



From VMWare to what's next: IT teams **complete** **migration** guide



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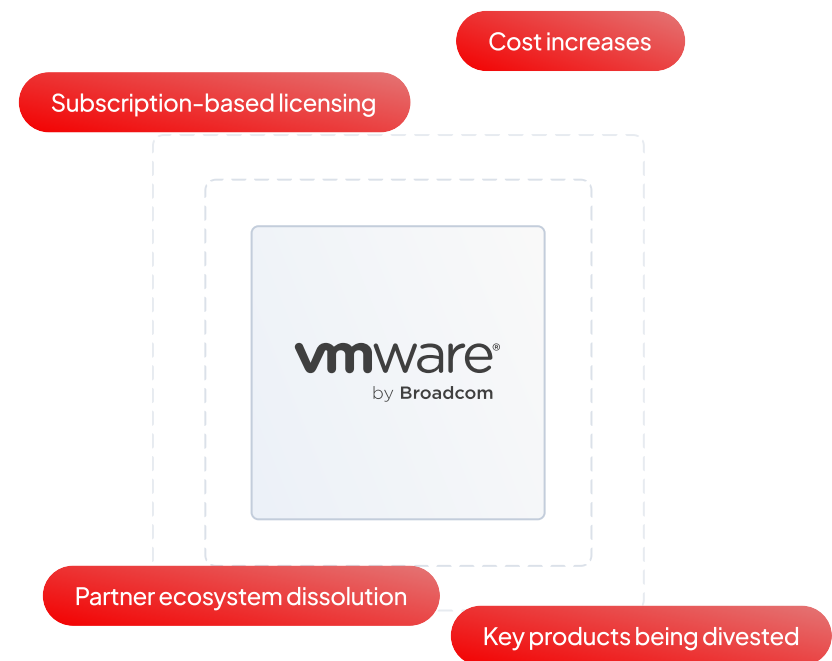
Executive Summary

In the wake of Broadcom's \$69 billion acquisition of VMware, IT leaders face a critical decision: stay or migrate? With sweeping changes to licensing, support, and product offerings, many organizations are actively exploring alternatives. If you're among the 74% of companies evaluating or testing VMware alternatives, this guide is your roadmap to making an informed decision and executing a successful migration.

Why are customers considering the migration now?

This widespread market response stems from Broadcom's sweeping changes to VMware's operational model. Recent changes at VMware include:

- 1 Mandatory transition to subscription-based licensing
- 2 Significant cost increases for most enterprise customers
- 3 Dissolution of the traditional VMware partner ecosystem
- 4 Key products like Horizon and Workspace ONE being divested



For IT teams, these changes represent more than just operational challenges—they're catalysts for strategic transformation. Whether you're actively planning a migration or conducting due diligence, the decisions you make now will impact your infrastructure strategy for years to come.

This comprehensive whitepaper will walk you through:

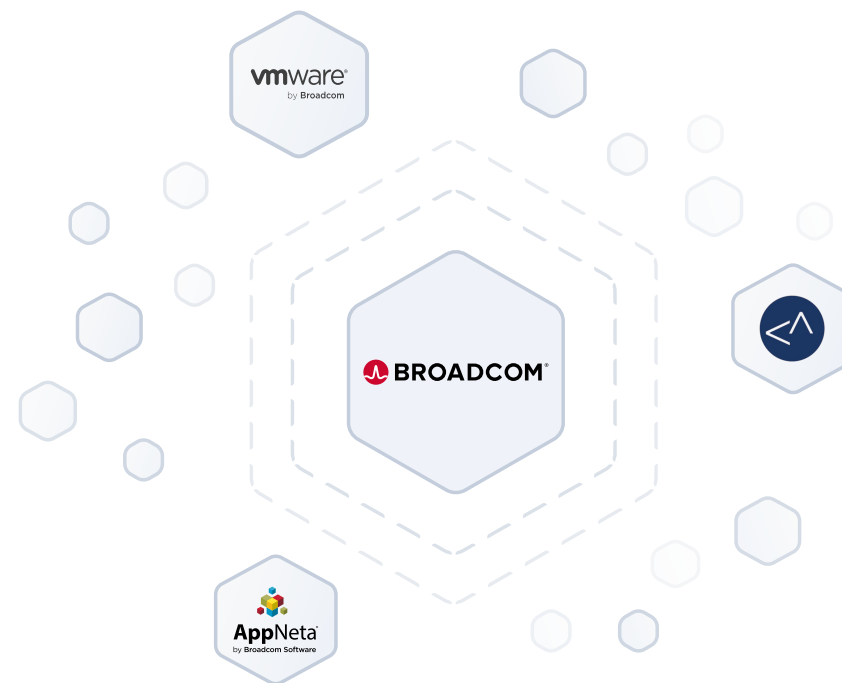
- 1 Evaluating your current VMware footprint and dependencies
- 2 Assessing alternative solutions based on your specific needs
- 3 Building a business case for migration
- 4 Creating a step-by-step migration plan
- 5 Managing risks and avoiding common pitfalls
- 6 Maintaining business continuity during the transition

Drawing from real-world migration experiences and industry best practices, we'll provide practical tools, templates, and decision frameworks to guide your journey.

Whether you're a small IT team or a large enterprise, this guide will help you confidently navigate the complexities of VMware migration.

I. Broadcom Acquisition and Market Response

The tech world rarely sees acquisitions that send shock waves through enterprise IT, but Broadcom's \$69 billion takeover of VMware has done exactly that. This 'seismic' shift has transformed VMware from an independent virtualization powerhouse into a component of Broadcom's expanding enterprise software portfolio, triggering a cascade of changes that reverberate through data centers worldwide.



1. The VMware–Broadcom Acquisition Impact

Remember when VMware was synonymous with flexibility and customer choice? Those days are rapidly fading. Broadcom's new direction represents a fundamental reimagining of VMware's business model, marked by dramatic shifts in pricing, support, and product strategy.

The transformation touches every aspect of VMware's operations:

- 1 Licensing model overhaul: Transition from perpetual to subscription-based licensing
- 2 Support structure reorganization: Reduction from 28,000 partners to approximately 2,000
- 3 Product portfolio consolidation: Focus on core offerings while divesting others
- 4 Enterprise-centric approach: Shift away from broad market support to a Fortune 500 focus

2. Market Response and Trends

The market's reaction has been swift and telling. Enterprise Management Associates' latest research paints a picture of an industry in transition: 47% of VMware customers are actively evaluating alternatives, while another 27% have moved beyond evaluation to proof-of-concept testing. Only 17% express firm commitment to maintaining their VMware infrastructure long-term.

This mass reevaluation has sparked unprecedented interest in alternative solutions:

- 1 Traditional competitors like Microsoft Hyper-V seeing a 40% increase in inquiries
- 2 Open-source solutions like KVM and Proxmox gaining enterprise attention
- 3 Cloud providers accelerating the development of migration tools
- 4 New market entrants emerging to fill specialized virtualization niches

3. Critical Business Considerations

The decision to stay or migrate isn't just about technology—it's about your organization's future agility and financial health. IT leaders must weigh multiple factors that will impact their operations for years to come.

Consider how these changes affect your strategic position:

Core Financial Impacts:

- 1 License cost increases of 400–700% reported by mid-market enterprises
- 2 Mandatory minimum core requirements affecting resource utilization
- 3 Training and certification investments potentially at risk

Operational Challenges:

- 1 Support quality concerns with a new tiered structure
- 2 Reduced access to specialized expertise
- 3 Complex migration paths for integrated environments

Strategic Implications:

- 1 Vendor lock-in risks under new licensing model
- 2 Long-term viability of current infrastructure investments
- 3 Impact on digital transformation initiatives

Think of this as a strategic inflection point—one that demands careful evaluation of not just where your infrastructure is today, but where it needs to be tomorrow. The decisions made in response to these changes will shape your organization's technical foundation for years to come.

II. Pre-Migration Assessment Framework

You wouldn't renovate a house without understanding its foundation, and here's why migrating from VMware under Broadcom's new regime requires a deeper, more nuanced analysis. This guide is designed to take you step-by-step through the process of moving away from VMware, ensuring a smooth and successful transition.



1. Infrastructure Inventory

Think of your infrastructure inventory as the foundation blueprint of a skyscraper. Every beam, every connection point, and every system must be meticulously documented before any changes can begin. For modern enterprise environments to successfully migrate, start with an infrastructure inventory - from core virtualization components to business-critical automation scripts. Uncovering these relationships early prevents costly surprises and shapes a more effective migration path.

Start with a focus on:

Business-Critical Elements:

- 1 Custom vSphere integrations powering automated workflows
- 2 Specialized VMware APIs in use by internal applications
- 3 Business service mappings to VMware components
- 4 VMware-specific security implementations



Hidden Dependencies:

- 1 Third-party tools relying on VMware SDKs
- 2 Custom scripts and automation workflows
- 3 Integration points with legacy systems
- 4 Backup and DR configurations

2. Performance Baseline and Resource Mapping

Here's where many migrations stumble: assuming current performance metrics will translate directly to new platforms. Real-world data from enterprise migrations shows that without proper baseline mapping, organizations typically over provision by 30% or underestimate resource needs by 25%.

Essential Metrics to Capture:

- 1 Peak vs. average resource utilization patterns
- 2 Storage I/O characteristics by workload type
- 3 Network throughput requirements
- 4 Application-specific performance benchmarks

A major healthcare provider recently avoided a potential \$2M overinvestment by discovering their VMware environment was significantly overprovisioned—their actual resource needs were 40% lower than initially estimated.



3. Cost Analysis: Beyond License Comparison

Traditional TCO calculations often miss crucial elements of VMware migrations. A recent IDC study found that organizations typically account for only 60% of actual migration-related costs in their initial assessments.

To build a complete financial picture, your analysis needs to extend beyond obvious licensing costs to capture both immediate transition expenses and long-term operational impacts.

Let's break down these costs into their core components:

Critical Cost Components:

- 1 Training and skill development needs
- 2 Temporary parallel infrastructure requirements
- 3 Potential application refactoring costs
- 4 Support transition expenses

Hidden Cost Factors:

- 1 API and integration updates
- 2 Documentation and process updates
- 3 Productivity impact during the transition
- 4 Risk mitigation investments

4. Technical Skills and Resources Assessment

Enterprise IT teams develop deep platform expertise over years of managing VMware environments. Moving to a new platform requires more than technical training—it demands rebuilding the operational instincts that enable quick problem resolution and efficient system management. While technical skills transfer relatively quickly, the intuitive understanding that powers day-to-day operations takes time to develop. According to Forrester, organizations need 6-8 months to reach equivalent operational efficiency on new platforms. Understanding this learning curve helps create realistic timelines and resource plans for your migration journey.

Let's examine the key capabilities your team needs to develop.

Required Capability Analysis:

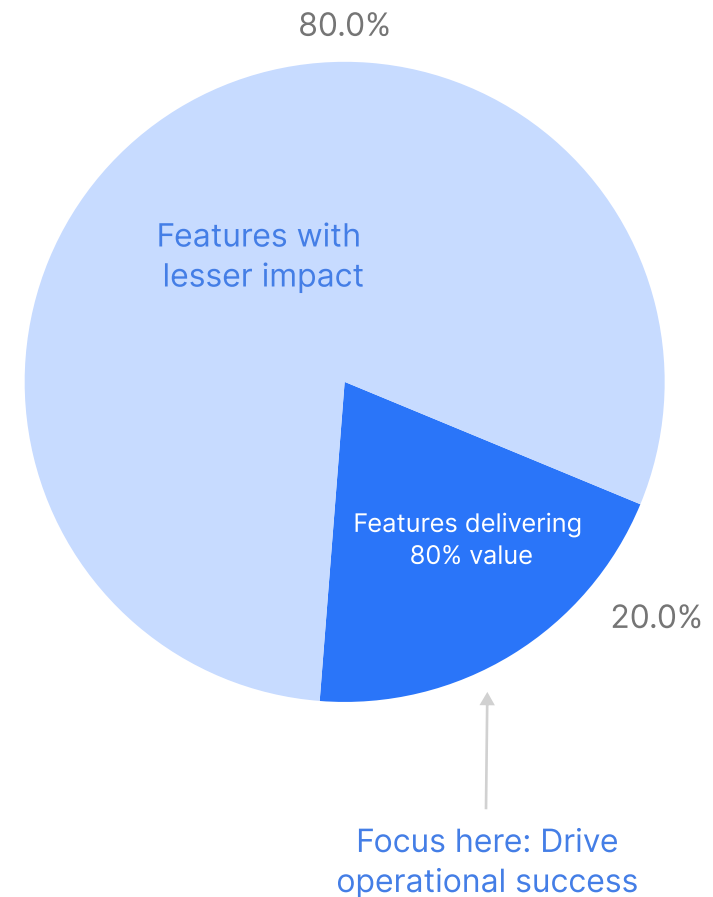
- 1 Current vs. required technical skillsets
- 2 Training and certification requirements
- 3 Process and procedure updates
- 4 Support model adjustments



III. Technical Features Evaluation Criteria

Let's cut through the feature lists and marketing promises to focus on what really matters for your infrastructure. According to a recent IDC survey, successful platform transitions prioritized just 20% of features that delivered 80% of business value.

This means your evaluation needs this same laser focus on capabilities that drive your specific operational needs. Quality over quantity.



1. Focus on Your Core Infrastructure Requirements

Most enterprises underestimate the complexity of their virtualization requirements during platform evaluation. Your assessment needs to go beyond basic virtualization features to ensure long-term viability.

Essential Platform Capabilities:

- 1 **Live Migration Technologies:** Enable workload mobility without downtime for maintenance and load balancing
- 2 **Centralized Management:** Manage all datacenters using a single management platform
- 3 **High Availability(HA) and Disaster Recovery:** Automated failover and redundancy mechanisms that maintain your SLAs
- 4 **Storage Integration Options:** Support for diverse storage technologies and data protection mechanisms

Advanced Features to Consider:

- 1 **Memory Optimization Tools:** Technologies that improve memory utilization and reduce overhead costs
- 2 **Network Virtualization:** Software-defined networking capabilities for enhanced security and flexibility
- 3 **API Extensibility:** Robust API support for custom integrations and automation needs
- 4 **Container Integration:** Native support for modern container workloads and orchestration

2. Do a Performance and Scalability Analysis

According to Gartner, organizations that fail to properly benchmark performance requirements face an average of 23% higher operational costs post-migration. Your evaluation should focus on real-world performance scenarios rather than theoretical maximums.

Critical Performance Metrics:

- 1 **Workload Density Capabilities:** How efficiently the platform can consolidate your workloads while maintaining performance
- 2 **Storage I/O Management:** Sophisticated I/O control mechanisms to prevent resource contention
- 3 **Network Throughput:** Maintaining optimal network performance across all applications
- 4 **Resource Scheduling Intelligence:** Smart allocation algorithms that optimize resource utilization

3. Consider Security and Compliance Integrations

With cybersecurity incidents rising 38% in 2023, your new platform must enhance rather than compromise your security posture. Recent SANS Institute research shows that virtualization security misconfigurations are responsible for 43% of data center breaches.

Essential Security Features:

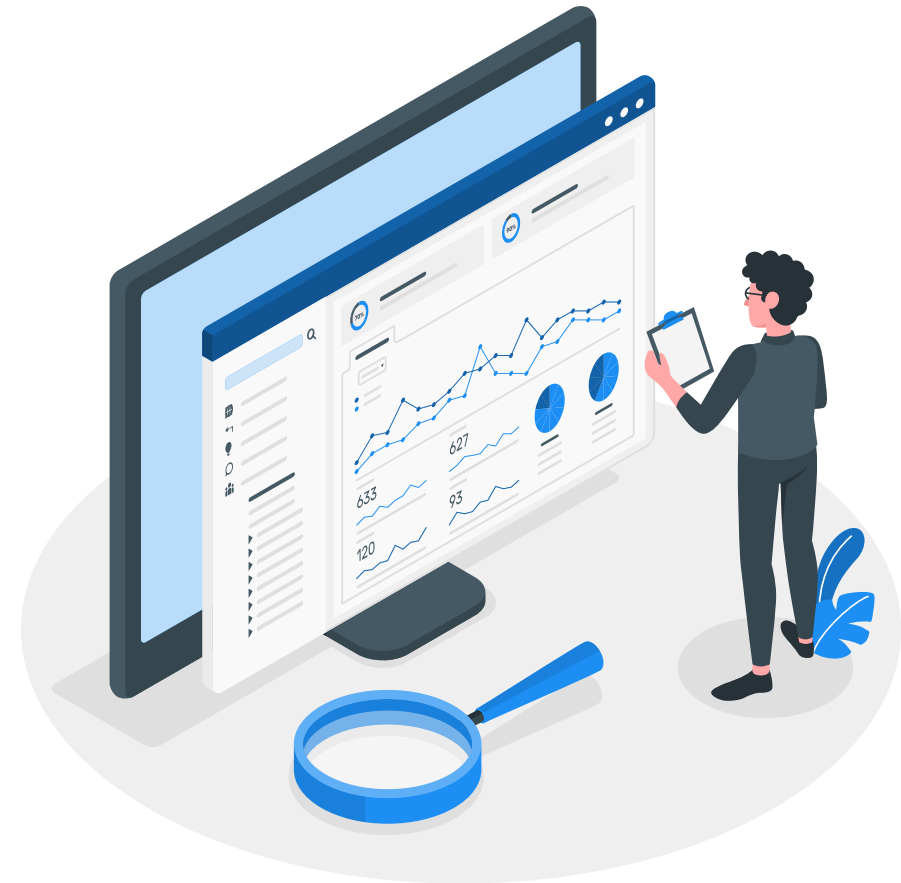
- 1 **Role-Based Access Control:** Granular permission management that aligns with your security policies
- 2 **Encryption Capabilities:** Comprehensive data encryption both at rest and in transit
- 3 **Compliance Tools:** Built-in features that support compliance with regulation frameworks like GDPR and HIPAA.
- 4 **Audit Trail Functionality:** Detailed logging and monitoring capabilities for security oversight

4. Find Out Operational Integration Requirements

Modern enterprises average 175 tools in their IT stack. Your new platform needs to play nice with existing investments while enabling future capabilities.

Integration Priorities:

- 1 **Monitoring System Compatibility:** Support for your existing monitoring and alerting infrastructure
- 2 **Automation Framework Support:** Integration with popular automation tools and frameworks
- 3 **Backup Solution Integration:** Native support for enterprise backup and disaster recovery tools
- 4 **Management Tool Ecosystem:** Robust management interfaces and third-party tool support



IV. Stakeholder Alignment and Governance

A successful migration strategy unfolds like a well-orchestrated performance, where every participant understands their role and moves in harmony with others.

Infrastructure transformations stumble not from technical hurdles, but from misaligned expectations and fragmented coordination between key stakeholders. According to McKinsey, 72% of infrastructure transformations that exceed budget cite poor stakeholder coordination as the primary factor.

Building a clear framework for collaboration, communication, and decision-making creates the foundation for seamless execution. When each stakeholder group clearly understands their responsibilities and interdependencies, the migration momentum builds naturally.

Let's examine how each stakeholder group contributes to migration success and how to align them effectively.



1. Technical Leadership Orchestration

When Johnson & Johnson executed their platform migration, they discovered that technical teams working in isolation led to a 45-day delay. Your technical leadership needs clear ownership and defined collaboration paths.

Let's examine the essential technical functions that need alignment:

Core Technical Functions:

- 1 Infrastructure Architects: Define the target state architecture and migration approach, ensuring technical decisions align with business goals
- 2 Security Teams: Evaluate security implications and ensure compliance throughout the transition
- 3 Network Engineers: Evaluate firewall, load balancers, virtual switches and ensure network readiness for migration.
- 4 Storage Teams: Manage data migration paths and validate storage performance requirements

Cross-team Integration Points:

- 1 Shared KPIs across technical teams to prevent siloed decision-making
- 2 Weekly technical sync meetings focused on interdependencies
- 3 Unified migration timeline ownership
- 4 Clear escalation paths for technical blockers

2. Business Leadership Engagement

Business stakeholders need more than status updates—they need clear visibility into how the migration impacts their operations. Migrations with active business leadership engagement are 65% more likely to meet their timelines.

Critical Business Roles:

- 1 Line of Business Leaders: Prioritize application migration sequences based on business impact
- 2 Financial Controllers: Track migration costs against budgets and identify potential overruns early
- 3 Risk Management: Assess business continuity implications and validate mitigation strategies
- 4 Compliance Officers: Ensure regulatory requirements are met throughout the transition

3. Application Owner Coordination

Application owners aren't just stakeholders—they're your front-line validators. Their understanding of business processes makes them crucial for success.

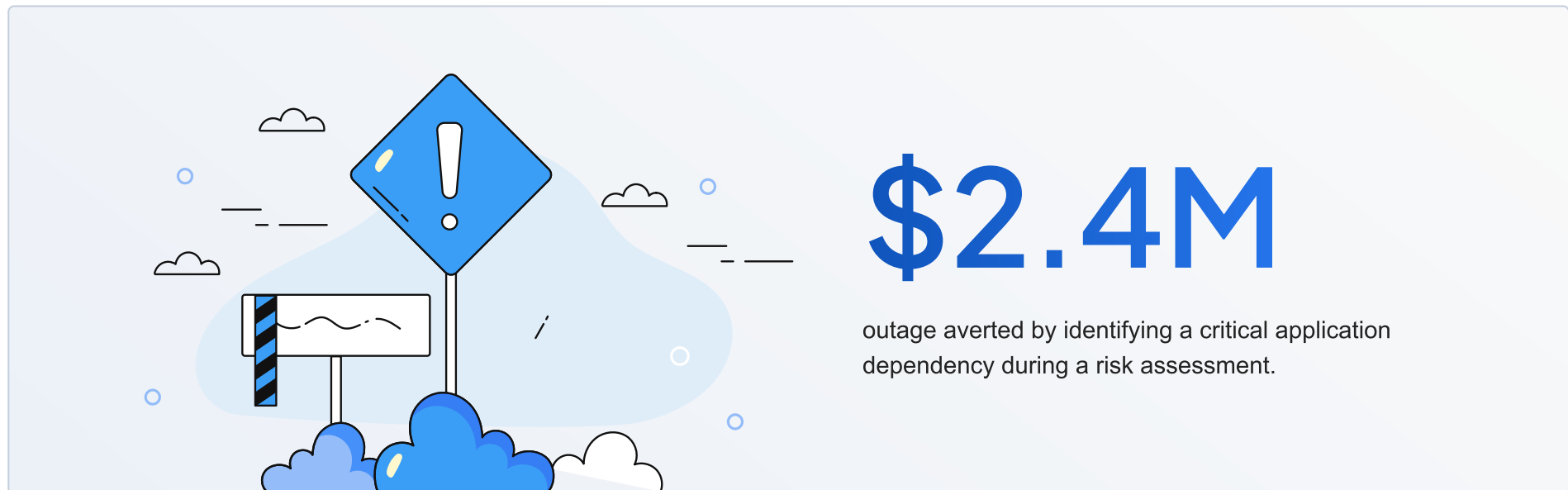
Key Responsibilities:

- 1 Performance Baseline Definition: Document current application performance metrics for comparison
- 2 User Impact Assessment: Evaluate how migration affects end-user experience
- 3 Testing Protocol Design: Create application-specific validation procedures
- 4 Rollback Planning: Define application-specific rollback triggers and procedures

V. Risk Mitigation Strategies

Most platform migrations fail not only because of technical issues but from overlooked risks. A Fortune 100 financial services firm recently avoided a potential \$2.4M outage by identifying a critical application dependency during its risk assessment.

Since we won't let that happen to you, let's build your risk mitigation framework based on real-world lessons learned.



1. Data Protection During Transition

Data loss during migration isn't theoretical—it's a reality for 32% of organizations that don't implement proper protection strategies. Most migration successes hinge on their robust data protection framework.

Essential Protection Measures:

- 1 **Multi-Point Validation:** Create multiple restore points throughout the migration process, enabling granular rollback options
- 2 **Cross-Platform Recovery:** Ensure backup solutions support both source and target platforms seamlessly
- 3 **Delta Tracking:** Monitor and protect data changes during migration to prevent loss of critical updates
- 4 **Compliance Maintenance:** Document data handling procedures to maintain regulatory compliance

Critical Backup Considerations:

- 1 **Recovery Time Objectives (RTOs):** Define acceptable downtime windows for each workload type
- 2 **Recovery Point Objectives (RPOs):** Establish data loss tolerance levels for different applications
- 3 **Testing Protocols:** Implement regular recovery testing during migration
- 4 **Chain of Custody:** Maintain clear audit trails for data movement

2. Business Continuity Safeguards

Business disruption costs average \$11,000 per minute in enterprise environments. Your continuity plan needs to address both planned and unplanned scenarios.

Critical Safeguards:

- 1 Rollback Triggers: Define clear criteria for initiating rollback procedures
- 2 Communication Plans: Establish notification protocols for different incident levels
- 3 Support Escalation: Create clear paths for rapid problem resolution
- 4 Business Impact Thresholds: Set acceptable disruption limits for different services

Schedule a consultation with our migration experts to evaluate your specific needs and challenges. Contact our team at [contact details] or visit <https://www.zmanda.com/book-a-consultation/> to book your session.

3. Performance Assurance

Performance optimization in a new environment requires vigilant monitoring and proactive management. While initial testing may show promising results, real-world workload behavior often reveals optimization opportunities only after the migration. Creating a robust performance monitoring framework helps identify and address these variations before they impact business operations.

Key Monitoring Requirements:

- 1 Baseline Metrics: Establish clear performance benchmarks before migration begins
- 2 Real-time Monitoring: Implement continuous performance tracking during transition
- 3 Alert Thresholds: Define clear triggers for performance-related rollbacks
- 4 User Experience Tracking: Monitor end-user impact beyond raw performance metrics

VI. Implementation Framework

A structured implementation approach separates successful migrations from costly failures. Leading enterprises like Adobe and Citrix found that a phased migration reduced business disruption by 60% compared to big-bang approaches. Rather than attempting a complete transformation at once, breaking the migration into manageable segments creates opportunities for learning and adjustment while maintaining forward momentum. Your implementation strategy should prioritize business continuity while maintaining migration momentum.

Let's examine the core components of a successful migration strategy:



1. Migration Methodology

A proven migration methodology transforms complexity into manageable steps, creating predictable outcomes and efficient execution. By systematically categorizing workloads and planning their transition, organizations can maintain control while accelerating their migration journey. This structured approach enables teams to learn from each phase, refine their processes, and build momentum throughout the transition.

Let's explore the essential components of an effective migration methodology:

Core Migration Components:

- 1 **Workload Prioritization:** Segment applications based on business criticality and technical complexity
- 2 **Environment Staging:** Create parallel environments for testing and validation before production moves
- 3 **Dependency Mapping:** Track and manage application interdependencies throughout the transition
- 4 **Success Metrics:** Define clear KPIs for each migration phase

Phase Execution Strategy:

- 1 **Discovery and Planning:** Detail current state analysis and target state architecture
- 2 **Pilot Migration:** Test methodology with non-critical workloads
- 3 **Production Migration:** Execute phased workload transitions
- 4 **Post-Migration Optimization:** Fine-tune performance and eliminate technical debt

2. Timeline Planning

Realistic timeline planning forms the backbone of successful migrations.

By acknowledging both technical complexities and business constraints, organizations can create achievable schedules that maintain momentum while respecting operational realities.

Critical Elements to Consider:

- 1 **Resource Availability Windows:** Align migration activities with business downtime tolerances
- 2 **Technical Dependencies:** Sequence migrations based on application relationships
- 3 **Skills Development:** Factor in team training and capability building
- 4 **Testing Cycles:** Allow adequate time for thorough validation

3. Quality Assurance Framework

A robust quality assurance framework acts as your migration's safety net. Early detection of potential issues preserves both system stability and business confidence throughout the transition. By implementing comprehensive testing protocols, organizations can validate changes in controlled environments, ensuring smooth operations when workloads shift to production

Testing Requirements:

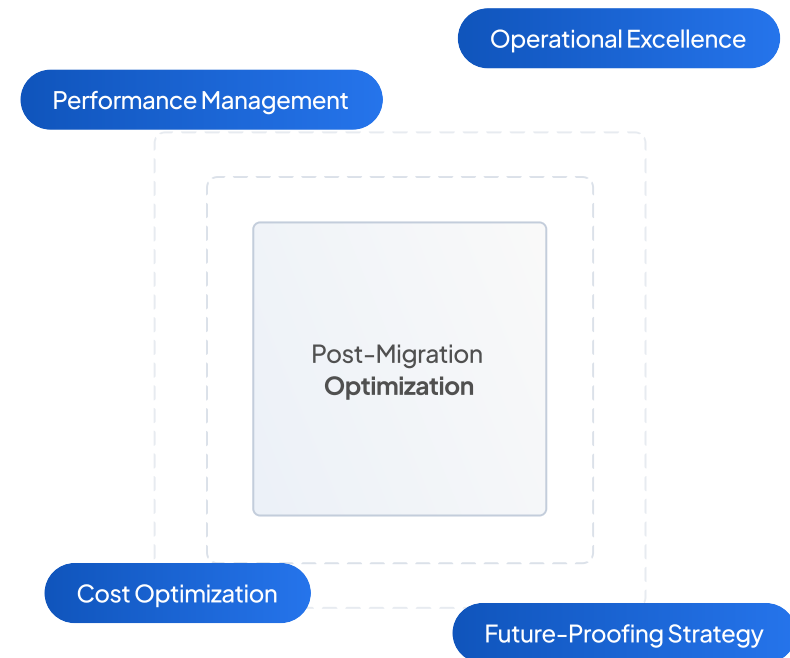
- 1 **Functional Testing:** Verify all business processes work as expected
- 2 **Performance Testing:** Validate system responsiveness under load
- 3 **Security Testing:** Ensure security controls remain effective
- 4 **Integration Testing:** Confirm all system interconnections function properly

VII. Post-Migration Optimization

Most enterprises achieve only 60% of expected benefits in the first six months after migration. Organizations that view migration as an ongoing journey of optimization, rather than a destination, unlock greater value from their new environment over time.

Industry leaders like Capital One have maximized their ROI by focusing on continuous optimization rather than treating migration as a one-time event. Let's ensure you're positioned for long-term success.

Let's explore key areas for ongoing optimization.



1. Performance Management

Instead of chasing theoretical benchmarks, successful organizations focus on business-impact metrics.

Critical Performance Areas:

- 1 Resource Utilization: Monitor and adjust resource allocation based on actual usage patterns
- 2 Workload Balancing: Optimize workload distribution across your new infrastructure
- 3 Bottleneck Identification: Implement proactive monitoring to catch performance issues early
- 4 Capacity Planning: Maintain headroom for growth while optimizing costs

2. Operational Excellence

Your new environment requires a refined operational approach. Recent data shows organizations that update their operational procedures within 30 days of migration see 50% fewer incidents.

Key Operational Focus:

- 1 Automation Opportunities: Identify and implement process automation in your new environment
- 2 Knowledge Transfer: Document platform-specific procedures and best practices
- 3 Tool Integration: Optimize monitoring and management tool configurations
- 4 Incident Response: Update response procedures for your new infrastructure

3. Cost Optimization

According to Gartner, organizations typically find 30% cost optimization opportunities within the first year post-migration. This ongoing refinement process transforms initial migration investments into long-term operational advantages.

Cost Control Measures:

- 1 Resource Right-sizing: Adjust allocations based on actual usage patterns
- 2 License Optimization: Fine-tune licensing based on workload requirements
- 3 Automation Benefits: Quantify and maximize returns from automated processes
- 4 Operational Efficiency: Track and optimize support and maintenance costs

4. Future-Proofing Strategy

Leading organizations plan for change from day one. A proactive approach to future requirements can reduce adaptation costs by up to 40%.

Strategic Considerations:

- 1 Scalability Planning: Define clear paths for infrastructure growth
- 2 Technology Adoption: Create frameworks for evaluating and incorporating new capabilities
- 3 Vendor Management: Maintain flexibility in vendor relationships
- 4 Skills Development: Build internal expertise for long-term platform management

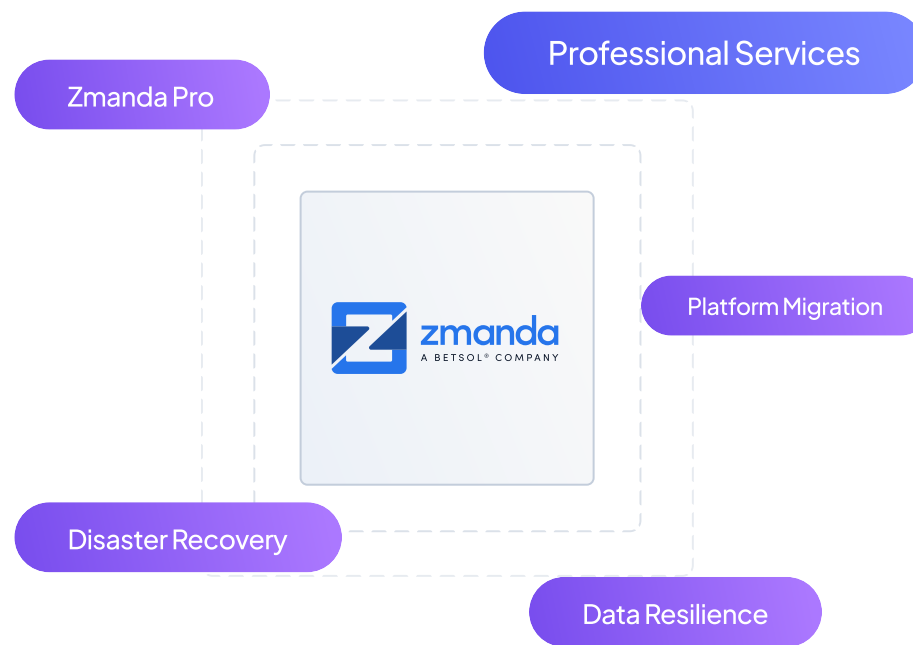
About Zmanda

Infrastructure transitions demand robust data protection strategies that safeguard business continuity. Zmanda Pro, the enterprise backup solution is specifically engineered to support complex migration scenarios, providing the security and flexibility organizations need during platform transitions.

Our solution offers a unique combination of technology and expertise to ensure your VMware migration success.



Book a consultation with our migration experts.
<https://www.zmanda.com/book-a-consultation/>



Zmanda Pro: Purpose-Built for Infrastructure Transitions

Leading organizations plan for change from day one. A proactive approach to future requirements can reduce adaptation costs by up to 40%.

Zmanda Pro's cross-platform backup capabilities make it uniquely suited for VMware migration scenarios:

- 1 Seamless protection of both VMware and target platform workloads
- 2 Incremental forever backup strategy minimizing migration window impacts
- 3 Point-in-time recovery ensuring business continuity during transition
- 4 Flexible recovery options supporting cross-platform restoration

Migration Professional Services

Our migration specialists bring extensive experience from supporting 500+ enterprise transitions. We've helped organizations successfully navigate complex infrastructure changes while ensuring zero data loss.

Our migration support includes:

- 1 Infrastructure assessment and backup strategy development
- 2 Migration pathway planning and risk mitigation
- 3 Technical implementation guidance
- 4 Post-migration optimization support

Plan your VMware Exit with Zmanda

Ready to explore how Zmanda can support your migration journey?

Schedule a 15-minute consultation with our migration specialists.

During this focused session, we'll:

- 1 Review your current VMware environment
- 2 Discuss your migration timeline and objectives
- 3 Identify potential risks and mitigation strategies
- 4 Outline a preliminary protection plan

Our experts have helped numerous enterprises successfully navigate infrastructure transitions. Let's discuss how we can support yours.



Book a consultation with our migration experts.
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