

The Next Generation



FI\$Cal

Financial Information System for California

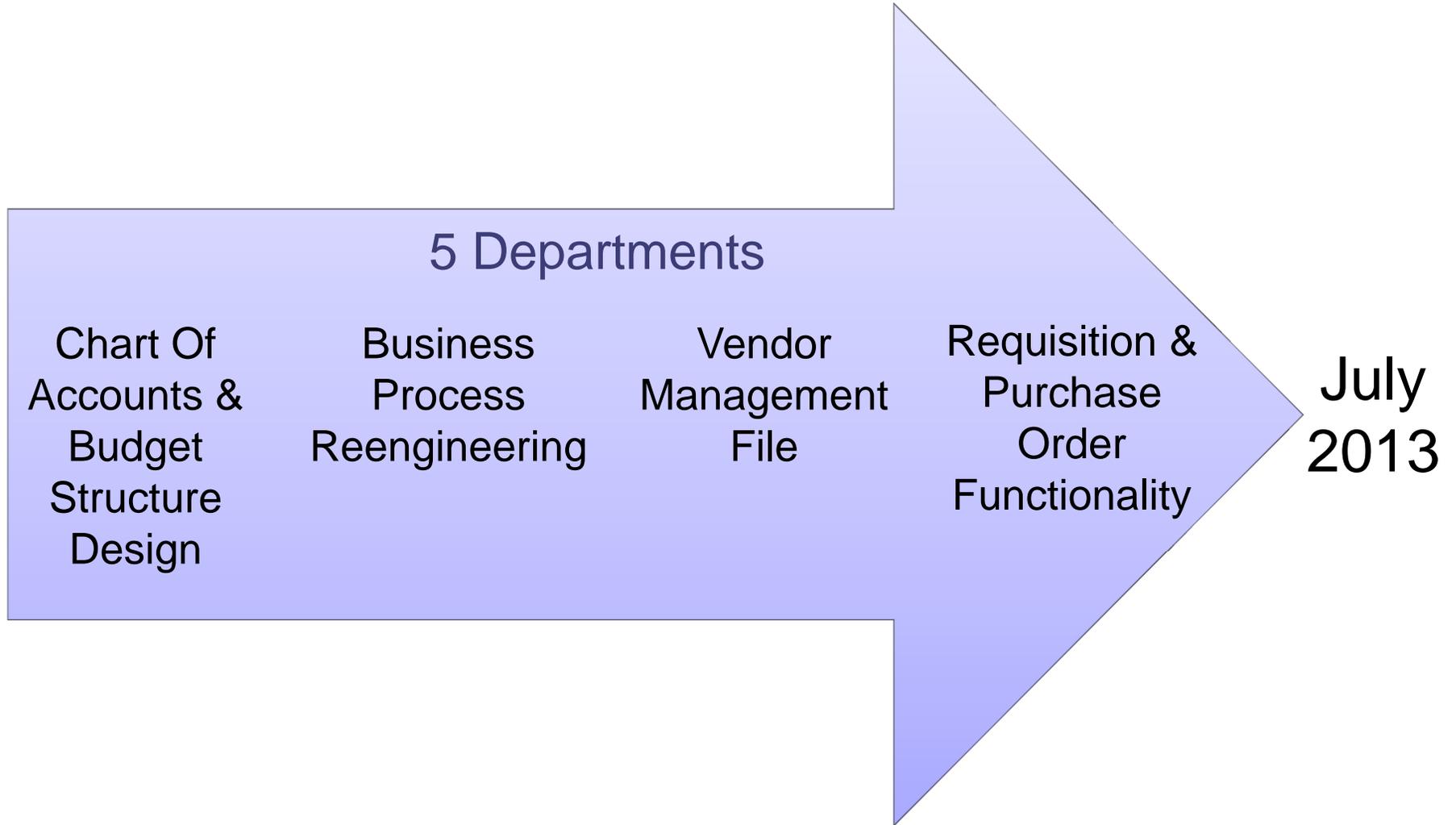
Pre-Wave and Wave 1: September DLN

September 12, 2012

Agenda

- Welcome – Introductions
- Recap Pre-Wave
- Agency/Department Sponsorship
- Change Network
- Department Implementation Teams
- User Readiness Survey
- Training Needs Analysis
- Next Steps
- Question and Answer

Pre-Wave



Sponsors Role & Responsibilities

- Champion (support, advocate) the FI\$Cal Project vision and goals within their Agency/Department
- Prepare, monitor, and ensure Agency/Department readiness for change
- Identify and communicate Agency/Department needs, impacts, and concerns to the FI\$Cal Project Teams (Business, Technology, Change Management Office)
- Act on FI\$Cal Project requests and/or requirements
- Communicate FI\$Cal Project status and departmental impacts to Agency/Department Executives and Managers/Supervisors
- Ensure FI\$Cal Project communications are cascading (moving from one level to the next) through the organization
- Provide and support Agency/Department resources to affect change effort

Sponsor Interviews

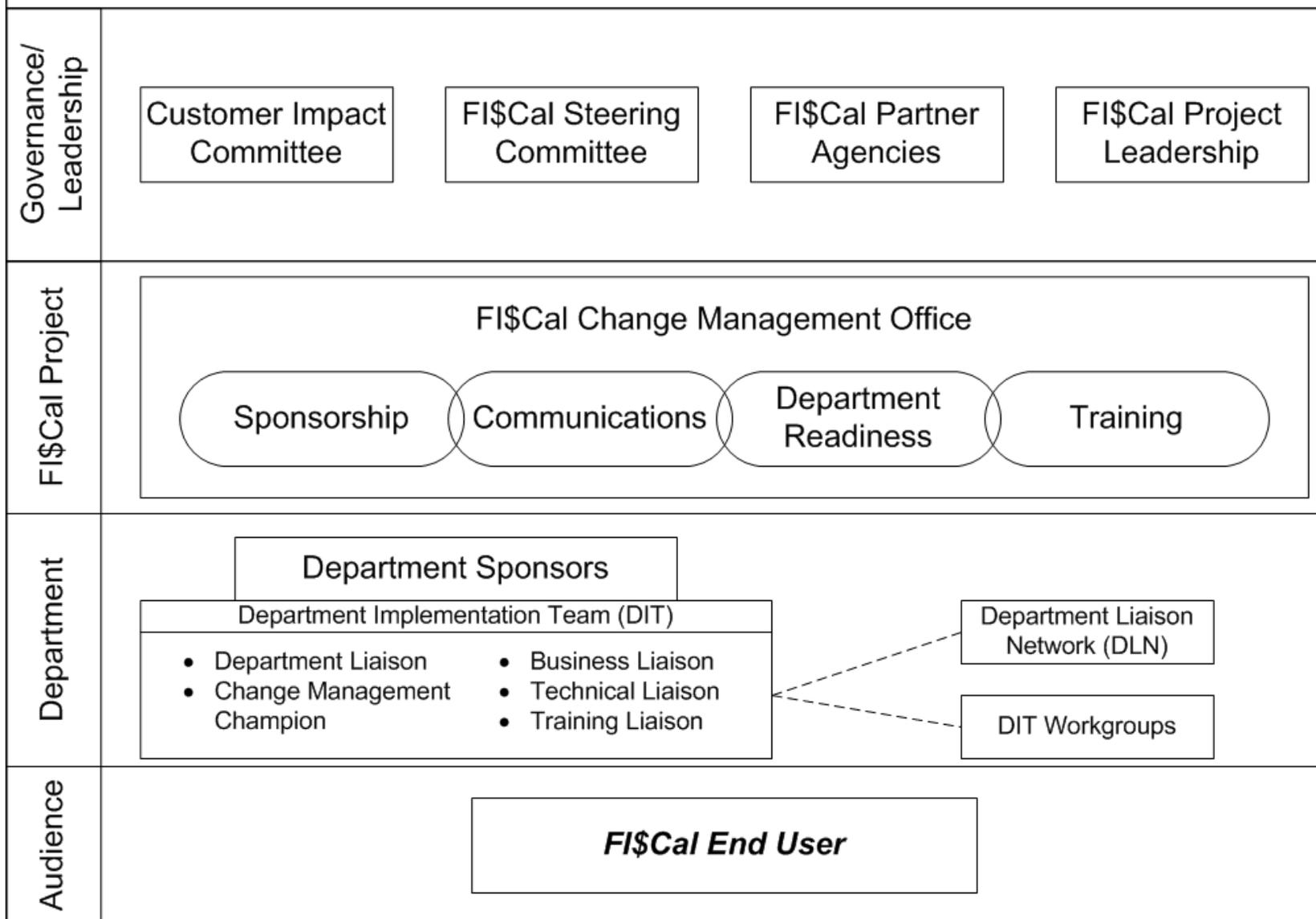
- Sponsor Interviews:
 - Gather Sponsors' expectations of the FI\$Cal Project
 - Share FI\$Cal Project expectations of Sponsors
 - Help decide the communication needs of the Sponsors
 - Proactively clarify the Sponsors' expectations and awareness of the FI\$Cal Project
 - Share what makes a project successful from their point of view

- Sponsor interviews are planned for the month of:
 - October 2012 for Pre-Wave Departments
 - December 2012 for Wave 1 Departments

Change Network

- The Change Network is designed to support Departments and their end users in preparing for FI\$Cal
- Through the Change Network, Departments will take responsibility for preparing their organization and end users
- The Change Network illustrates the network of groups and individuals designed to support the change effort to implement FI\$Cal and ready the Departments and their end users
- The Change Network is arranged into three groups, all of which help support the change effort to implement FI\$Cal and ready the Departments and their end users:
 - Governance/Leadership
 - FI\$Cal Project
 - Department

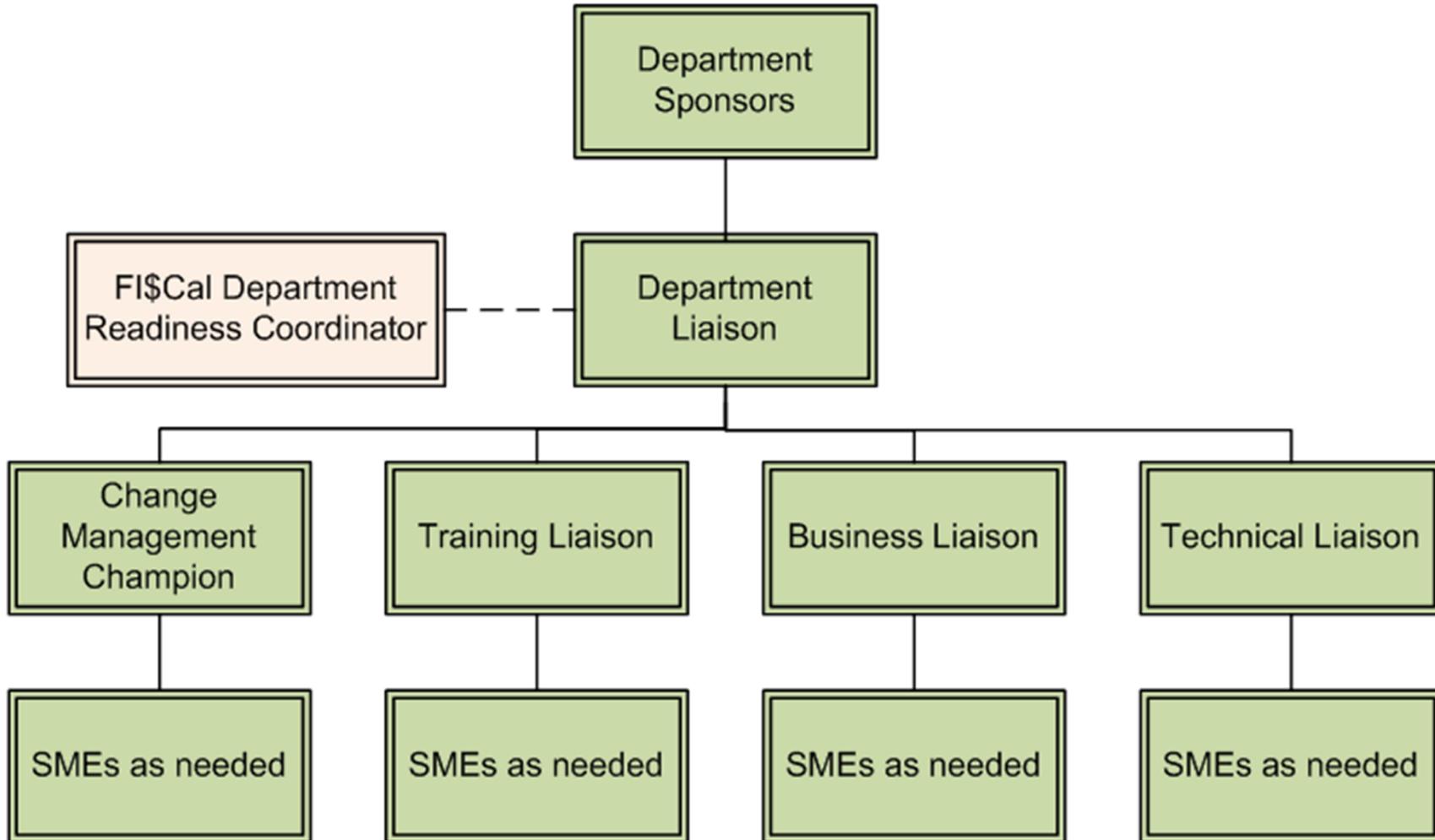
Change Network Structure to Support End Users



Department Implementation Team

- The Department Implementation Team (DIT) provides direct support to the Department in the implementation of FI\$Cal
- Individuals on the DIT fulfill several key roles, which relate to the FI\$Cal Project Teams
- The DIT is led by the Department Liaison and supported by:
 - Change Management Champion
 - Training Liaison
 - Business Liaison
 - Technical Liaison

Department Implementation Team



User Readiness Survey

- The User Readiness Survey measures end users' readiness and their change experience at specific times during a wave
- The FI\$Cal CMO will be contacting Departments to provide email addresses for survey participants
- Responses will be sorted into three survey end user groups:
 - Sponsors and Leadership
 - Department Implementation Team (DIT)
 - Department End Users
- The first User Readiness Survey is planned for:
 - September 24-October 5, 2012 for Pre-Wave Departments
 - July 2013 for Wave 1 Departments

Training Needs Analysis

- The Training Needs Analysis identifies the learning needs of end users and their existing knowledge and skills
- The FI\$Cal CMO will be contacting Departments to provide email addresses for survey participants
- Responses are used to help refine the blend of training delivery methods

- The Training Needs Analysis is planned as follows:
 - Survey for Pre-Wave Departments in late September 2012, followed by interviews in October 2012
 - Survey for Wave 1 Departments in December 2012

Next Steps

- Pre-Wave
 - Identify Department participants for upcoming activities by 09/21/12
 - Complete User Readiness Survey between 9/24/12 and 10/5/12
 - Schedule Sponsor Interviews with FI\$Cal CMO by 10/05/12
 - Conduct Training Needs Analysis activities in late September and October 2012
- Wave 1
 - Identify Department participants for upcoming activities in November 2012
 - Schedule Sponsor Interviews with FI\$Cal CMO in December 2012
 - Conduct Training Needs Analysis survey in December 2012
 - Complete User Readiness Survey in July 2013
- Next Pre-Wave and Wave 1 DLN Meeting planned for 10/10/12 (Wed.)

Question and Answer



Departmental Liaison Network Information:

http://www.fiscal.ca.gov/about-vision/departments_liaison_network_corner/

or e-mail the FI\$Cal Project Team at:

fiscal.cmo@fiscal.ca.gov

CMO Team

- CMO Leadership and Sponsorship
 - Kelly Holtz, CMO Deputy Director
 - Danese Hammond, CMO Assistant Deputy Director
 - Yesenia Reyes, Accenture Change Management Lead

- Department Readiness Team
 - Goldie Parino, Readiness Manager
 - Stephen Britcher, Accenture Department Readiness Lead

- Training Team
 - Anthony Ampania, Training Manager
 - Murray Ingerham, Accenture Training Lead