

Cloud Talent? Check!

Three strategies to leverage existing talent and drive your organization to the cloud

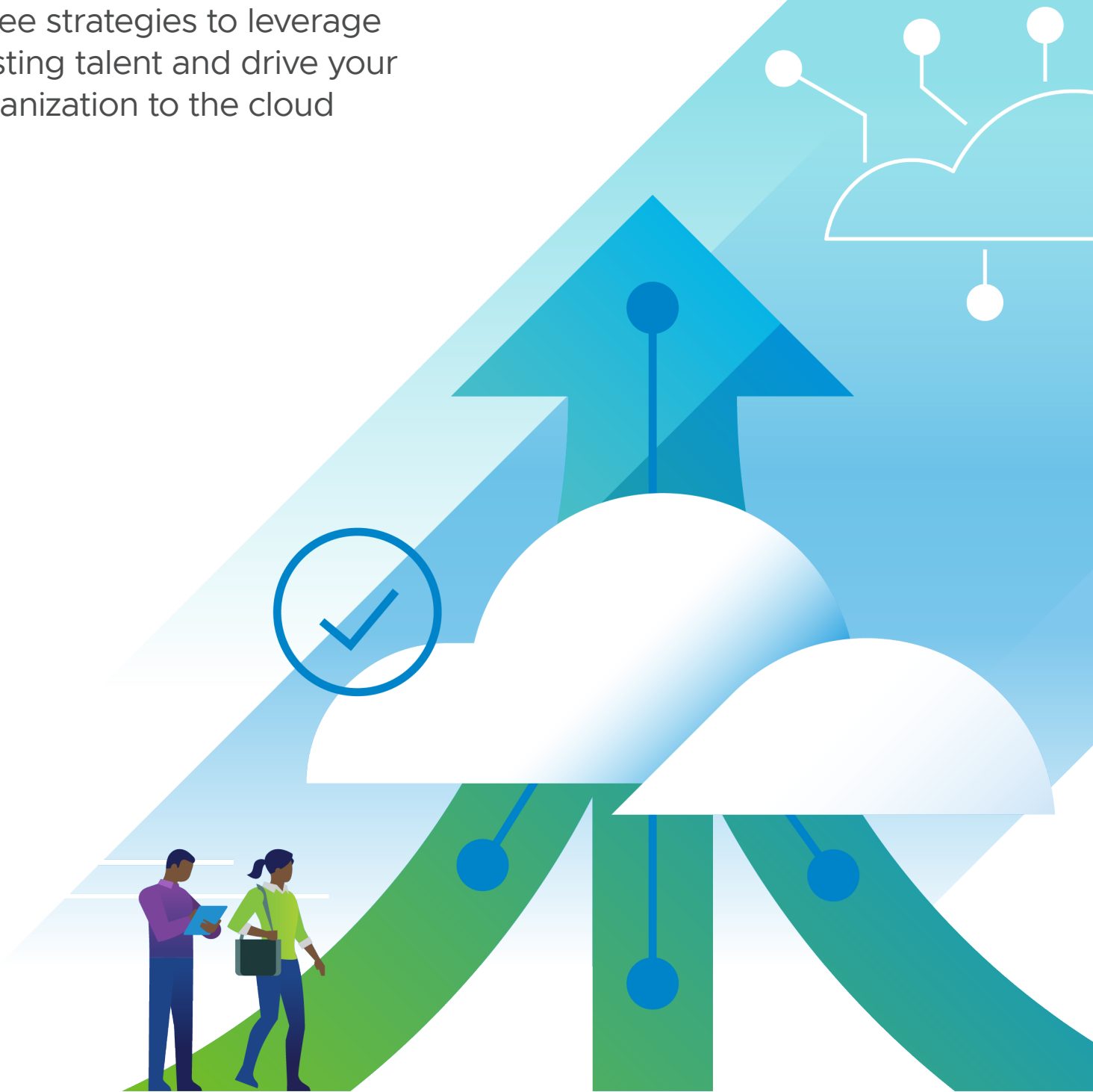


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Introduction

Public clouds are great. But getting there? Not so much. Consume VMware Cloud™ right from your VMware vSphere+™ cloud console and get straight to public cloud perks without the transition pains. Simply extend your existing on-premises VMware infrastructure to any public cloud and run workloads without refactoring or re-architecting.

A public cloud journey will take you to on-demand capacity, footprint expansion, app availability, and advanced cloud services such as platform as a service (PaaS), Kubernetes and more. But why go on a long journey when you can get there with a short stroll? Expand to the cloud with zero disruption using your existing skillset and unified on-premises and cloud management from VMware vCenter®.

VMware Cloud is the perfect infrastructure as a service (IaaS) for enterprise apps. You can leverage your past investments to the fullest for a 53 percent average reduction in infrastructure and operations costs, according to research from Forrester Consulting.¹ Instead of piecing together expensive, complicated public cloud services, you get right to results with integrated, enterprise-grade compute, storage, networking and security.

¹[A commissioned study conducted by Forrester Consulting on behalf of VMware. "The Total Economic Impact™ Of VMware Cloud On AWS." October 2022.](#)



Cloud Talent? Check!

Embracing the cloud

The future—and even present state—of almost every workload lies in the cloud. In less than a decade, digital transformation redefined and accelerated how companies innovate. As of 2021, 71 percent of VMware customers were expanding investment in digital-first engagement models for customers and employees.² As cloud investments only continue to grow, organizations of all sizes recognize that embracing cloud technology is a force multiplier—while IaaS solutions like VMware Cloud continue to lower barriers to entry.

But embracing the cloud isn't just about innovation, optimized costs or accelerated output. In recent years, distributed companies with robust cloud strategies set the blueprint for resilience and flexibility in rapidly evolving software and social landscapes. Legacy competitors need to keep pace or risk falling behind.

Existing talent and on-premises infrastructure

Although there are many operational reasons enterprises continue to run on-premises workloads, barriers to cloud migration often amount to a single hurdle: talent. VMware research revealed that 46 percent of organizations don't have the skills to achieve a multi-cloud approach.⁴ The sheer technical complexity of moving workloads, combined with a pervasive talent gap, makes training your people vital. Beyond IT, onboarding the broader organization to adopt new ways of working in the cloud might meet resistance if employees aren't adequately informed and prepared.

This document highlights three strategies to prepare existing talent to successfully drive your organization to the cloud, ensuring their depth of knowledge, experience and institutional insights is fully leveraged in the evolving working environment.

²VMware. "FY22 Q1 Executive Pulse." January 2021.

³VMware. "FY22 H1 Benchmark, Cloud and Applications." March 2021.

⁴VMware and Vanson Bourne. "The Multi-Cloud Maturity Index." October 2022.



1/3 of businesses surveyed by VMware that are already in the cloud cite specialized teams or skills as a key management challenge.³

Strategy 1

Leverage existing IT skillsets

Internal IT teams are the backbone of digital transformation. Their knowledge of your network will help establish a clear set of goals and outcomes that best serve your needs. VMware and other third-party service providers might offer development services to help ensure a successful migration, but IT input remains critical.

From the outset, IT teams should be tasked with estimating the lift, identifying conflicting priorities, highlighting weak points and recommending strategies to address them. Relevant stakeholders and subject matter experts (SMEs) should be assigned to uncover insights and recommendations for migration through collaborative workshops. The following are some common agenda items IT teams can workshop pre-migration.

Enable intelligent migration

To optimize data transfer to the cloud, internal IT teams will need to analyze resource consumption and traffic patterns across applications and workflows, noting where databases and the services that depend on them should be migrated in tandem. Migration should also be prioritized by function, such as identifying lesser-used services that can be moved to an on-demand cloud to save on costs. IT staff will also be vital in identifying, securing and monitoring sensitive data as it moves from on-premises to the cloud.

Align skills to cloud requirements

Once your team has selected a cloud provider and service model, you'll want to create training and support plans for using the platform effectively across your entire organization. Training simulations and pairing less-experienced staff with skilled mentors will help create a cloud-led culture.

Many cloud migration efforts are a hybrid approach that leverages some combination of public cloud, private cloud and on-premises infrastructure. While a hybrid approach is traditionally more challenging to design and run than solely focusing on premises or the cloud, IaaS technology like VMware vSphere+ enables organizations to leverage familiar on-premises infrastructure to connect with cloud services, creating a seamless transition that minimizes the need for extensive retraining.

Training tools to elevate internal skillsets to meet cloud requirements:



e-learning



3rd party developer boot camps



cloud certification programs

Strategy 2

Choose the right migration strategy

A migration strategy is unique to each use case. It should consider long-term goals while accommodating pressing business needs. Companies like VMware can help you choose a plan based on the specifics of your enterprise. Consider the following main advantages and disadvantages of the three most-common migration strategies.

Lif and shift

This involves transferring applications to the cloud in their current format.

Advantages:	Disadvantages:
<ul style="list-style-type: none">• No code or architecture changes save costs on development and testing.• The quick migration of core services results in minimal risk and disruption.• Security and compliance remain largely the same.	<ul style="list-style-type: none">• Applications not optimized for the cloud might underperform after migration.• Migration might exacerbate known problems in existing applications.• Migration might fail if application requirements are incorrectly mapped.

Rearchitect

This involves restructuring the application codebase to access additional cloud benefits.

Advantages:	Disadvantages:
<ul style="list-style-type: none">• Applications have better performance and more scalability.• Previously unsupported functionality is added.• Problems identified pre-migration are remedied.	<ul style="list-style-type: none">• It's the most time-consuming strategy.• The added complexity increases the risk of creating errors.• The required documentation of the code modification history is often inadequate and slows progress.

Replatform

This involves tactically modifying applications to take advantage of cloud infrastructure.

Advantages:	Disadvantages:
<ul style="list-style-type: none">• This is a typically cost-effective strategy.• It leverages cloud benefits with minimal code amendments.• It offers flexibility for cloud workloads and scale as needed.	<ul style="list-style-type: none">• Replatforming scope can creep into a re-architecting project.• Minimal code changes might limit cloud benefits.• It requires automation investment to prevent limited manual management.• Risks get locked into a particular cloud platform.

Leverage VMware vSphere systems and skillsets

Exploring strategies that best leverage existing talent is vital to ensure successful migration. Based on core VMware infrastructure software, VMware Cloud is a cloud environment that leverages the same skillsets and tools that run our VMware vSphere® systems—so you enjoy lower risk, lower TCO, and minimal disruption.

Your organization will inevitably face unique infrastructure requirements that demand careful consideration before, during, and after migration: Scalability, security, performance, availability and integration all merge to create unique problems for every organization. Choosing cloud infrastructure that meets these demands while leveraging existing on-premises talent is critical to success.



Strategy 3

Adopt a cloud culture

Digital transformation might be organization-wide, but migration is an IT remit. General staff are brought up to speed—sometimes reluctantly—potentially resulting in high failure rates for adoption. Building an organization-wide cloud culture can prevent this.

Cloud culture refers to the attitudes the broader organization holds toward cloud computing. Embracing a cloud culture promotes alignment and allows companies to fully leverage the benefits of migration.

Align organizational vision

Cultivating a cloud culture needs to be a CIO-driven, top-down effort. It's their responsibility to steer the company toward established business objectives while advocating for a company-wide cloud culture at the board level.

Beyond IT and leadership, successful migration requires employee support. Adopting cloud culture must be based on a shared understanding that benefits won't be limited to IT only. Everyone needs to feel that they'll benefit from the shift.

Take user considerations into account

Outlining your cloud roadmap and its associated benefits wins early buy-in and allows users to better understand the purpose of migration and how their work might be affected. Training and support plans should include building the skills and knowledge needed to use the cloud-based platform effectively and efficiently, with resources provided to learn and practice.

User experience is another key consideration. If users are unhappy with performance, the entire migration effort will be negatively impacted. It is crucial to identify and address any friction the migration brings. Often, these friction points are simple fixes, such as training on multi-factor authentication for employee logins.

Implement, follow up, celebrate

When implementing training and support, ensure sessions are engaging, interactive and relevant to your staff and stakeholders. Monitor and track attendance, participation and completion of the training sessions. As migration progresses, feedback will help identify strengths, weaknesses and areas for improvement in your efforts.

Finally, celebrate and reward your staff for their efforts and achievements. Set aside meeting time to recognize performance, contributions and feedback. Providing incentives, such as certificates and bonuses, will help improve onboarding. Most importantly, celebrate the benefits and outcomes of cloud migration: improved productivity, efficiency, security and innovation.

No amount of preparation can fully account for migration, post-migration and modernization challenges that emerge during digital transformation. But with these strategies in place, existing staff will be better equipped for the transition ahead.



VMware Cloud

VMware Cloud, the ideal IaaS solution, is specifically designed for enterprise applications. It seamlessly operates on any public cloud, harnessing the full potential of customers' on-premises investments. This solution uses the skillsets of existing talent by providing an integrated, enterprise-grade infrastructure in the cloud, managed and orchestrated with familiar tools.

Why migrate with VMware Cloud on AWS?

- **Fast** – Reduce migration effort from multiple months to weeks, and bring innovation faster to the market with modern applications.
- **Cost-effective** – Save costs with no application refactoring or rearchitecting needed during migration.
- **Simple and consistent** – Migrate with no staff retraining or revamping of operational processes.
- **Low risk** – Migrate live without retrofitting to run your applications on familiar and proven VMware environments combined with the global AWS footprint, reach and scale.
- **Modern** – Gain a DevOps-ready unified infrastructure platform that supports Kubernetes and virtual machines and provides optimized access to AWS partner services from IHS Markit.



VMware vSphere+

Extend your on-premises data center to the cloud with VMware vSphere+ quickly and easily, without the challenges of typical transformational projects:

- Move apps to the cloud without rearchitecting or replatforming.
- Scale and consume advanced services on demand.
- Provide your developers with a cloud environment that accelerates innovation.
- Leverage existing talent and toolsets for simplified cloud management.

“It’s not just about getting the latest and greatest. It’s also about innovating with peace of mind.”



VMware
vSphere+™



