



# Welcome to the Young Professional Academy!

Through our 7-week accelerated training and onboarding program, you will gain hands-on experience with client based case studies, boot-camps in new and market disruptive technologies & tools.

You will learn about cbs as a company, our SAP projects with our clients, and graduate the program with an SAP Certification funded by cbs.

Throughout the program you will learn from our cbs experts in Consulting and Project Management and grow together with your future colleagues.

## Who We Are

cbs America is a global SAP consulting company headquartered in Devon, Pennsylvania and known for their successful transformation projects of digital business processes onto one global solution platform.

In the USA we successfully disrupted the market with our unique end-to-end Selective S/4HANA transformation method and our cbs Enterprise Transformer®, and have so far delivered more than 2000 successful international projects to clients all over the world.

## What is System Landscape Transformation (SLT)?

System Landscape Transformation (SLT) is a comprehensive approach to managing and optimizing the data landscape within complex IT environments. It enables businesses to restructure, harmonize, and migrate critical data seamlessly across systems. Whether addressing mergers and acquisitions, divestitures, system consolidations, or SAP S/4HANA transitions, SLT ensures data accuracy, consistency, and compliance throughout the transformation process.



*"I had an opportunity to join a select group of hand-picked individuals, where I'd be able to continue learning while also feeling like my contributions were much more valuable."*

Jose Luis Purata  
**SAP SLT Manager**



# Let's take a deeper look into the program...

| ONBOARDING<br>Week 1  | QUALIFICATION<br>Week 2 - 6   | SOFT SKILLS<br>Week 7   |
|---|---|---|
| <p>» <b>HR Onboarding</b><br/>Get familiar with our HR platform and benefits and learn about your growth opportunities.</p> <p>» <b>Processes &amp; Tools</b><br/>Get trained in our tools, setup laptop, iPhone, and get access to our systems. Learn about our culture and HOW we work.</p> <p>» <b>cbs Portfolio</b><br/>Learn about our history, values &amp; vision, our clients and success stories, along with the tools we use in our projects.</p> | <p>» <b>SLT Bootcamp</b><br/>Get insights on how System Landscape Transformation projects are run at cbs. Hands-on training of functionalities &amp; handling of our cbs ET Enterprise Transformer.</p> <p>» <b>Client Case Study</b><br/>Develop a solution approach &amp; configure the cbs SAP system according to the requirements of our case study alongside fellow YPA team members.</p> <p>» <b>SAP Certification</b></p> | <p>» <b>Certification Exam</b><br/>As part of the YPA you will have 2 certification tries, but you can always attempt a third time after the program has been completed.</p> <p>» <b>Communications Skills Workshop</b><br/>Enhance your presentation skills, learn about our tools to tailor your communication based on your audience and expand your cultural awareness.</p> <p>» <b>Program Close &amp; Next Steps</b><br/>Along with the leadership team, you will review your progress and kick-start your SAP SLT consulting career.</p> |

## Project Types

### Merger

Consolidating process and system landscapes, merging SAP / SLT systems



### Data Migration

Migrating and converting data from heterogeneous systems, rapid and secure



### Carve-Out / Split

Separating enterprise units, business-compliant and on-schedule



### Restructuring

Reorganizing with continuity in ongoing operations, with more than SAP resources



### SAP S/4HANA

Transforming to S/4HANA by migration, conversion or by Selective Data Transition



### Data Harmonization

Unifying accounts and company codes, controlling areas, and master data



cbs is a founding member of the SAP S/4HANA Selective Data Transition Engagement community, and works closely with SAP to enhance and develop new migration approaches.

