

STEP-BY-STEP VMWARE MIGRATION PLAYBOOK



STEP 1: BASELINE & PRIORITIZE

- Inventory VMs, dependencies, and data
- Tier workloads (Tier-1/2/3)
- Set RPO/RTO
- Flag legacy or tricky items that may not port cleanly

STEP 2: READINESS

- Stand up the new hypervisor
- Validate core services
- Run a small "golden" test VM to prove I/O, networking, snapshots, and backup/restore end-to-end

STEP 3: PROTECT & ENSURE SAFETY

- Confirm backup and recovery on both platforms
- Create immutable copies
- Test restores so any VM can roll back to a known good state

STEP 4: RUN PILOT MIGRATIONS

- Migrate low-risk workloads first using V2V tools or clean restores
- Validate app behavior, performance, security, and day-two operations on the new stack

STEP 5: PROVE DR & COMPLIANCE

- Execute tabletop and full failover/failback tests on the target platform
- Capture evidence that RPO/RTO, security, and compliance requirements are met

STEP 6: PHASED CUTOVER WITH ROLLBACK

- Migrate in waves grouped by environment or application
- Leverage a defined rollback plan and a live runbook to capture issues and lessons learned

STEP 7: DECOMMISSION & OPTIMIZE

- After a stability window, decommission the old platform
- Right-size resources
- Tune backup policies
- Tighten cost controls to lock in long-term gains