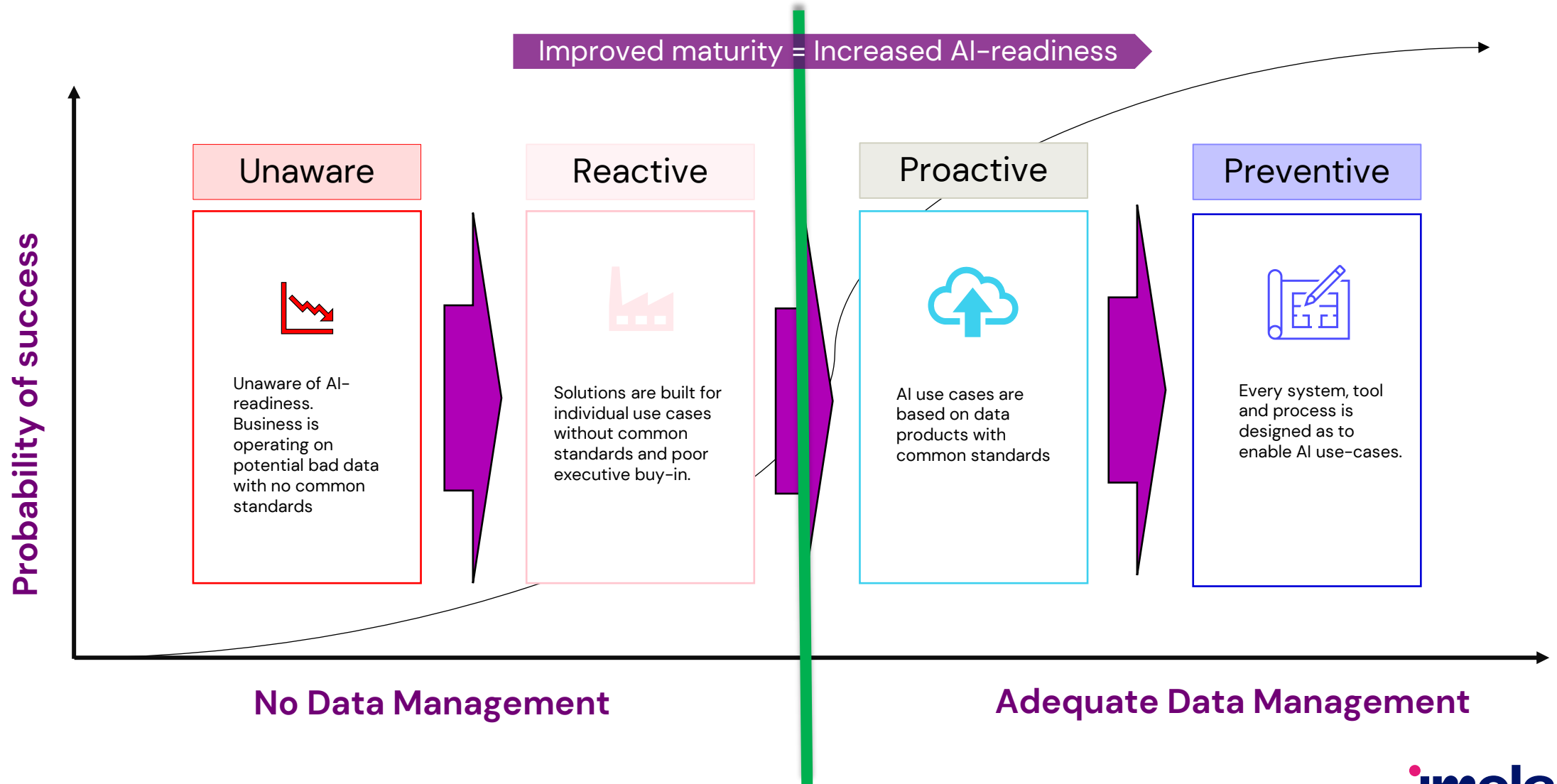


Risks



Assess

The Four Maturity Stages



The Building Blocks of People Readiness



Executive Buy-in

Leaders champion AI with clear, measurable business goals.



Workforce Literacy

Teams understand what AI is (and isn't), and how it helps their work.



Cross-Functional Collaboration

Data, IT, and business speak the same language and co-create solutions.



Change Enablement & Trust

People are not afraid AI will replace them — they see how it empowers them.

Being AI-ready means more than hiring data scientists. It means building the right mindsets, skills, and collaboration habits across your organization.

The Building Blocks of People Readiness

Risks If Missing



No Executive Buy-in

AI remains a disconnected tech initiative with no strategic direction. Business goals are unclear or misaligned with AI projects.



Low Workforce Literacy

Teams don't trust or use AI insights. Adoption is low, and decisions revert to gut feeling or legacy reports.



No Cross-Functional Collaboration

Data, IT, and business work in silos. AI projects stall due to miscommunication and misaligned expectations.



Poor Change Enablement & Trust

Resistance grows. Teams fear being replaced or marginalized. You get "ghost" AI tools no one uses.

If people don't understand it, can't influence it, or don't trust it — your AI will fail, no matter how advanced it is

Assess Your AI-readiness

AI isn't just a technology shift — it's a cultural and capability shift. Yet most companies have never assessed whether their people and teams are ready.

AI-excitement ≠ AI-readiness

Many teams want AI — few are prepared to use it effectively. **The risks are huge!**

Start by assessing AI-readiness

Without assessing where your **people, skills, and decision-making culture** stand, you risk failed initiatives.

Misalignment is common

IT builds solutions business doesn't understand or trust.

Unaware → Aware → Capable → Enabled → Embedded

Assess. Align. Activate

An iceberg floating in the ocean. The small tip above the water represents the visible part of a business, while the much larger part below the water represents the hidden foundation. A dashed line labeled 'Visibility Line' separates the two.

Leverage the
power of AI

Built on a **solid foundation**, AI will
transform your SAP business

Visibility Line

**Build the
solid
foundation**

Assess

Use structured tools (like our AI Readiness Assessment) to identify readiness gaps.

Align

Use findings to build a common language across teams: strategy, data, delivery, adoption.

Activate

Invest in targeted upskilling, cross-functional projects, and real business use cases.

AI Readiness: The Hidden Gap in SAP Landscapes

System Readiness

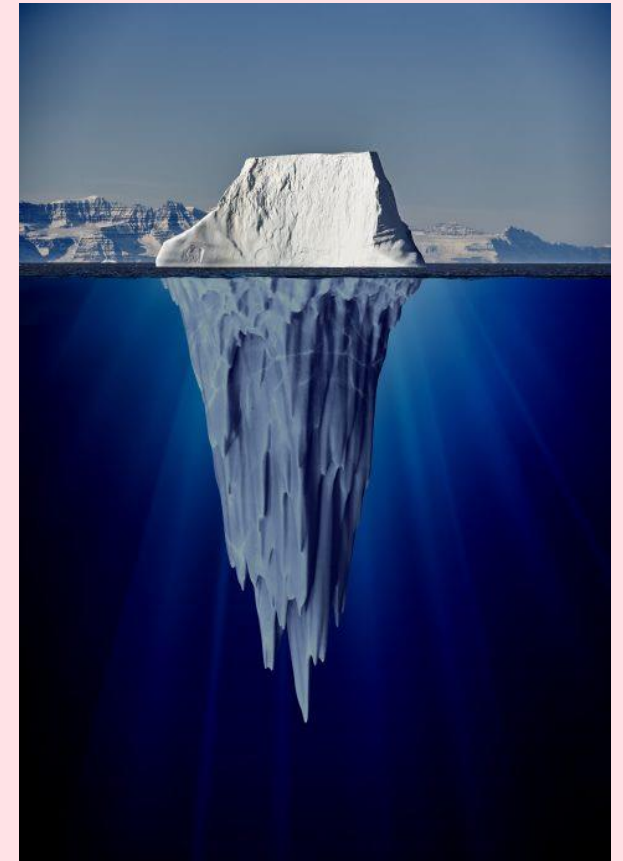
Data Readiness

+ People Readiness

AI Readiness

AI ambition

Readiness
Issues



Thank you for listening



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