

Seamless Microsoft 365 Tenant Consolidation for a Growing Environmental Services Firm

A mid-sized infrastructure organization with more than 28 years of experience in deicing, anti-icing, dust control, and road stabilization had grown through acquisition. With operations spanning North America, it managed multiple Microsoft 365 tenants, creating silos that hindered collaboration, IT visibility, and long-term scalability. To unlock the full value of Microsoft 365, the organization sought to unify its environment under a single, secure, and streamlined tenant.

The Challenge

The company needed to consolidate two legacy Microsoft 365 tenants, each tied to acquired business units, into its primary tenant. The migration included core workloads such as Exchange, SharePoint, and OneDrive, along with Intune-managed Windows devices. A like-for-like migration was essential to preserve productivity, ensure data integrity, and avoid unnecessary friction for end users.

Key challenges included:

- ✓ Aligning identity and security settings without disrupting user access
- ✓ Migrating device configurations with minimal end-user involvement
- ✓ Maintaining business continuity throughout the process
- ✓ Resolving naming conflicts, embedded link changes, and external access dependencies

The Bravo Solution

Bravo delivered a comprehensive “Migration as a Service” engagement, from discovery through post-migration support, using a proven methodology tailored to the client’s operational needs.

Strategic Planning & Discovery

Bravo conducted a full discovery to assess the environment, identify risks, and map a clear path forward. The result was a detailed migration plan with crosswalk mappings, stakeholder alignment, and defined roles for a collaborative cutover.

Pilot & Pre-Migration Validation

Bravo executed a pilot migration to validate tool performance, data fidelity, and device handling. This phase also ensured the destination tenant was fully configured and Intune policies were prepared for a seamless device experience post-cutover.

Industry:
Environmental Services

Service Provided:
Microsoft 365 Tenant-to-Tenant
Migration (Migration as a
Service)

How Bravo Empowers Digital
Transformation

 [Cloud Services](#)

 [App Modernization](#)

 [Data Security](#)

Execution with Minimal Disruption

The production migration was designed to run with zero interruption to day-to-day work. Bravo used trusted tools (AvePoint FLY and Intune migration software) to transfer:

- ✓ 81 Exchange mailboxes
- ✓ 9 SharePoint sites
- ✓ 68 OneDrives and devices
- ✓ 29 shared mailboxes

Incremental syncs kept data current, while the approach ensured business continuity throughout.

Cutover & Post-Migration Support

Cutover was a joint effort, requiring precision and real-time coordination between teams. Thanks to strong collaboration, the migration was completed successfully, with final syncs and validations confirming a stable, fully operational environment. Bravo provided post-migration support to ensure continuity and assist with any follow-up adjustments.

Results & Business Impact

- 🌐 **Unified Microsoft 365 environment:** Improved manageability, collaboration, and licensing efficiency
- 📄 **Zero data loss:** All scoped content and permissions migrated with full integrity
- ⚙️ **Smooth device transition:** Intune configurations carried over with minimal manual intervention
- 🌐 **Minimal disruption:** Business continuity maintained throughout migration
- 👥 **Stronger governance foundation:** Streamlined tenant structure ready for future enhancements

Looking Ahead

With its Microsoft 365 environment unified and optimized, the organization is now equipped for its next phase of digital evolution. Bravo's structured approach, technical depth, and collaborative delivery ensured a smooth transition, and laid the groundwork for long-term agility and innovation.

Let's Navigate Your Microsoft 365 Journey Together

At Bravo, we don't just deliver migrations, we partner with you to make them seamless, secure, and strategic. Let's explore how we can support your next step.

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Partnering with Organizations to Simplify Microsoft and Amplify Impact

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