The Project is excited to hear that Departments are ready for Training! In the mid-wave User Readiness Survey of Wave 1 end users, department responses show that end users are ready to see and be trained on FI$Cal. We are getting ready for you! The FI$Cal Training Team has been working with each Wave 1 department to prepare a training deployment workbook. This workbook helps map the path to the most effective training plan for each department. Beginning in March, the Training Teams, both department and Project, will finalize the plans to get end users trained for go live. Departments will be identifying their super users, department trainers who will participate in Train-the-Trainer, and end users who need to be trained prior to go live; we call these “core users.”

Additional training activities are underway to support end users including:

- Training material development and FI$Cal Project Subject Matter Expert review
- Finalization of training materials and training pilots (to test effectiveness of materials)
- Training Support sessions to support training deployment workbook completion
- Testing of proposed training rooms for connectivity
- Preparation of Departmental Train-the-Trainers
- Mapping end user roles to training curriculum plans
- Preparation of the FI$Cal Learning Management System (LMS) for training registration

We recognize all the work the Wave 1 Departments are doing to prepare. Departments continue their daily responsibilities within their Department, and find time to come to FI$Cal for testing, workshops, meetings, and monitoring their internal department readiness.

Training for FI$Cal will include different delivery methods. For general information about FI$Cal or PeopleSoft, there will be web-based courses that an end user will access from their home department location. For specific training on processes FI$Cal will use instructor-led training. Built into the training materials are practice scenarios. In addition to training and job aids, end users will have access to End User Support Labs from May through July to support go live. These labs are supported by the FI$Cal Business Team and Change Management Office. The labs permit end users to tackle real-world work issues and ask questions of FI$Cal subject matter experts.

Again, we want to thank everyone who has supported FI$Cal. In a few short months, you will see the vision of FI$Cal become a reality as the Wave 1 Departments go live!

**FI$Cal Forum**

Tuesday • March 25, 2014 • 9:30 AM
Sacramento Convention Center
1400 J Street • Sacramento

For more information, please contact our Change Management Office at fiscal.cmo@fiscal.ca.gov.
Think about historical projects like the Hoover Dam, Empire State Building and or even the Egyptian Pyramids. At the time, each of these projects was probably considered crazy. The next time you drive across the Golden Gate Bridge as you marvel at the beautiful landscape and graceful lines of the bridge, consider the project team that accomplished this great feat. It is amazing to think that over 75 years ago, the leadership of this project had the foresight and tenacity to see this project to completion. After all, at the time of construction in 1937, the United States was in a depression. While it took great leaders to get the project started, it was the dedicated staff who worked long and hard to complete the project. These people had a variety of skills in architecture, engineering, construction and project management.

The same can be said about the FI$Cal Project; we have a strong dedicated staff both internally within the Project and at the departments. We all bring different necessary skills to the Project. We need the leaders to keep us on course, the Business Team to design and test the System, the Technical Team to build and the Project Management Office to keep us on track. And most of all we need our Departmental Team to provide the input to build a system which delivers the right solution. Your business knowledge and commitment to the Project will make it a success.

The Golden Gate Bridge was considered crazy by some at the time and not everyone supported it. The San Francisco Chronicle called it a "$35 million steel harp" the day it opened. Famed conservation photographer Ansel Adams and the environmental watch dog group Sierra Club believed the manmade structure painted an international orange would detract from the natural green beauty of the Golden Gate. Today, it's the most photographed bridge in the world.

Although FI$Cal will never achieve the architectural splendor of the Golden Gate Bridge, we are posed to historically improve California's financial system infrastructure. That will be a monumental achievement and something to be proud of accomplishing. Maybe it isn’t such a crazy project.

Laurye Brownfield is FI$Cal’s Assistant Business Partner Executive for the State Controller’s Office

CHANGE WORKSHOPS HELD FOR FI$CAL WAVE 1 DEPARTMENTS

In February FI$Cal held several Wave 1 Change Workshops for departments. The workshops focused on coaching managers and supervisors on how to talk about FI$Cal with their staff and how to support them through the transition to utilizing the new System. Participants were provided with tools to prepare them for change discussions with their departmental staff. Change discussions are critical to building awareness and preparing end users for FI$Cal training and go live.

In these workshops FI$Cal provided a Change Discussion Guide that includes Information on: Budgeting, Purchasing, Accounts Payable, Office of Revolving Fund, Asset Management, Project Costing, Billing/Accounts Receivable, Cash Management/Treasury, and General Ledger.

Departments were provided with an overview of the training curriculum for Wave 1 FI$Cal users. Training consists of web-based and instructor-led training that’s focused on the roles. Participants can take Web based Training from their own workstations and at their own pace.

The instructor led training for Wave 1 will give participants hands on access to the System. After training, end users will have access to User Support Labs to reinforce their knowledge and skills.

There are many changes on the horizon for Wave 1 Departments and it is very important that Departments discuss these changes with their staff. The FI$Cal Change Discussion Guide is an important tool that managers and supervisors will use to prepare themselves and their staff for the transition to FI$Cal.

Any questions, please contact us at: fisca1.cmo@fiscal.ca.gov