

How BPX's CoE Blueprint Turns SAP Transformation Into an In-House Capability Before the ECC Deadline Forces the Issue

As specialist consultants become scarcer and costlier, mid-market firms must choose: keep renting expertise or build it in-house.

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/EINPresswire.com/ -- What happens to a transformation program when the consultants leave? For most mid-market enterprises running SAP, the answer is: it stalls. Business Process Xperts (BPX), a Mind-A-Mend Group company specializing in SAP Business

Transformation Management, has built a Center of Excellence (CoE) blueprint designed to close that gap, a repeatable framework that leaves clients with their own governed transformation capability, not another vendor dependency. BPX has modeled 1,500+ business processes and analyzed 90,000+ process cases across live engagements on five continents, work that now forms the foundation of the CoE approach.

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Transformation programs fail when clients don't own them. A CoE embeds governance and accountability within the organisation, ensuring change lasts beyond the consulting engagement.”

Nikhil Agarwal, COO, BPX

The standard SI engagement model delivers a project and then departs, taking institutional knowledge with it. BPX's CoE blueprint inverts that model: process ownership, governance structures, and toolchain fluency are built into the client organization from day one, across [SAP S/4HANA](#), SAP LeanIX, [SAP Ariba](#), and SAP BTP. The result is a named owner for every process, a shared repository instead of siloed documentation, and a client team equipped to run continuous transformation not just survive a single migration event.



- > Roughly 40% of SAP ECC users are still finalizing their migration plans even as the deadline nears, concentrating demand for a shrinking pool of specialists into an increasingly short window.
- > Germany's federal labour data shows more than 137,000 unfilled IT roles, with SAP expertise consistently the hardest to source.
- > Recruitment figures from Europe indicate that the scarcity of SAP professionals is increasing as S/4HANA and cloud migration initiatives progress from the planning stage to implementation.
- > The issue has been identified by experts as being a structural change that is not likely to correct itself as the deadline approaches.

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- > A centralized process repository with named owners: For a global oil and gas client, BPX built a single repository giving process owners across five entities a shared, governed view instead of fragmented local documentation.
- > The same governance model, proven in chemicals: A specialty chemicals client received an equivalent centralized repository spanning five entities, replacing entity-by-entity process knowledge with one accountable structure.
- > A foundation built to outlast the initial project: For a UK tea manufacturer, BPX delivered a scalable foundation designed for continuous transformation, not a one-time deliverable that goes stale after go-live.
- > Toolchain fluency, not toolchain dependency: Client teams are trained to operate SAP Signavio, SAP LeanIX, WalkMe, and SAP BTP directly, reducing reliance on external consultants for day-to-day process governance.
- > Measurable outcomes tied to capability, not just delivery: Clients working within the CoE model see the same range of results BPX delivers on individual engagements, from \$8.1M in annual cost avoidance to 40% faster financial close.
- > A structural alternative to large-SI dependency: Where large systems integrators are built to sell more engagements, the CoE model is built to reduce how many clients a client needs.

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The skills shortage narrative treats scarcity as a hiring problem. It isn't. It's a capability-ownership problem, and hiring more contractors doesn't solve it, it just extends the dependency. BPX's CoE blueprint reframes the transformation conversation for mid-market enterprises: the goal isn't to finish a project before the deadline, it's to build an organization that no longer needs a vendor standing between it and its own process knowledge. That distinction capability versus dependency is what will separate enterprises that transform once from those that transform continuously.

Business Process Xperts (BPX), a Mind-A-Mend Group company, is a global consulting firm specializing in [SAP Signavio, SAP LeanIX, SAP BTP, and SAP SuccessFactors](#) and integrated toolchain implementation across SAP Signavio, SAP LeanIX, WalkMe, and SAP BTP. With live engagements across five continents including Germany, the USA, the UK, Nigeria and India BPX serves enterprises across automotive, oil and gas, specialty chemicals, building materials, consumer goods, and mining sectors. The firm has modeled 1,500+ business processes and analyzed 90,000+ process cases for global clients, helping them achieve measurable transformation outcomes ranging from \$8.1M annual cost avoidance to 40% faster financial close cycles.

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