
How to Accelerate User Adoption for SAP S/4HANA with Interactive Training Solutions

Introduction

SAP S/4HANA user adoption has always been a challenge for organizations due to how much the expenses and resources overshoot initial estimates and how steep the learning curve is most of the time. However, being a very versatile and feature-packed tool, [it is something that most companies wish to adopt at some point in their digital transformation timeline](#). Yet, it is often a struggle for L&D departments to streamline SAP S/4HANA training and accelerate [user adoption](#) because most [digital adoption solutions](#) do not have the capabilities necessary to make it easy and smooth for learners to become experts in software as multi-faceted and often complicated in operation as SAP S/4HANA.



One of the tools that can be very instrumental in optimizing the learning process is [interactive training solutions](#). For any machine, tangible or virtual, that has a lot of actionable features, complex process flows, and multi-consequence actions, an interactive solution like responsive simulations or sandboxes often helps with training in a more effective and efficient manner. The learner gets to apply the knowledge they learned at the point of need and without a time gap between information consumption and application long enough for them to forget some of it. Assima has all the right tools to engage learning throughout the implementation lifecycle of the software and reduce critical errors.

Curious about how Assima's interactive training solutions make SAP training easier?

Why SAP S/4HANA Adoption Is Challenging for Users

[Digital adoption](#) itself is often a difficult task due to several blockers at various levels. However, with software as simultaneously extensive and intensive as SAP S/4HANA, the [challenges are often compounded](#). This can push back SAP S/4HANA user adoption rates further than you would expect.

Complicated, Feature-Intensive Interface

By definition, [ERP software](#) is supposed to have a large spectrum of features that will allow users to have complete visibility and control over all the operations of an organization. With the constant innovation and feature addition to SAP S/4HANA, the total load of the software is bulkier than a lot of other prevalent ERP application suites. This can discourage many potential users from starting to learn to use it without a proper training procedure in place.

Data and Functionality Transfer

If your company already has an ERP in place and you are [migrating to SAP S/4HANA](#), you will also have to think about transferring the data and functionalities that are operational in the old system to the new one. This may require a huge amount of work that your teams may be hesitant to take on. The migration could take long enough time and effort that your employees may feel it would have been easier to stay with the previous system itself, creating a resistance to user adoption.

Need for Custom Code

Any system migration demands some custom additions to suit the requirements of your company while allowing a smooth transition from the old system to the new one. While SAP does include the facility to use add-on APIs, it can still be a complicated task. Conversion of your custom code to SAP functionalities is one of the major burdens of a brownfield migration and could become a discouraging factor in SAP S/4HANA user adoption.

Steep Learning Curve

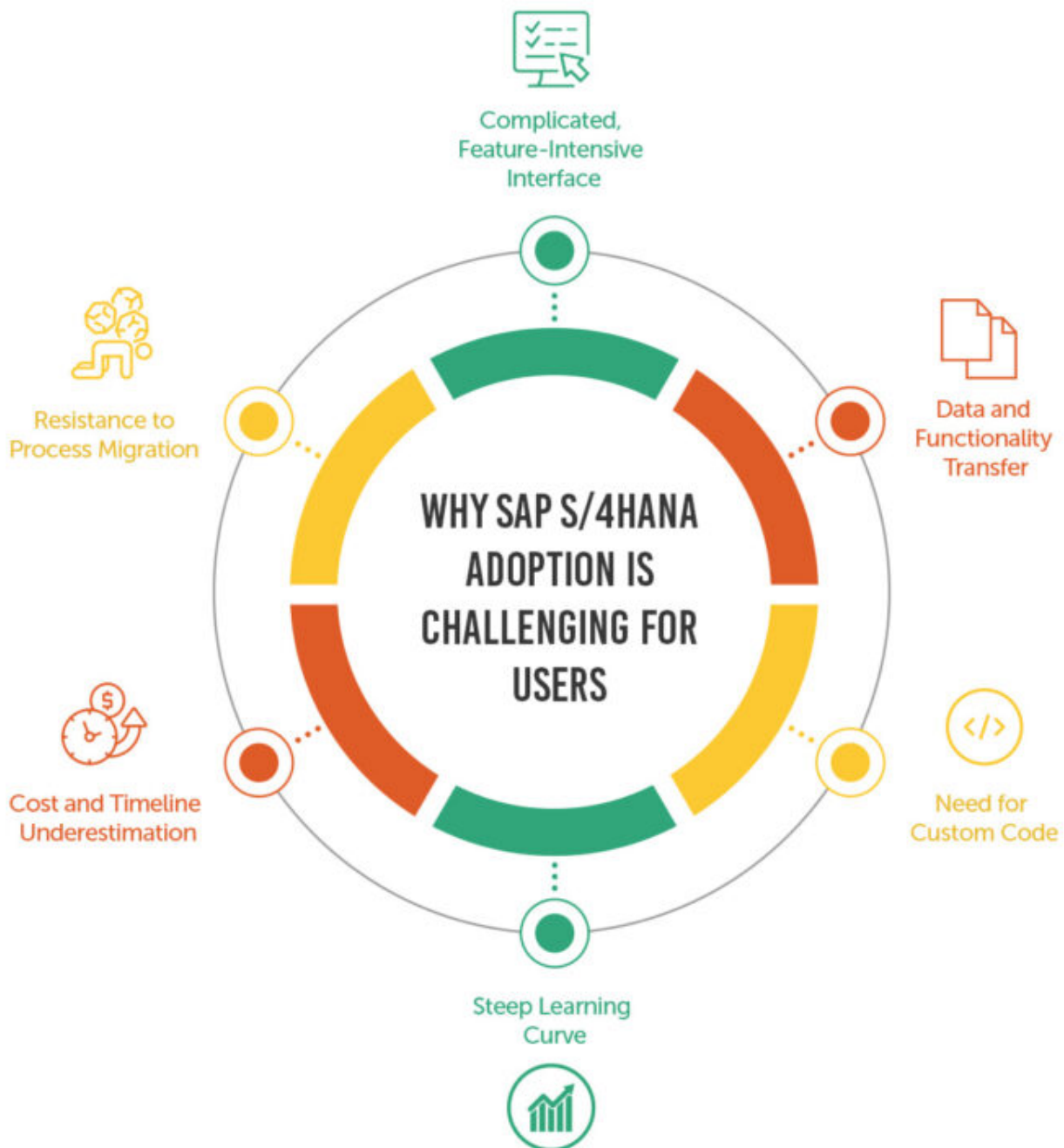
We have mentioned before how SAP S/4HANA is one of the more complex software solutions to learn to use due to its feature-heavy and complicated interface. The learning curve for SAP is quite steep and without training measures explicitly created to simplify the learning process, SAP S/4HANA onboarding could take a hit. If the training materials are boring or do not meet all the learners' needs, it can take longer than expected to make the system live.

Cost and Timeline Underestimation

According to research, SAP migration often exceeds the estimated timeline and budget, introducing a sense of urgency and disarray into the transfer process. This can cause organizations to try to undercut the expenditure and schedule of the onboarding process as well. While it may seem profitable, this becomes a mistake when you find your learners ill-prepared to use the so-called "better" ERP system.

Resistance to Process Migration

Humans, by nature, resist change. Once people become comfortable with something, they hate to move away from routine. They only give in to adaptation under irreversible conditions. The same goes with software migration, especially to SAP, which has earned a bad reputation for requiring quite a lot of effort to learn. Unless [user training for SAP S/4HANA](#) is optimized to make it easy to learn, expect people to put up a fair amount of resistance to the change.



The Role of Interactive Training in SAP S/4HANA Adoption

Due to the many challenges involved in the path of SAP S/4HANA user adoption, unique measures are often necessary to overcome them. When it comes to the obstacle of user resistance due to difficulties in learning the usage of the software, interactive training solutions are a great way to tackle the issue.

What Are Interactive Training Solutions?

[Interactive training solutions](#) are digital tools and technologies that support learning the usage of software in a hands-on and immersive manner. These solutions allow one to learn the application by interacting with it first-hand or through virtual clones so that users can apply their knowledge and experience the process without any risks.

In comparison, [traditional methods](#) are far more static and focus on theoretical learning than practical application. Texts, images, audio, video, etc. are some commonly used formats of traditional learning. In this method, learners only get to consume the information without any or limited chance of application. This reduces retention and recall of knowledge, a problem that interactive solutions solve with ease.

Benefits of Interactive Training for SAP S/4HANA

SAP interactive training imparts several benefits to both employees and employers. These include:

- Interactive training is targeted towards helping improve SAP user engagement and interest throughout the lesson.
- Interactive training promotes immediate knowledge application, which helps in better understanding, retention, and recall.
- Interactive training sessions can be tailored specifically to the needs of the learner and their current progress.
- It allows real-time assessment and analysis of the results of the training while motivating learner success.
- The more immersive learning environment allows real-world testing of the information gained, which reduces the chances of making mistakes during live operations.
- Training time and cost are reduced significantly as learners pick up their lessons far more easily.
- By allowing interactive learning using real-world scenarios, the user's confidence is boosted and performance anxiety reduced, which, in turn, increases SAP S/4HANA efficiency and work quality.

Types of Interactive Training Solutions for SAP S/4HANA

Interactive employee training for SAP S/4HANA can be done using various tools and methods. We discuss a few relevant ones here:

Software Simulations and Walkthroughs

Simulations have always been the poster child for interactive training. Using [software simulations and walkthroughs allows learners to live through and experience true-to-life circumstances and apply their knowledge without any risks to the live system](#). A good quality simulation can go a long way in helping learners get used to situations they may face while working in the real world and take them head-on without losing their cool or making fatal errors. However, we still have a long way to go in terms of overcoming the technological barriers of simulation training. There are few sufficiently endowed tools available that give learners the true simulation learning experience. [Assima Train](#) is one of them.

Here's how advanced simulation tools make systems training easier.

Just-in-Time Learning Tools

[Just-in-time tools](#) can be a game-changer in any enterprise software adoption, not just SAP. Due to the extensive reach of ERPs in the operations of an organization, they are bound to have complicated task flows. Just-in-time training tools provide [in-app guidance](#) at the point of need so that you can advance without doubts and prevent any mistakes. The information provided is always contextually relevant and takes into account all pertinent factors like your role, current screen, intended action, and so on. [Assima In-App Search](#) is our take on just-in-time learning.

Scenario-Based Learning

[Scenario-based learning](#) puts the users in real-life circumstances, encouraging them to navigate it with the information they have learned. By replicating actual job conditions, you are giving them real problems to solve and real tasks to complete on the software. This way, you can test their skills and see how they will perform in the live system and make them job-ready. While this method comes with the challenge of replicating data and creating an isolated training environment to be used for the training, the payoff is high enough to justify the effort and expenditure.

Steps to Implement Interactive Training for SAP S/4HANA

Implementing interactive learning tools for SAP S/4HANA user adoption cannot be a “Do first, think later” process. It requires thorough planning, assessment, and testing to ensure there is very little chance of failure. The proper order of steps to be taken are:

Step 1 : Define Your Goals and Objectives

The first step in your SAP digital adoption strategy is to clearly define your key objectives for the process. What is your organization trying to accomplish with this training drive? Are you looking at greenfield or brownfield SAP migration? How many employees are part of the training process? What percentage of your operations are you shifting to SAP? Based on the answers to these questions, lay out your aims and objectives and plan the training accordingly.

Step 2 : Assess User Needs and Skill Levels

There will be many user groups with differing skills, functions, and requirements that you will need to train. Hence, your program for employee training for SAP will have to be tailored to these user groups based on these parameters. SAP S/4HANA is a complicated software, hence a one-size-fits-all training methodology has little chance of success. By customizing the training for every user group, you target specific strengths, weaknesses, needs, and goals and address them accordingly.

Step 3 : Select the Right Training Tools

Depending on your findings in the above two steps, you will have to choose the right training technology for your workforce. There are many options to choose from, like simulation tools, digital adoption platforms, learning management systems, etc. With the right combination of tools, you can optimize the training process and ensure a pleasant learning experience for each user group in your organization.

Step 4 : Monitor and Measure Adoption Progress

As the training progresses, keep a keen eye on the metrics and analytics of the SAP S/4HANA user adoption journey. This will allow you to adjust and tailor the process based on the current needs of your company and workforce and keep the training optimized at all times. If you stick to your starting goals and requirements throughout the program even as they evolve with time, you may not achieve the success you forecasted.

Step 5 : Adapt the Program to Evolving Requirements

Based on the progress of the SAP adoption process and the corresponding changes in your goals and needs, modify the training process so that it suits what your learners need at the moment. Users will get better with time, new challenges will arise, and problems and demands of your company will alter with time. The training methodology must be constantly updated to keep up with these changes and yield maximum results.

How Digital Adoption Platforms Enhance SAP S/4HANA Training

[Digital adoption solutions](#) have taken root as the ultimate solution for systems training and user adoption. The same goes for user training for SAP S/4HANA. The features of a [digital adoption platform or DAP](#) are attuned to the technological demands of the present day and age. Solutions like Assima can help greatly in promoting SAP S/4HANA user adoption without unnecessarily complicating the experience for learners.

Assima's tools like [Train](#) and [In-App Search](#) apply proven learning models and theories like the 70:20:10 model and just-in-time training that keeps the focus on making the learning process as user-oriented as possible. Simulations made using [Assima Train](#) offer an immersive, application-based experience that helps learners retain information better and apply it with efficiency in their work. [In-App Search](#) provides real-time in-app support with task-based, role-specific, contextual information feeding at the point of need.

Assima has the perfect set of digital tools optimized to make employee training for SAP S/4HANA as streamlined as you want.



Boost SAP S/4HANA Adoption with Interactive Training

[Interactive training solutions like Assima](#) are irreplaceable when it comes to heavy applications like SAP S/4HANA. Nothing helps users learn to undertake complex tasks like a hands-on training tool, and nothing defines hands-on more than Assima. With the right combination of training materials and technologies, you can ace the process and churn out expert SAP users in no time. Need any more reasons why you should utilize Assima's digital adoption platform? Get in touch with us to see for yourself.

Get in touch with us to see for yourself.

[CONTACT US](#)