

Power365® Premium Integration Pro Hybrid to  
Hybrid

## Quick Start Guide

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Quest Software Inc.

Attn: LEGAL Dept

4 Polaris Way

Aliso Viejo, CA 92656

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## Legend



**CAUTION:** A CAUTION icon indicates potential damage to hardware or loss of data if instructions are not followed.



**IMPORTANT, NOTE, TIP, MOBILE,** or **VIDEO:** An information icon indicates supporting information.

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## Introduction

This guide is designed to provide a quick reference for getting set up with a Power365 Premium Integration Pro project.

At the end of this guide you will be familiar with supported setups, basic requirements, and deployment components.

## Assumptions

This guide covers the setup of migration and integration services from one source (1) hybrid Microsoft 365 Worldwide Tenant between another (1) target hybrid Microsoft 365 Tenant. However, additional environment scenarios are supported as outlined below.

This guide does not cover Domain Sharing or Domain Moves specifically but these services can easily be enabled without amendments to the information provided in this guide. The migration of servers and workstations are also not covered in this guide.

## Supported Migration and Integration Setups

The following describes the supported migration project models.

1. **Merge** (One to One) – Covered in this guide. This is the classic Tenant-to-Tenant migration project when one cloud or hybrid environment is migrating to another.
2. **Divest** (One to Many) – When one Cloud or Hybrid environment is migrating resources to many different cloud or hybrid environments.
3. **Divest in Parallel** (One to Many) – Power365 offers a parallel divestiture solution whereby, parallel Migration and Domain Sharing projects are running but each parallel project has different goals and timelines, is managed by different teams that don't communicate and project ownership is separated. Therefore, this type of one-to-many divestiture must have isolated experiences but share the same single source tenant without overlapping or conflicting with one another's efforts or licensing.
4. **Consolidate** (Many to One) – When many different cloud or hybrid environments are migrating to a single environment.

These setup scenarios may include the entire tenant or just a subset of resources.

## Supported Environment Setups

The following describes the supported migration and integration deployment models.

1. **Hybrid to Hybrid** – Covered in this guide. Now supporting the Integrated Directory experience where all your directory orchestration operations are now managed from a single web interface, there isn't any SQL server to install and best of all, troubleshooting doesn't require access to local machines to review event logs.
2. **Cloud to Cloud** – Now supporting cloud only Microsoft 365 tenant migration and integration project scenarios. This includes Domain Sharing and Moves.
3. **Hybrid to Cloud** – Now supporting migration and integration between a source Hybrid Microsoft 365 tenant and a target Cloud only tenant. This includes Domain Sharing and Moves.
4. **Cloud to Hybrid** – Now supporting migration and integration between a source Cloud only Microsoft 365 tenant and a target Hybrid tenant. This includes Domain Sharing and Moves.

**Definitions:** The term “Hybrid” in this instance is referring to a local on-premises Active Directory that is coupled with a Microsoft 365 tenant to create a hybrid integration of services. The term “Cloud” is denoting a Microsoft 365 tenant that does not have any on-premises Active Directory component currently attached.

## Getting Started

This guide is broken into 4 easy steps to get started quickly.

1. Verify Setup Requirements
2. Set up Premium Project
3. Deploy Agents
4. Set up Read and Match Workflow (Groups & Teams Only)

### Verify Setup Requirements

At a minimum there are two (2) areas that must be ready before starting, the accounts to grant access and a member server to install an agent.

#### Application Accounts

Before starting have Global Administrator account credentials ready for all source and target tenants that are in scope.

Have at least one (1) available Microsoft 365 license for our application account to consume for the duration of the project. Once the project is closed, the account license can be reclaimed.

In addition, the local agent will require Active Directory credentials to read and write to the desired Domain for reading and modifying objects.

Visit the [Help Center](#) for more details about [accounts](#) and [permissions](#) requirements .

#### Directory Sync Agents

For hybrid deployments where on-premises Active Directory is being used as the source for identity and security management, at least one (1) local agent is required to be installed on a local domain member server.

For additional information about the directory sync prerequisites, read the Power365 Directory Sync Requirements [here](#).

#### Domain Sharing

There are additional requirements if Email Rewrite Services (ERS) are required for your Premium Integration Project. ERS setup is not covered in this guide. To find out more about Domain Sharing ERS requirements, download our Tenant-to-Tenant prerequisites guide.

### Set up Premium Project

#### Create New Premium Project

Power365 Tenant-to-Tenant new project setup is automated making it easy and quick to get started. To begin follow these steps for creating your first Power365 Premium Integration project.

1. Login to [Power365](#).
2. Choose Tenant-to-Tenant.

3. Click *New Project*.
4. Choose *Premium Integration Project* type. Click *Next*.
5. Enter *Project Name and Description*. Click *Next*.
6. Click *New* to add your Tenant Environments.
7. Have your Microsoft 365 Global Administrator's credentials ready.
8. If there is more than 1 administrator, both administrators must be present to continue set up.
9. Click *Connect*.
10. Enter your Global Administrator's credentials for first tenant environment.
11. Accept the permissions requested.
12. Repeat steps 6 – 11 for all subsequent tenant environments.
13. Select your *environment pairs*. Click *Next*.
14. Select your *domain pairs*. Click *Next*.
15. Choose *Discovery options*. Click *Next*.
16. Choose *Matching options*. Click *Next*.
17. Choose *Create options*. Click *Next*.
18. Enter *New Users Default Password*. Be sure it meets requirements. Click *Next*.
19. Choose *Free/Busy options*. Click *Next*.
20. Click *Download Agent*.
21. Each environment administrator should download a copy of this agent to install in their local member server.
22. See section three (3), "Install Agent(s)" for detailed agent installation and configuration details.
23. Once all agents are installed and configured, click *Next*.
24. Choose *Domain Sharing options*.
25. Choose *No, Maybe Later* if you don't have your ERS requirements ready. Click *Next*.
26. The Project Setup Summary will open.
27. Review the configurations, click the header to modify the options.
28. When ready, click *Next*.
29. Enter a valid email address to receive your discovery notifications.
30. Click *Start Discovery*.

Environment discovery will now begin. When it completes an email will be sent to you. The larger and more complex the environment, the longer initial discovery will take. After a successful initial discovery has completed, delta discoveries will be run every 24 hours by default. Discovery intervals are configurable. If your discovery takes longer than 24 hours on average, be sure to adjust the schedule.

Need more information about [projects](#), [permissions](#), or other topics? Then visit our [online help center](#).

## Install Agent(s)

In this next section the on-premises directory sync agent will be installed and configured. At least one (1) agent must be installed in each environment, however a maximum of five (5) agents are supported per environment for redundancy. Each agent must be installed on an independent server, but this server is not required to be dedicated to this function. This agent should not be installed on a Domain Controller in a production environment.

To continue, follow these steps to complete the installation of your Directory Sync Agent.

1. Each administrator should login to a local server to install the agent.
2. Copy the agent installer to a shared folder or copy directory to server desktop.
3. Double-click to begin installation.
4. The installation wizard will open. Click Next.
5. Enter the *Domain*, *Global Catalog server FQDN*, the *local domain administrator account and password*. Click *Next*.
6. Installation will begin.
7. When complete, click *Finish*.
8. To modify the configuration, find and launch the *BTAgent Configuration* application.
9. Repeat steps 3 – 7 for each agent installation across environments.

For additional details about the directory sync agent prerequisites, read the Power365 Directory Sync Requirements [here](#).

## Set up Read & Match Workflow (Office 365 Groups and Teams Only)

Now that the Premium Integration Project is set up there is one final step to ensure a successful migration experience for Office 365 Groups and Teams. One of the key features of Groups and Teams migration services is synchronizing Team and Channel membership, ownership, and additionally for Office 365 groups their subscribers. To accomplish this, Power365 Directory Sync must have a set of matches to determine who is a member. To do so, a single workflow must be set up to read from your tenant environments and match objects between them. Follow these steps to set up the workflow.

1. While logged in to [Power365](#).
2. Navigate to the [Directory Sync Dashboard](#).
3. Click *New* under Workflows or click *Create a Workflow* from the left menu.
4. Enter a *Workflow Name* and *Description*.
5. Select your *source* and *target cloud environments*. Click *Next*.
6. Choose *One-Way Sync*. Click *Next*.
7. *Delete* the *Stage Data* and *Write To* steps displayed in the right panel.
8. *Confirm* deletions by clicking *Yes*.
9. Click *Select* on the *Read From* step.

10. Select both cloud environments. Click *OK*.
11. Click *Select* on the *Match Objects* step.
12. Choose the source environment.
13. Choose the target environment.
14. Choose the desired matching attribute(s).
15. It is recommended that the same attribute pairings used for Tenant-to-Tenant matching be used in this case.
16. Do not check the *Match Across All Object Types* option. Click *OK*. Click *Next*.
17. Choose your *Schedule* options.
18. 'Manually' is recommended for testing purposes and big bang Groups and Teams migrations where changes to the matching table won't impact the migration event. 'Scheduled' is recommended if migrating Groups and Teams along with your users over time. Click *Next*.
19. Choose your *Alert options*. Click *Skip* to set up later if required.
20. Review your *workflow summary*.
21. Click *Edit* to modify any desired configurations.
22. When ready, click *Finish*.
23. From the *Directory Sync Dashboard*, select the workflow which was just created. Click *Run*.
24. When the workflow run is complete, verify the users are matching as expected and there are no errors that need to be resolved.
25. The workflow will need to be run again after your users and groups have been created in the target environment.

**Environment Filters Tip:** Be sure to set the environment filters to determine the scope of what objects would be matched. For more details about filters, check out our [online help center](#).

## What's Next?

Now that the Premium Integration project is set up and discovery is complete, it is time to finish up any additional setup requirements. Follow these guidelines to finalize your configurations and then begin preparing users, Groups, and Teams.

## Configurations

There is one (1) additional requirement to get set up and then three (3) optional but recommended ones.

1. **Target OUs** – To create new objects in the Source and Target Active Directory for hybrid tenant environments, the target Organizational Units (OUs) must first be selected. Follow these steps to choose where new objects will be created during Prepare and Cutover activities.
  1. While logged in to [Power365](#).
  2. Navigate to the *Tenant-to-Tenant Dashboard*.
  3. Open the left navigation menu.



4. Select *Directory Integration*.
  5. Click *Choose OUs*.
  6. Click *Select OUs for Users* in Target.
  7. Choose the desired OU. Click *OK*.
  8. Click *Select OUs for Contacts* in Target.
  9. Choose the desired OU. Click *OK*. Click *Next*.
  10. Click *Select OUs for Contacts* in Source.
  11. Choose the desired OU. Click *OK*.
  12. Click *Finish*.
2. **\*Migration Profiles** – Migration Profiles manage prepare, sync and cutover options. Every User, Group or Team has a migration profile assigned to it. There is a default migration profile everyone starts with. Migration profiles can be set or changed at any time. It is recommended that at least one (1) migration profile for users, one (1) for rooms/resources/shared mailboxes, and one (1) for Office 365 Groups and Teams be created to manage the different migration workloads. However, create as many as are required to meet the project needs. View the help topic [here](#) to find out more about Migration Profiles.
  3. **\*Migration Waves** – Migration Waves organize your Users, Groups, and Teams into logical-groupings so actions and schedules may be applied to the members in bulk. Migration Waves can be managed through local Active Directory Groups or directly from the application, whichever is more suitable to the project's needs. Users, Groups, and Teams can be assigned to a Migration Wave individually from the UI, added as a member of a local group or in bulk by uploading a list of wave assignments by Users, Groups and Teams. To find out everything about migration waves, view the help topic [here](#).
  4. **\*Migration Schedules** – Migration Schedules provide a means to optionally schedule the start date and time of the Prepare, Sync, and Cutover activities. It also allows the Sync frequency and intervals to be set. Schedules are assigned to Migration Waves. Use Migration Schedules to schedule when your Users, Groups, and Teams will be created in the target, when they will be provisioned for licenses, how often they sync, how many times they sync, and when they will complete their migration. Migration Schedules are an easy way to automate your Users, Groups, and Teams migration lifecycle activities. More details about Migration Schedules can be found in the help topic [here](#).

## Activities

All configurations are now complete and when ready it is time to begin creating target objects, begin the initial content syncs, and plan the Cutover capacity and strategy. The following section provides guidance about each of these different activities with links to additional information.

1. **Prepare** – It is recommended that all users in the target be created at once and if possible scheduled during off-hours to minimize impact and maximize resources. This is typically a one-time activity unless new hires are added to the migration project. However, it is recommended that new hires be on-boarded to the target system and not migrated.

After the target objects are created don't forget to run the workflow for matching, created earlier in this guide.

2. **Sync** – The first sync will provision users' licenses and mailbox enable the user so content migration may begin. It is recommended that users not be provisioned until you are ready to

begin migrations and are close to a planned cutover date. Don't sync users once and then wait weeks or months to sync them again. Plan your initial sync as close to the cutover date as possible. Different migration workloads have different synchronization characteristics that can impact throughput, throttling, consumption, and how many syncs and cutovers that can be supported within a given time period. Ramp up to tenant capacity then plan based on what amount of change the organization can absorb during a single cutover event cycle.

3. **Cutover** – Cutover events are the most critical activity within a user or resource migration project. This is the time period when the end-user is most impacted. Therefore, it is critical that cutover events are planned carefully by first running several pilot events to mature the process and determine how many cutovers can occur within the time frame allotted to the event. Many migration projects use the weekend to run their cutover events because it provides more time to push more migrations. However, larger weekend events also inject more change at once. Other projects may utilize nightly or bi-weekly schedules to manage cutovers. Whichever type of schedule fits your project, validate the model to minimize impact on the end-user. After the pilot events, compile the findings to determine how much the migration service can manage during the event period and how much change the organization can absorb during the cutover event.

Learn more about Prepare, Sync and Cutover by visiting our [online help center](#).

## FAQs

1. **What workflows are created automatically?**

There is a workflow created automatically for the Prepare, Provision, and Cutover activities for each environment.

2. **What other components are automatically configured in Directory Sync?**

During the Tenant-to-Tenant Project setup, the local and cloud Environments will be automatically deployed and configured for you. The required workflows, associated templates, and advanced mappings are also auto generated.

3. **Can I edit the workflows or template mappings?**

Not in version 1 but this ability is coming soon.

4. **Where do I setup GAL Sync?**

All directory integration requirements will be orchestrated and managed from Power365 Directory Sync.

5. **Where do I migrate or sync Distribution & Security Groups?**

Although Distribution and Security Groups are still discovered and displayed in Tenant-to-Tenant, it no longer migrates groups or members. They are discovered for matching purposes and displayed for matching reporting purposes. In the past, DS Lite provided limited solutions for Bi-Directional GAL Sync therefore all directory integration requirements will now be orchestrated and managed from Power365 Directory Sync.

6. **How do I sync a user's personal contact properties?**

All directory integration requirements will be orchestrated and managed from Power365 Directory Sync.

7. **How do I sync SID History?**

All directory integration requirements will be orchestrated and managed from Power365 Directory Sync.

#### 8. How do I sync OUs?

All directory integration requirements will be orchestrated and managed from Power365 Directory Sync.

#### 9. How do I sync passwords?

All directory integration requirements will be orchestrated and managed from Power365 Directory Sync.

#### 10. How do I migrate servers and workstations?

Power365 Active Directory should be utilized to prepare and migrate Active Directory domain joined workstations and servers to a new domain.

#### 11. How do I re-prepare a user that was deleted?

Unlike Power365 DS Lite, re-prepare a user that was deleted in the tenant will require the following to be done,

1. After the target user was removed from On-Prem AD, AADC sync must take place to sync up the changes.
2. Reconcile should be performed for target on-prem environment.
3. Discovery should be performed in T2T to pick up the object deletion and the User Migration record should then reflect the changes.