Modernising SharePoint workflows
during a complex on-premises to online migration

ASMPT

enabling the digital world

At a glance:

Client: A global leader in electronics and semiconductor assembly

Industry: Semiconductor and electronics manufacturing

Location: Global

Services provided: Migrating all data and workflows from SharePoint On-Prem to SharePoint Online in four cutover events

Standardised workflows: 101

 Custom content types: 10+
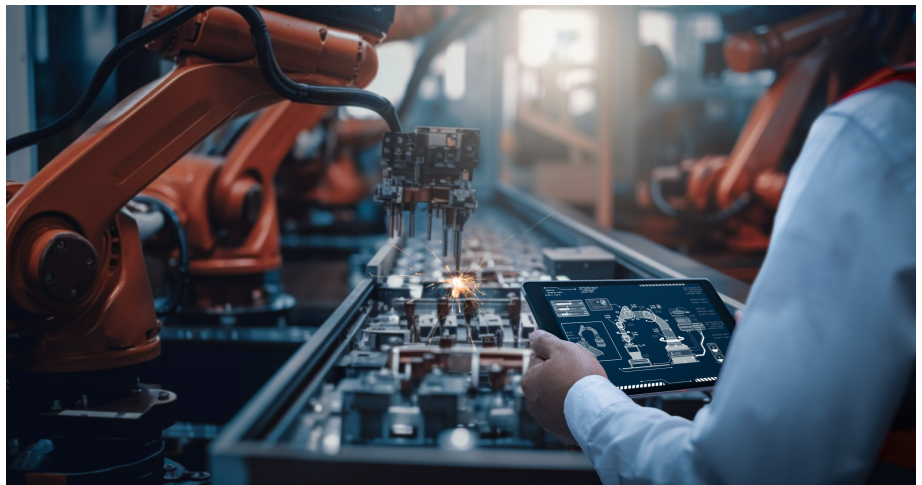
Custom columns: 255

No. of flow approvers: 40+

No of flow actions: 150+

Sites deployed: 1,918

Legacy workflows replaced: 2,500

Sites migrated: 9599

Total data migrated: 5TB

THE CLIENT

ASMPT is the leading global supplier of hardware, software, and service solutions powering intelligent factories in the semiconductor and electronics manufacturing industries. They design and manufacture advanced machinery and tools used in semiconductor and electronics assembly - enabling the world's most advanced technology to come to life.

Headquartered in Singapore with operational leadership based in Shanghai, ASMPT has a presence in more than 30 countries and employs over 10,000 people worldwide, with regional offices across Asia, Europe, the Americas, Australia, and Africa.

This project was delivered for ASMPT SMT Solutions, a key business segment within ASMPT focused on helping electronics manufacturers build intelligent, connected, and highly automated factories. They provide integrated hardware and software solutions that power digital transformation across various industries, playing a vital role in ASMPT's mission to enable the digital world.

THE NEED

ASMPT had been using SharePoint On-Premises for over a decade. While it had served them well, the platform was beginning to show its age - it was becoming outdated, costly to maintain, and increasingly unsuitable for a modern, global enterprise. Collaboration between teams was also hampered by inconsistent environments across multiple versions of SharePoint being used globally.

To support the business's ongoing digital transformation and to better enable collaboration across its international teams, ASMPT made the strategic decision to migrate to SharePoint Online. The move promised a range of benefits: greater flexibility, improved security, enhanced user experience, and reduced operational costs.

Nero Blanco was engaged to lead the migration - tasked with moving the SMT segment's entire SharePoint environment to the cloud, with minimal disruption to users and no compromise to business continuity.

However, the migration would not be a simple lift-and-shift - their SharePoint environment contained business-critical data, thousands of legacy workflows, custom content types, and complex, deeply embedded departmental automations. Some data formats were incompatible with SharePoint Online, and many of the legacy workflows needed to be rebuilt or replaced.

With tight timelines and global stakeholders, the success of this migration project depended on careful planning, technical expertise, and a highly collaborative approach. The existing SharePoint environment was moving into technical debt and so an increasing risk to the overall operations of the Segment.

The need to upgrade or move to SharePoint Online was also driven by ASMPT's aim to consolidate its SMT business operations with the broader ASMPT group, which had its own set of SharePoint challenges, including operating multiple versions of SharePoint, hindering effective collaboration.

THE SOLUTION

Discovery and planning

Nero Blanco conducted a comprehensive assessment of the SMT SharePoint On-Premises environment, mapping dependencies, critical data, documents, content structures, and workflows that would need to be migrated. This audit revealed that more than 2,500 legacy workflows were in active use and tightly integrated into departmental processes.

Working collaboratively with IT and project management teams in the SMT segment, Nero Blanco developed a detailed phased migration plan, outlining timelines, stakeholder responsibilities, and mitigation strategies for potential risks.

To migrate content efficiently, the team leveraged Sharegate to transfer documents, libraries, and lists from its current on prem SharePoint to SharePoint Online. Custom scripts were developed to handle legacy data types and ensure integrity. Vigorous testing validated the completeness and accuracy of the migrated data.

To minimise disruption and maintain control throughout the process, the migration was delivered in four structured cutover events. Each cutover was carefully planned to align with regional and business unit needs, ensuring a smooth and phased transition for ASMPT's global teams.

> "
> A highlight feature I particularly liked was the redirection plugin that Nero Blanco provided. This was something no other company offered us. That was a genius move on your side. It worked really, really well."
>
> – Terry Child, Senior Manager, Digital Workspace Architect

Workflow redevelopment

One of the most complex aspects of the migration was replacing the legacy workflows used by the SMT segment. Nearly 2,500 workflows were in use across the business   many of them deeply embedded with department processes.

While Microsoft's SharePoint Migration Tool offered basic migration for the client's workflows, the results were incomplete and often unusable. Nero Blanco initially explored the feasibility of programmatically fixing gaps using Graph API but found this approach unsustainable at scale.

After conducting a thorough market review, the Nero Blanco team recommended **Encodian Trigr** - at the deployment of a single Power Automate flow instance that could be reused across the entire SharePoint tenant by eliminating weeks to months worth of manual flow duplication and painful future maintenance. This key innovation allowed us to standardise workflow logic and reduce ongoing maintenance at an unprecedented scale by removing development duplication efforts.

Ten new Power Automate flows were designed, built, and tested using Agile methodology, with features mapped to detailed User Stories and refined in collaborative sprints. This ensured the new workflows were not only functional but also future-ready.

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"

It took longer than we anticipated to get it delivered, but what was delivered met our requirements exactly."

The migration was perfect. We got exactly what we asked for and it went very smoothly."

– Terry Child, Senior Manager, Digital Workspace Architect

Tools and Features

- **ShareGate as supplied by ASMPT**
- **Microsoft Power Automate**
- **Encodian Trigr**
- **PowerSyncPro Redirect**

Training and enablement

A critical success factor for this project was user adoption. Nero Blanco delivered live training sessions and created detailed handover documentation for the BAU Team across the organisation. This included guidance on Power Automate usage, SharePoint Online navigation, and best practices for using the new platform effectively. Ongoing support ensured a smooth transition and addressed post-migration queries promptly.

THE RESULTS

The migration from its legacy SharePoint estate to SharePoint Online was delivered swiftly with no disruption to business operations and complete preservation of critical data and workflows. ASMPT's teams now benefit from seamless, real-time collaboration from anywhere in the world.

By moving to the cloud, employees across more than 30 countries can access shared content, contribute to projects, and stay aligned without the limitations of a legacy on-premises system. This has dramatically improved teamwork and productivity across different time zones.

Replacing nearly 2,500 legacy workflows with ten streamlined Power Automate flows modernised ASMPT's business processes and eliminated countless manual steps. The new automations are not only easier to maintain but also more adaptable to future changes, improving operational efficiency across departments and regions.

In addition, the shift to SharePoint Online significantly reduced ASMPT's operating risks enhancing both resilience and security. With Microsoft managing platform updates and security patches, ASMPT benefits from enterprise-grade protection and compliance by default.

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Nero Blanco saved us a bunch of time and effort. They gave us the expertise and resources that we needed when we needed them."

– Terry Child, Senior Manager, Digital Workspace Architect

THE RESULTS (continued)

Financially, the migration has also delivered some significant long-term savings. The cost of maintaining the legacy systems with hardware, third party support , and IIT overhead, has been replaced with a predictable, scalable cloud model. This allows IIT resources to focus on innovation and value-added initiatives rather than system upkeep.

Finally, the move brought the SMT segment's collaboration platform into alignment with the broader ASMPT Group, laying the groundwork for unified systems and governance. This strategic shift supports future integration, accelerates digital transformation efforts, and positions ASMPT to grow with confidence in a secure, modern digital environment.

Conclusion

This migration was about more than just moving platforms - it was a catalyst for modernisation across ASMPT's global IIT operations. By partnering with Nero Blanco, ASMPT SMT Solutions was able to mitigate significant business risks during a high-stakes transition, as well as preserve mission-critical workflows, and embrace a platform built for agility, security, and scale.

The result: a future-proof SharePoint environment that supports ASMPT's global growth and their vision of enabling the factories of tomorrow.

Extend your IT team with Nero Blanco

Imagine having Nero Blanco's expertise and experience on tap whenever and wherever you need it. Your internal IT team do a good job of day-to-day helpdesk provision and occasional larger projects, but you need a strategic partner to handle more complex plans, to ensure you're leveraging the best that Microsoft has to offer, and to keep your organisation running smoothly and efficiently.

If you'd like to benefit from ongoing support and expertise, **get in touch with us today**. We'd love to talk you through the ways we can help to unify your organisation.

The benefits of working with Nero Blanco:

- **Flexible service:** a fresh approach to IT that's designed around your business
- **Technical expertise on tap:** no more struggling with IT challenges
- **Responsive and fast:** we're there when you need us
- **Affordable solution:** a cost-effective way to outsource your IT function
- **Fully scalable:** increase your level of support as your business grows
- **Reassurance:** we make complex things simple
- **Peace of mind:** with over 50 years of combined experience, there's not a challenge we haven't overcome.