

eBook

Get VMware Migration Right with Intelligence-Led Transformation

How enterprise leaders can harness AWS Transform and LTM expertise to reduce VMware costs, accelerate migration, and build an AI-ready cloud foundation

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An abstract graphic featuring several wavy, horizontal lines in shades of red and orange. The lines are composed of a dense pattern of small dots or particles, creating a textured, almost liquid-like appearance. The background is dark, making the vibrant colors stand out.

Table of Contents

- Preface.....3
- Executive Summary4
- Introduction.....5
- Why Traditional Migration Programs Fail5
- Four Ways AWS Transform and LTM Break the Pattern7
- The Four-Phase AI-Powered Transformation Journey.....7
- Strategic Benefits of AWS Transform and LTM.....8
- Customer Story9
- Conclusion9
- About the Author10

Preface

A New Era of Cloud Migration Begins

Over the past two years, one question has echoed across boardrooms, steering committees, and cloud strategy workshops: how can enterprises reduce rising infrastructure costs without slowing innovation?

For many organizations, recent changes to VMware licensing have forced a reassessment of long-standing data center strategies. These shifts have introduced both cost pressures and operational uncertainty.

At the same time, companies are accelerating efforts to move away from VMWare environments. Yet traditional migration methods remain the Achilles' heel of digital transformation.

A second force is also reshaping priorities. Leaders must adopt AI, modernize customer experiences, and build more agile operations. However, aging infrastructure and slow migration programs continue to hold them back.

Legacy approaches rely on manual effort, fragmented communication, and siloed execution. Critical activities such as landing zone design, security policy definition, and dependency mapping often exceed timelines. Even well-funded programs stall before the first workload moves.

That is why LTM and AWS came together to explore a different model. What if migration were treated not as a manual project, but as an intelligent, AI-led transformation journey?

This eBook presents the answer.

It explains how AWS Transform, the first agentic AI service for large-scale VMware migration and modernization, changes the equation. More importantly, it also highlights why technology alone is not enough. Successful transformation still depends on human judgment, business context, governance, and execution discipline. That is where LTM's consulting-first approach becomes critical.

If you are a CIO, CTO, cloud architect, or business leader responsible for cost optimization and innovation, this eBook is for you. It will help you move faster, reduce uncertainty, and build a future-ready, AI-enabled foundation.



Executive Summary

The economics of enterprise infrastructure have changed. Rising VMware licensing costs, increasing AI adoption, and the need for agility are driving a shift in migration strategy.

Broadcom's 2023 acquisition of VMware significantly altered the licensing landscape. Many organizations have experienced cost increases of 40% or more.

At the same time, generative AI has introduced a new competitive reality. Organizations without access to cloud-native services risk falling behind. These forces such as cost pressure and AI urgency are converging. Together, they are driving an unprecedented wave of migration. However, migration tools and processes have not kept enough pace. A gap is seen emerging between enterprise ambition and execution capability.

Traditional approaches depend on manual inventory, fragmented planning, and disconnected teams. They lack the ability to understand dependencies, compliance requirements, or business priorities. The result is predictable: longer timelines, higher costs, and stalled programs.

AWS Transform introduces a new model. As an agentic AI service for VMware migration, it combines

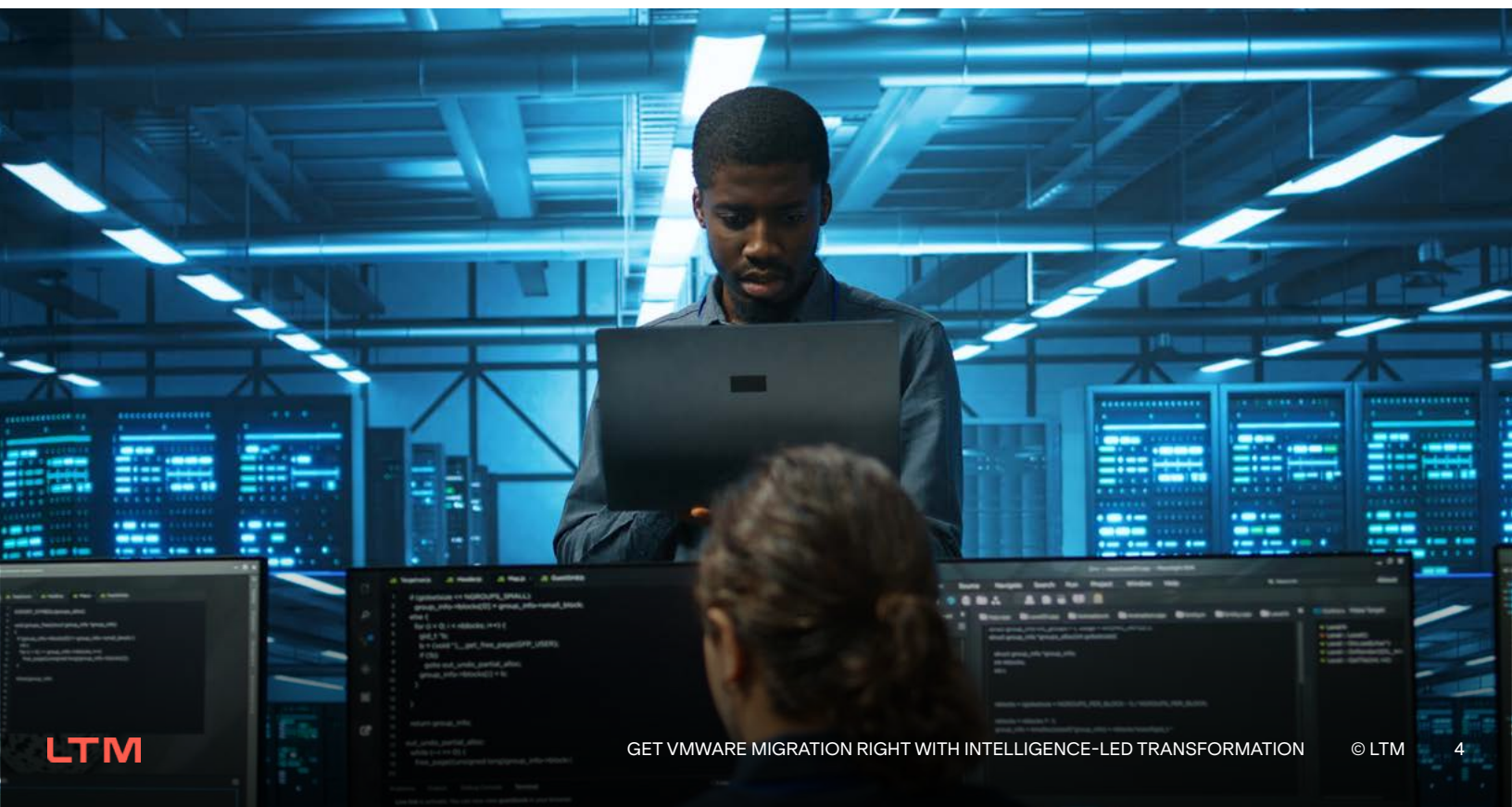
intelligent discovery with human-in-the-loop validation. This enables faster and more precise migration to AWS infrastructure.

When paired with LTM's consulting expertise, AWS Transform helps enterprises:

- Reduce migration timelines by up to 60%
- Improve planning accuracy through intelligent dependency mapping
- Lower cloud costs through workload rightsizing
- Strengthen security through policy-driven design
- Build a cloud foundation ready for AI and innovation

Organizations that succeed will not simply migrate faster. They will migrate with intelligence, purpose, and a clear link to business value.

This eBook examines why conventional migration approaches fail at the critical moment of execution, how AWS Transform's agentic AI architecture addresses those failures in a fundamentally new way, and how LTM's consulting expertise translates AI-generated intelligence into migration outcomes that deliver on their promise.



Introduction

For years, organizations viewed migration as a technical exercise focused on moving servers from one environment to another. Today, the conversation is fundamentally different. Enterprises are migrating because they need to reduce operational costs, accelerate digital transformation, and unlock AI-driven innovation.

The challenge is that legacy migration methods were never designed for this new reality. VMware estates have become deeply interconnected over time. Applications, networks, security controls, and operational dependencies have evolved across hundreds or even thousands of workloads. A single migration mistake can disrupt critical services, increase risk, or create more technical debt than existed before.

That is why the future of migration belongs to intelligence-led transformation.

Why Traditional Migration Programs Fail: The Friction of Legacy Migration

When organizations embark on digital transformation journeys using standard approaches and readily available tools, they often encounter three major bottlenecks:

1. Generic AI Creates Generic Recommendations

The market is crowded with tools that claim to automate migration. Most promise rapid discovery, automated recommendations, and instant wave planning.

In reality, many of these tools operate like black boxes. They apply one-size-fits-all logic without understanding the specific context of an enterprise.

A manufacturing company, for example, may have strict latency requirements between factory systems and ERP platforms. A bank may need to maintain complex regulatory controls around data access and transaction processing. A healthcare organization may require additional safeguards around patient data.

Common symptoms

- Recommendations that ignore business-critical dependencies
- Incorrect grouping of applications into migration waves
- Compliance risks caused by missing security or governance requirements
- Poor workload placement that increases cloud cost after migration

Organizations do not fail because they lack migration tools. They fail because their tools do not understand the business context they operate in.



2. Too Many Teams, Too Many Decisions

Every migration program requires alignment across infrastructure, network, security, application, compliance, and business teams.

Project teams must reach alignment on hundreds of interdependent decisions, often under time pressure and without a shared source of truth. Without intelligent automation to establish a baseline, every decision becomes a negotiation rather than a progression.

Organizations that enter migration with strong intent often find themselves six months in, still debating landing zone architecture and wave sequencing.

The Collaboration Gap Framework

Team	Primary Concern	Typical Risk
Infrastructure	Migration speed	Missed dependencies
Security	Governance and access	Delayed approvals
Application Owners	Service continuity	Resistance to change
Business Leaders	Cost and timelines	Loss of confidence

The result is decision fatigue, and ultimately, stalled momentum.

3. Foundation Activities Take Longer Than Expected

The most critical parts of migration happen before the first workload moves. Landing zone design, identity management, network conversion, security policy definition, and workload dependency mapping are often underestimated.

Traditional approaches treat these as workshop-driven outputs, requiring weeks of facilitation, whiteboarding, and iteration. When those workshops extend beyond schedule, the entire migration program is delayed at its most critical early stage. Many programs are deprioritized or abandoned at precisely this point.

The Migration Paradox

Organizations that delay foundational decisions often end up paying for both legacy infrastructure and cloud environments simultaneously, effectively doubling their cost base without realizing business value.



Four Ways AWS Transform and LTM Break the Pattern

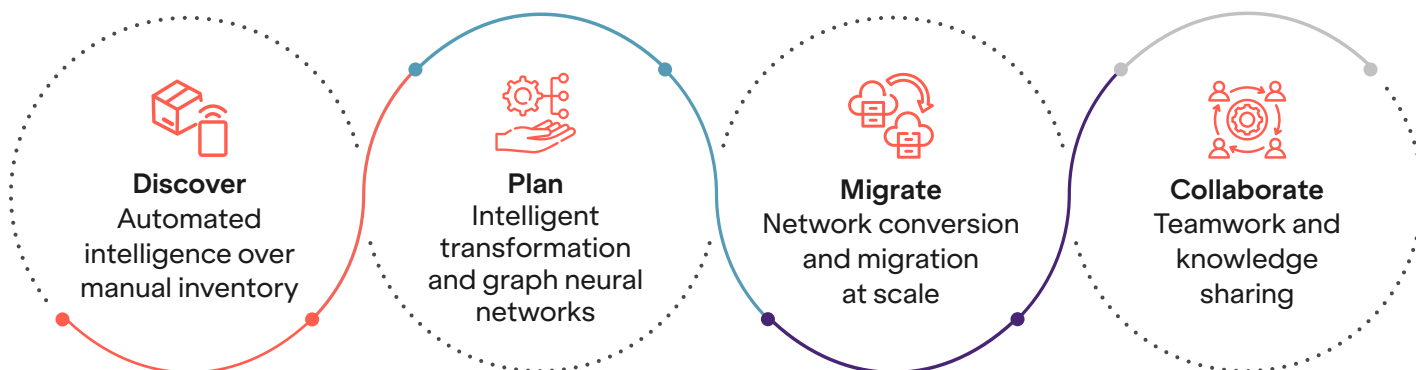
The answer is not simply better tools. It is a fundamentally different operating model, one that reflects a more disruptive way of thinking about migration.

LTM and AWS Transform address this challenge through a four-phase framework, each designed to replace manual effort with intelligent automation while preserving human judgement at critical decision points.

LTM architects orchestrate the end-to-end journey, ensuring that AI velocity and consulting precision work together seamlessly. This is where Business Creativity comes into play, bringing human insight and intelligent systems together to move beyond incremental fixes and toward more meaningful transformation outcomes.

The Four-Phase AI-Powered Transformation Journey

AI-Powered Transformation Journey



Phase 1: Discover: Automated Intelligence over Manual Inventory

Traditional discovery relies on spreadsheets, interviews, and assumptions. AWS Transform replaces that manual effort with AI-powered discovery.

The platform automatically ingests workload metadata, application dependencies, network relationships, and infrastructure configurations. Instead of relying on fragmented information, organizations gain a single, reliable source of truth.

LTM uses these AI-generated insights to establish that unified view, eliminating the discovery gap that historically consumes the first months of a migration program. Discovery shifts from assumption-driven to data-driven, enabling more confident decision-making from the outset.

Phase 2: Plan: Intelligent Transformation and Graph Neural Networks

Planning is where AWS Transform delivers its greatest advantage.

Using graph neural networks, AWS Transform analyzes relationships between workloads and identifies the most effective migration sequence. Applications are grouped into waves based on latency requirements, communication patterns, business criticality, and operational risk.

However, AI does not make the final decision alone.

LTM architects validate every recommendation through a human-in-the-loop model, ensuring that migration plans align with business priorities, compliance obligations, and real-world operational constraints. This combination reflects a more outcome-oriented approach, where speed is important, but accuracy and relevance are non-negotiable.

Callout: AI accelerates planning. Human expertise ensures it is right.

Phase 3: Migrate: Network Conversion and Migration at Scale

One of the most complex aspects of VMware migration is redesigning on-premises networks for AWS environments.

AWS Transform introduces automated network conversion as a key breakthrough. It analyzes existing network topologies and converts them into AWS-compatible VPC structures, generating ready-to-deploy CloudFormation templates.

Workloads are then optimized to run natively on Amazon EC2, with AWS Application Migration Service (MGN) handling replication while AWS Transform manages compatibility and optimization.

Business impact

- Faster migration execution
- Lower cloud costs through rightsizing
- Greater consistency across migration waves
- Reduced dependency on manual infrastructure design

Phase 4: Collaborate: Turn Migration into an Enterprise Program

Migration success depends on real-time visibility and continuous collaboration.

AWS Transform provides a shared environment where infrastructure, application, and security teams can track progress in real time. LTM architects work alongside enterprise teams throughout execution, ensuring alignment and continuity. Gen AI agents help maintain consistency and allow execution plans to evolve without disrupting the underlying migration logic.

Because the platform is inherently flexible, teams can adapt migration plans during execution without losing consistency.

Callout: The most successful migration programs are not technology initiatives. They are enterprise-wide transformation efforts that require shared ownership of outcomes.

Strategic Benefits of AWS Transform and LTM

Accelerated Migration

Organizations can significantly reduce discovery and planning timelines, enabling faster data center exits and quicker realization of cloud value. By automating dependency mapping and eliminating manual bottlenecks, AWS Transform addresses one of the most persistent causes of migration delays.

Better Cost Control

By moving away from rising VMware licensing costs and rightsizing workloads in AWS, enterprises can reduce infrastructure spend while avoiding over-provisioning.

In the context of Broadcom's licensing changes, the economic case for migration becomes increasingly clear. Organizations can not only reduce immediate cost pressures but also build a more sustainable operating model over time.

Security by Design

Security is embedded into every stage of the migration process through policy-driven controls, encryption, and access management.

AWS Transform treats security as code, ensuring that every migrated environment adheres to defined governance standards. Critical decisions are surfaced for human validation, reducing the risk of misconfiguration or shadow IT.

Innovation at Scale

Migration to AWS is not an end state, it is an entry point for innovation.

Once workloads are running on AWS, organizations gain access to services such as Amazon Bedrock, SageMaker, and a broad ecosystem of over 200 AWS services.

Organizations that approach migration as an AI enablement strategy, rather than a cost-cutting exercise are better positioned to create long-term competitive advantage. This is where organizations move beyond simply keeping pace with the market to truly Outcreate it.

The cloud-native foundation built during migration becomes the platform for machine learning applications, advanced analytics, and intelligent automation that define the next generation of competitive differentiation.

Migration, in this context, becomes the foundation for future innovation.

Customer Story

A global financial services organization faced a 40% increase in VMware licensing costs. Existing migration tools estimated a 24-month migration timeline and identified significant risks around the company's transaction systems.

Using AWS Transform and LTM's migration framework, the organization:

- Reduced discovery time from six months to six weeks
- Identified a critical hidden dependency between a legacy database and a third-party API
- Migrated 1,500 virtual machines to AWS within a single week
- Reduced migration effort by 60%
- Completed its data center exit four months ahead of schedule

The result was not only faster migration but also a stronger, more scalable foundation for future AI-led innovation.

Conclusion

The traditional migration factory, characterized by months of manual discovery, siloed team negotiations, and fragmented tooling, is no longer fit for purpose. The convergence of licensing changes and agentic AI-driven migration capabilities has created a defining moment for enterprise transformation that rewards action and penalizes delay.

Enterprises can no longer rely on slow, manual, and fragmented migration approaches. The future belongs to intelligence-led transformation, where AI-driven automation works in tandem with human expertise.

AWS Transform provides the intelligence. LTM provides the business context, governance, and execution discipline needed to translate that intelligence into measurable outcomes.

The immediate future of enterprise infrastructure belongs to organizations that migrate with intelligence, those that treat the move to cloud as a strategic investment in AI readiness. This is where a Business Creativity-led approach becomes critical in rethinking how enterprises operate, scale, and compete in an AI-first world. The window is open. The tools are proven. The path is clear.

Next Steps

- Speak with an LTM consultant about the VMware Zero-Cost Exit Offering and AWS Transform Assessment to understand your migration complexity and cost exposure in a structured session.
- Discover how the AWS Experience-Based Accelerator can get your first production workloads running on AWS within a week.
- Request an LTM Migration Readiness Review to map your organization's specific regulatory, network, and application dependencies before committing to a program approach.

Ready to start?

Contact LTM at <placeholder> or visit itm.com/aws-transform to book your VMware Exit Assessment today. (Link)

About the Author



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Ashutosh Dixit is a passionate technology evangelist and AWS Ambassador for LTM, serves as a Principal Director at LTM. He leads the Cloud Strategy, Advisory, and Consulting team. He provides CIO advisory services worldwide and is an experienced solutions architect with expertise across all hyper-scalers, FinOps, security, and adoption frameworks. A renowned thought leader, he often speaks at industry events.

LTM is a global technology services and consulting company and the business creativity partner to the world's largest and most disruptive companies. We bring human insights and intelligent systems together to help enterprises across industries rewire their business models, accelerate innovation, and drive AI-centric growth. With our integrated operations, transformation, and business AI services, we design and deliver solutions that create new productivity paradigms and new roads to value. Together with 87,000 employees across 40 countries and our global network of hyperscaler partners, LTM — A Larsen & Toubro company — owns business outcomes for over 700 clients, helping them to not simply outperform the market, but to Outcreate it.