



Your tenant. Documented. Tested. Understood.

**Clarity and confidence across your SAP
SuccessFactors journey.**

Velion connects to your tenant, captures how it is configured and turns that into the configuration workbooks, solution designs, health checks and test scripts your team works from.

INSIDE

The Problem	The Platform	Capture & Compare	Documents
Test Scripts	Operational Tools	Trust & Architecture	Coverage

When the project ends, the knowledge stays with the business.

Configuration runs everything. No one can see it. And the team that built it left two projects ago.

01

Knowledge walks out

Implementation partners hand over a binder. Six months later, no one knows why a rule fires or where a workflow goes. Every question becomes a consulting engagement.

02

Audits are a fire drill

Every audit rediscovers the same configuration from scratch. Manual workbooks, screenshot marathons and hand-typed change reports, repeated every cycle.

03

Releases are blind

SAP pushes a release twice a year. You do not know what changed in your tenant until something breaks. Regression testing is a wish list.

Velion turns configuration into something you can **read, compare, prove, and act on.**

Requirements evolve, configuration decisions build up, and documentation passes between consultants, project teams and the people supporting the system every day. Velion keeps the reasoning behind the solution close to the people who need it, so a new team can see what was built and why.

Velion connects to your SuccessFactors tenant read-only and captures the live configuration as a versioned snapshot, the modules you pick, in full. From that single source of truth it generates the documents, comparisons, tests and tooling your team would otherwise build by hand.

BUILT FOR

HR SYSTEMS & HRIS TEAMS

SUCCESSFACTORS ADMINISTRATORS

DELIVERY & IMPLEMENTATION PARTNERS

INTERNAL AUDIT & ASSURANCE

One platform. The whole delivery lifecycle.

Capture the live tenant, then work from it. Generate documentation, compare environments and releases, audit quality, produce test scripts and run day-to-day operational tooling, all traceable back to the snapshot it came from.



CAPTURE

Snapshots & deltas



DOCUMENT

Designs & workbooks



ANALYSE

Health checks



TEST

Generated scripts

Understand

Capture the tenant and see its configuration in one place, with documentation generated from what is actually there.

Validate

See where the solution needs attention, compare tenants and environments, and test changes before they reach the people who depend on them.

Deliver

Carry knowledge, documents and practical tools through implementation, handover, support and improvement.

Vela, the Velion assistant, answers from your tenant

Built in, not bolted on. Every answer comes from your snapshot, with the source shown.

Reads your tenant

Vela works from the snapshot of the modules you pick and explains the configuration in plain English.

Writes your documents

Solution designs, configuration workbooks, health checks, test scripts and comparison reports, generated from live configuration, not stale templates.

Answers your team

Why does this rule fire? Who can edit this field? Vela answers from the snapshot and cites its source.

Every change. Every release. Every tenant.

Velion captures your live tenant, the modules you pick, in full. Take another snapshot tomorrow, next month, after a release, or of a different environment entirely. Velion shows you exactly what is different, item by item.

Every difference between two snapshots, itemised, attributed, severity-rated and exported as evidence.

SYSTEM COMPARISON

Compare any two snapshots. **Tenant against tenant** (is Test still aligned with Production? has Dev drifted?) or **release against release** (what did the SAP half-yearly release actually change in our configuration?). Every delta lands in a comparison register with a severity, and exports as evidence you can hand to an auditor or a steering committee.

COMPARISON REPORTS, TWO FORMATS

.DOCX · FOR STAKEHOLDERS

Comparison Report

A readable narrative of what changed between snapshots, written for project stakeholders, not database administrators.

.XLSX · ITEM-LEVEL DETAIL

Comparison Workbook

The full item-level delta. Every object, every field, before and after values. Filterable, sortable, defensible.

HOW CAPTURE WORKS

- ✓ **Read-only capture.** Velion reads through the standard OData API and writes nothing back during capture. Capture cannot modify your tenant.
- ✓ **The modules you pick, in full.** Foundation objects, MDF objects, business rules, picklists, workflows and role-based permissions. Where the tenant does not expose an entity, the snapshot records that as a fact.
- ✓ **Versioned history.** Every snapshot is retained, timestamped and comparable against any other.

WHEN YOU WILL REACH FOR IT

SAP RELEASE CHANGES

TENANT DRIFT CHECKS

AUDIT EVIDENCE

CHANGE CONTROL

PROJECT HANDOVER

From live configuration to delivery-grade documents.

No more screenshot marathons. No more stale templates. Velion writes from the live snapshot, every time.

.DOCX · PER MODULE

Solution Designs

Full solution design documents generated from the tenant itself. Data model, events and workflows, alerts, permissions, person types and picklists. What is actually configured, not what the binder said two years ago.

.XLSX · ENTITY → FIELD → RULE

Configuration Workbooks

Entity-by-entity reference workbooks. Every field, every picklist mapping, every rule attached to it. The workbook your administrators wish the implementation partner had left behind.

.HTML · INTERACTIVE

Process Flows

Interactive workflow maps organised by entity. For each route, the trigger, who handles each step, and who can edit versus view. Configuration as your business actually experiences it.

.DOCX · DRILL-DOWN BY MODULE

Health Checks

An automated review of completeness, consistency and data quality across the captured configuration. Gaps, orphaned records and configuration anti-patterns, scored and exportable.

THE HANDOVER PACK

The solution design

carries the reasoning.

The workbook

carries the configuration.

The health check

says where the solution needs attention.

Together

they are regenerated, not rewritten, when the tenant changes.

Every output is traceable. Each generated document is stamped with the snapshot it came from, versioned and retained, so "which configuration was this written against?" always has an answer.

Test scripts. Straight from configuration.

Writing UAT scripts by hand is where projects go to lose weeks. Velion generates them directly from your business rules, workflows and permission matrix, in the block-narrative Excel format SuccessFactors testers already know, so the scripts test what is actually configured, not what someone remembered to write down.

Test Scripts

XLSX

- ✓ **TS-01** Hire an employee
- ✓ **TS-02** Change a position
- ✓ **TS-03** Approve through workflow
- ✓ **TS-04** Terminate an employee

EMPLOYEE CENTRAL · FROM THE SNAPSHOT

- ✓ **Configuration-derived scenarios.** Positive, negative and edge cases generated from the rules and routes that exist in your tenant.
- ✓ **SAP-style format.** Block-narrative Excel scripts with steps, expected results and evidence columns, ready for UAT sign-off.
- ✓ **Run against Test or Dev.** Generated scripts can be run against a Test or Development tenant through the API, with every record written logged.
- ✓ **Always current.** Regenerate after any configuration change and the scripts stay in step with the tenant.

Illustrative. Scenarios are generated from the rules, workflows and permissions in your tenant.

FROM SNAPSHOT TO TEST RUN

STEP 1

Capture

Take a snapshot of the tenant. The rules, workflows and permissions in it are the source for every script.

STEP 2

Generate

Velion writes the scripts from the snapshot and stamps each one with the snapshot it came from.

STEP 3

Run and record

Run the scripts against a Test or Dev tenant. Results and every record written are kept with the run.

- **Planned.** Release regression, where Velion compares snapshots before and after an SAP release and selects the scripts the delta touches.

Why it matters. Hand-written test packs are stale on the day they are finished. Configuration-generated scripts make every SAP release, every change request and every audit cycle testable.

Beyond documents. Operational, every day.

Velion includes an operational toolkit for the work your team does anyway, refreshing test environments, checking foundation data, keeping tenants consistent, with validation and an audit trail around every run.



Employee Data Copy, production to test

Refresh Test and Development environments with real employees copied from Production. Production is a **read-only source**. Select the population, preview the full create, update and unchanged diff per entity, then execute against a Test or Dev target with every write logged.



Foundation Data Copy

Validate foundation data alignment between tenants. Locations, departments, pay structures and organisational data are checked in dependency order, so you can see where environments have drifted apart before it matters.



Validation before execute

Nothing writes blind. Every copy run computes foundation readiness, configuration alignment and a complete change set before a single record is touched, and shows you the plan for approval first.



Full run history and audit trail

Every tool run is recorded per tenant. Who ran it, against what snapshot, what changed. When someone asks "what happened to Test last Tuesday?", the answer is on screen.

One engine underneath. Every tool shares the same framework. Validation-first execution, one run at a time per tenant, and a permanent audit record, so operational speed never comes at the cost of control.

Built to be trusted with your tenant.

Velion is designed around one principle. Connecting it to your tenant should be an easier decision than emailing someone a spreadsheet export of the same data. It reads and never writes to Production, every action is recorded, and everything it produces is yours to keep.



Read-only capture

Snapshots, comparisons, documents and analysis all run on read-only API access. Capture cannot modify your tenant.



Production is never a write target

Data-copy tools and the test runner treat Production strictly as a source. Writes only ever target tenants you have classified as Test or Development, only after validation, and only with explicit approval.



Australian hosting

Velion runs on AWS in Sydney (ap-southeast-2). Your configuration data is stored in Australia, encrypted in transit and at rest.



Everything is evidence

Documents export as standard .docx, .xlsx and .html files, yours to keep. Snapshots, comparisons and tool runs are versioned and retained.

GETTING STARTED

- 1 Connect.** An API user with read access to your SuccessFactors tenant. No agents, no middleware, nothing installed in your landscape.
- 2 Capture.** Pick the modules you need and take the first full snapshot the same day, not after a round of workshops.
- 3 Deliver.** Generate your first solution design, workbook and comparison the same day.

The short version. Your tenant is read, not touched. Your production is a source, never a target. Your documents are standard formats, and they are yours to keep, with or without us.

Where Velion goes deep today.

Employee Central is Velion's deep-coverage module, alongside the platform-wide foundations that every module shares. Talent modules are documented from the export files you upload. Ask us where your modules sit.

CAPTURED IN DEPTH

Employee Central and the platform foundations

Employee Central, position management, role-based permissions, picklists, business rules, workflows and MDF objects are captured directly from the tenant. Capture, comparison, solution designs, configuration workbooks, process flows, health checks and test script generation all run from that snapshot, alongside the operational tools.

COVERED THROUGH EXPORT UPLOADS

Talent modules

Performance and Goals, Recruiting and Compensation are documented from the SAP export files you upload, so the talent configuration sits in the same workbooks and the same snapshot record as the core.

IN DISCOVERY

Time and Learning

Time Management and Learning are in discovery. We will tell you where they stand when we talk, rather than put a date on a page.

EMPLOYEE CENTRAL

POSITION MANAGEMENT

ROLE-BASED PERMISSIONS

PICKLISTS

BUSINESS RULES

WORKFLOWS

MDF OBJECTS

PERFORMANCE & GOALS

RECRUITING

COMPENSATION

TIME

LEARNING

The best demo is your own tenant.

Connect a test environment, take a snapshot, and see your own configuration documented, compared and testable, the same day.

Contact us for a demonstration and pricing.



Your tenant. Documented. Tested. Understood.

Clarity and confidence across your SAP SuccessFactors journey.

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