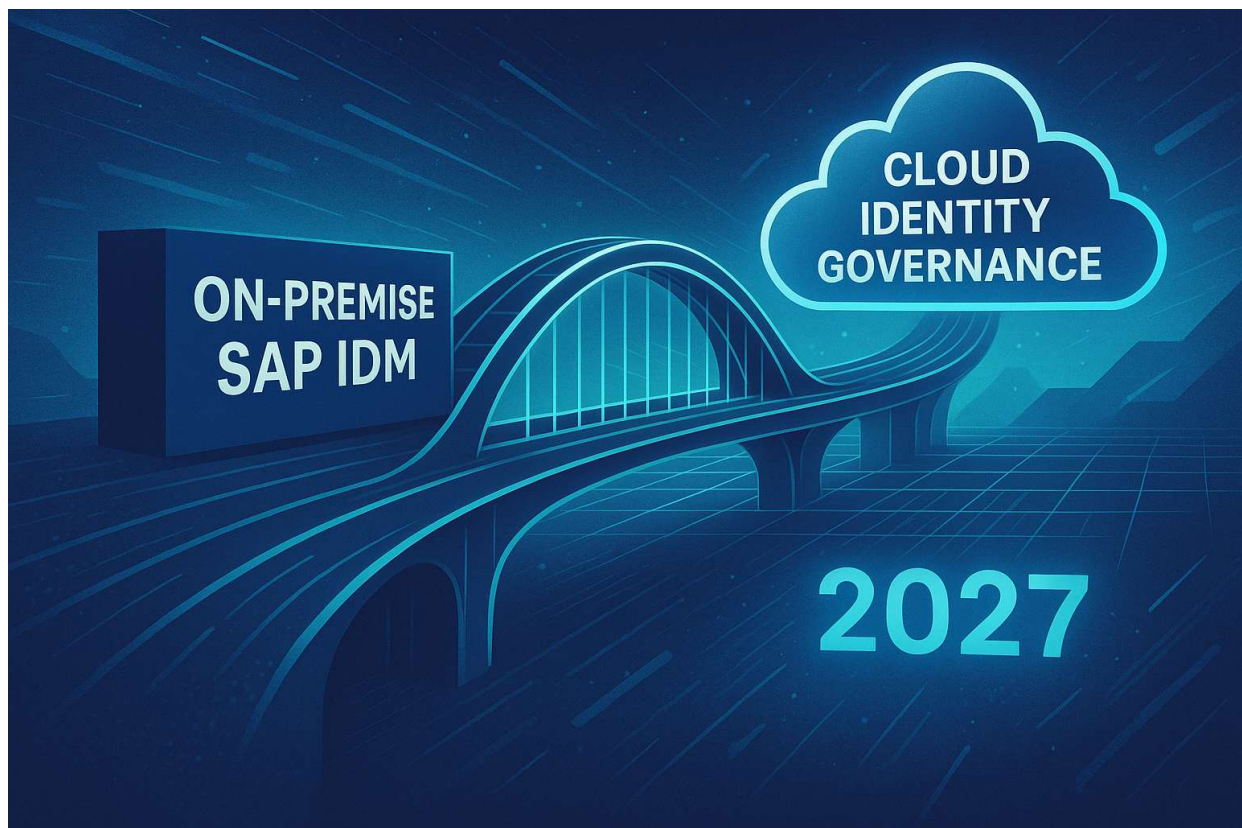


In-Depth SAP IDM Migration Review: Options, Best Practices, and Referenced Guidance



SAP Identity Management (IDM) will **officially reach end of maintenance on December 31, 2027**, with **optional extended support until 2030**—but no further innovation, security patches, or compliance updates after those dates. This compels every organization using SAP IDM to develop and execute a replacement strategy without delay^{[1][2][3][4][5]}.

1. The End-of-Life Challenge and Organizational Impact

Once SAP ends support for IDM^{[1][2][3]}, organizations risk:

- **Security vulnerabilities** (unpatched identity systems)^[1]
- **Compliance breakdowns** (losing alignment with standards like ISO 27001, GDPR)^[1]
- **Increasing integration and operational costs** (outdated compatibility, expensive maintenance)^{[1][5]}

These risks make proactive migration both a regulatory requirement and a business imperative^[5].

2. Solution Landscape – Evaluating Modern Successors

2.1 SailPoint Identity Security Cloud

SailPoint provides a leading Identity Governance and Administration (IGA) suite for enterprises migrating from SAP IDM:

- **SAP-certified integration:** SailPoint includes connectors for SAP ECC, S/4HANA, SuccessFactors, NetWeaver, and supports lifecycle management, policy enforcement, access reviews, and SoD risk control across SAP and non-SAP environments^{[6][7][8][9][10][11][12][13][14][15][16]}.
- **Advanced policy and SoD support:** Enables preventive and detective SoD analysis using SAP T-Codes/Authorization Objects, automated provisioning, and robust compliance workflows^{[12][15]}.
- **AI-driven automation:** Reduces manual identity administration and supports rapid onboarding/offboarding^[10].

Best for: Large, complex SAP landscapes with multi-application needs and regulatory obligations^{[10][12][15]}.

2.2 Microsoft Entra ID (formerly Azure AD)

Entra ID is SAP's primary recommended migration destination^{[7][13][16][17][18][19]}:

- **Deep Microsoft integration:** Offers SSO, conditional access, MFA, automated provisioning, and integration with SAP cloud apps like SuccessFactors plus Windows environments^{[7][13][16][17][18][19]}.
- **Migration guidance:** Microsoft and SAP jointly provide prescriptive migration guides for typical IDM scenarios^[16].

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- **Limitations:** Requires additional GRC/IGA solutions for full governance, SoD, and compliance for large, heterogeneous SAP/non-SAP environments^{[7][16][19]}.

Best for: Microsoft-centric organizations with moderate IGA complexity, leveraging existing licensing and Azure investments^{[7][16][19]}.

2.3 Pathlock Cloud

Pathlock Cloud focuses on cross-application governance and deep SAP context:

- **Unified access risk management:** Centralizes policy enforcement and SoD analysis across SAP and third-party apps (e.g., Salesforce, Ariba, Oracle)^{[20][21][22][23][24][25][26]}.
- **Integration with Entra ID, SailPoint:** Publishes roles, observes audit trails, and orchestrates access across best-of-breed cloud and on-prem IAM systems^{[23][26][27][28]}.
- **Automated provisioning and compliance:** Handles emergency access, risk scoring, and regulatory reporting across hybrid environments^{[24][25][28]}.

Best for: Organizations requiring stringent SAP SoD controls, multi-app risk analytics, or hybrid deployments^{[23][25][28]}.

2.4 Omada Identity Cloud

Omada offers seamless migration for SAP IDM customers needing robust, configurable IGA:

- **No-code, template-driven SAP connectors:** Hundreds of pre-built integrations for SAP S/4HANA, ECC, SuccessFactors, HCM, and other business apps^{[29][30][31][32]}.
- **Migration best practices:** Supports both “lift and shift” and greenfield approaches, prioritizing business process continuity^{[30][32]}.
- **Integrated SoD, lifecycle, and compliance workflows:** Meets modern regulatory and operational needs with customizable automation^{[31][32]}.

Best for: Enterprises seeking cloud-native, agile IGA with minimum custom coding^{[31][32]}.

2.5 One Identity

One Identity Manager provides comprehensive, certified SAP ecosystem support:

- **SAP-certified ABAP and SCIM connectors:** Enables direct management of SAP ERP, S/4HANA, SuccessFactors, Ariba, Concur, and more^{[33][34][35][36][37]}.

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- **Hybrid and cloud compatibility:** Supports organizations transitioning workloads to the cloud, including SAP BTP^{[33][34][36]}.
- **Advanced IGA, compliance, and SoD analytics:** Tailored for regulated industries or those requiring deep SAP process knowledge^{[34][37]}.

Best for: Organizations wanting robust SAP-certified on-prem/cloud coverage and strong IGA portfolio^{[33][34][36]}.

3. Migration Strategy: Stepwise, Referenced Best Practice

1. Strategic Assessment (0–6 months):

- Inventory SAP IDM integrations, custom processes, and compliance needs^{[1][2][30]}.
- Gather stakeholder, risk, and timeline inputs^{[2][30]}.

2. Solution Selection (3–9 months):

- Conduct PoCs focused on critical SAP connectors, SoD risk, and process automation^{[7][12][24][29][33]}.
- Evaluate migration complexity, TCO, licensing, and architectural fit^{[2][15][19][20][29]}.

3. Migration Planning (6–12 months):

- Map IDM configurations, roles, and master data to target systems^{[30][32][36]}.
- Define attribute/entitlement mapping and transformation rules^{[31][32][36]}.
- Prepare dual-running or phased cutovers with rollback contingencies^{[30][31][32][34]}.

4. Implementation and Testing (12–30 months):

- Automate where possible; use vendor/partner migration tooling^{[10][12][15][16][31][36]}.
- Test joiner/mover/leaver, audits, compliance, and access policies under peak conditions^{[10][12][32][34]}.
- Secure user acceptance and provide training for new processes and self-service^{[1][2][34]}.

4. Recommendations by Scenario

- **Complex SAP + Multi-app environments:** SailPoint or Pathlock Cloud (optionally with Entra ID integration)^{[10][15][23][26]}.

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- **Microsoft-first with modest SAP needs:** Entra ID, extended with SailPoint/Pathlock/Omada as needed^{[7][10][13][16][19][23]}.
- **Cloud transformation emphasis:** Omada Identity Cloud or One Identity, based on SAP application/connector needs and compliance^{[31][33][36]}.
- **Regulated, SAP-heavy industries:** Pathlock Cloud or One Identity with SAP-certified integrations^{[25][27][33][34][35][36]}.

5. Timeline and Success Factors

With IAM changes requiring up to 36 months, **immediate action** is crucial^{[1][3][5][30]}. Organizations should prioritize:

- Executive sponsorship and cross-functional team mobilization^{[30][32]}
- Change management for end-user adoption^{[1][2][34]}
- Continuous testing, fallback planning, and compliance validation throughout the migration^{[10][15][30][34]}

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