

Build the next generation of Adabas & Natural experts

Your experts will retire. Their knowledge doesn't have to.

Your most experienced Adabas & Natural practitioners are approaching retirement, and the decades of institutional knowledge they carry rarely exist in any manual or documentation. Meanwhile, transaction volumes keep climbing, workloads aren't shrinking, and day-to-day operations leave little room to pause and plan. What if you could turn this moment of transition into an opportunity to build a stronger, more resilient team than you have today?



BENEFITS OF NEXTGEN ENABLEMENT



Knowledge continuity

- Preserve institutional knowledge
- Eliminate single points of failure
- Build team-wide confidence



Talent development

- Customized onboarding learning paths
- Expert-led hands-on mentoring
- Try-and-hire talent evaluation



Operational stability

- Maintain reliability during transition
- Free staff for strategic work
- On-demand Software AG expertise



Modernization enablement

- Bridge legacy and modern practices
- AI-assisted developer onboarding
- Built for long-term sustainability

What happens when expertise walks out the door?

How do your most important applications behave under real-world conditions? Why were certain design decisions made? Which interdependencies matter most? These are the subtle yet crucial details that often reside not in documentation, but in the minds of the people who built your core systems over decades. When those individuals retire, organizations are left managing their mission-critical applications with teams that lack the context to act confidently. Projects slow. Changes become risky. A single point of failure becomes a single point of failure for the entire operation. The longer this gap goes unaddressed, the more brittle your environment becomes, and the harder it gets to attract new talent to systems that feel opaque and inaccessible.

Key capabilities

Flexible staffing models

- Customer-led
- Software AG-led
- Fully managed

Learning & development

- Skills gap analysis
- Personalized learning paths
- Hands-on coaching

Modern tooling

- NaturalOne
- Natural for Visual Studio Code
- Natural AI Code Assist

Want to make your core applications future ready?

Build on your legacy.

Accelerate development in a modern DevOps environment.

Modernize your Adabas & Natural applications to save costs and embrace hybrid cloud.

[Schedule a free workshop](#)

Hiring alone won't solve it. A structured program will.

Many organizations respond to generational change by accelerating hiring or leaning harder on contractors. These measures help in the short term, but scaling them is notoriously difficult: internal teams are too stretched to mentor effectively, the market for mainframe specialists is competitive and expensive, and contractor dependence creates its own risks. What's needed is a structured approach that combines the right people, processes, and tools, and that builds genuine in-house capability rather than patching gaps indefinitely. Software AG's NextGen Enablement Program delivers exactly that: an end-to-end framework for transferring knowledge, onboarding talent, and modernizing your development environment so your team can own these systems with confidence well into the future.

How it works

Step 1: Define your needs

Work with Software AG to identify your current staffing gaps, system risks, and business requirements. This scoping conversation determines which delivery model—customer-onboarded, Software AG-onboarded, or managed services—best fits your environment and timeline.

Step 2: Recruit and onboard

Depending on your chosen model, either your team or Software AG leads the recruitment process, with Software AG available to support screening and selection. Once in place, each resource is onboarded with a clear understanding of their role and your environment.

Step 3: Assess skills and build a learning path

Software AG conducts a learning needs assessment to identify gaps between each resource's current capabilities and your requirements. A tailored learning path is developed, combining self-study, formal training, and hands-on application.

Step 4: Execute and apply

Resources begin working on customer-defined tasks while applying skills learned through training. Self-paced modules, private and virtual instructor-led courses, and certifications ensure learning keeps pace with real-world demands.

Step 5: Coach, mentor, and evaluate

Software AG experts provide ongoing coaching and mentoring throughout the engagement, evaluating progress against the learning path and adjusting as needed. This continuous feedback loop accelerates development and ensures your investment translates into durable capability.

Your most experienced people won't work forever.

Schedule a free workshop with Software AG's Professional Services team to assess your generational change risks and build a transition plan before the knowledge gap becomes a business problem.