

Leading Successful Transformational Change

Workshop

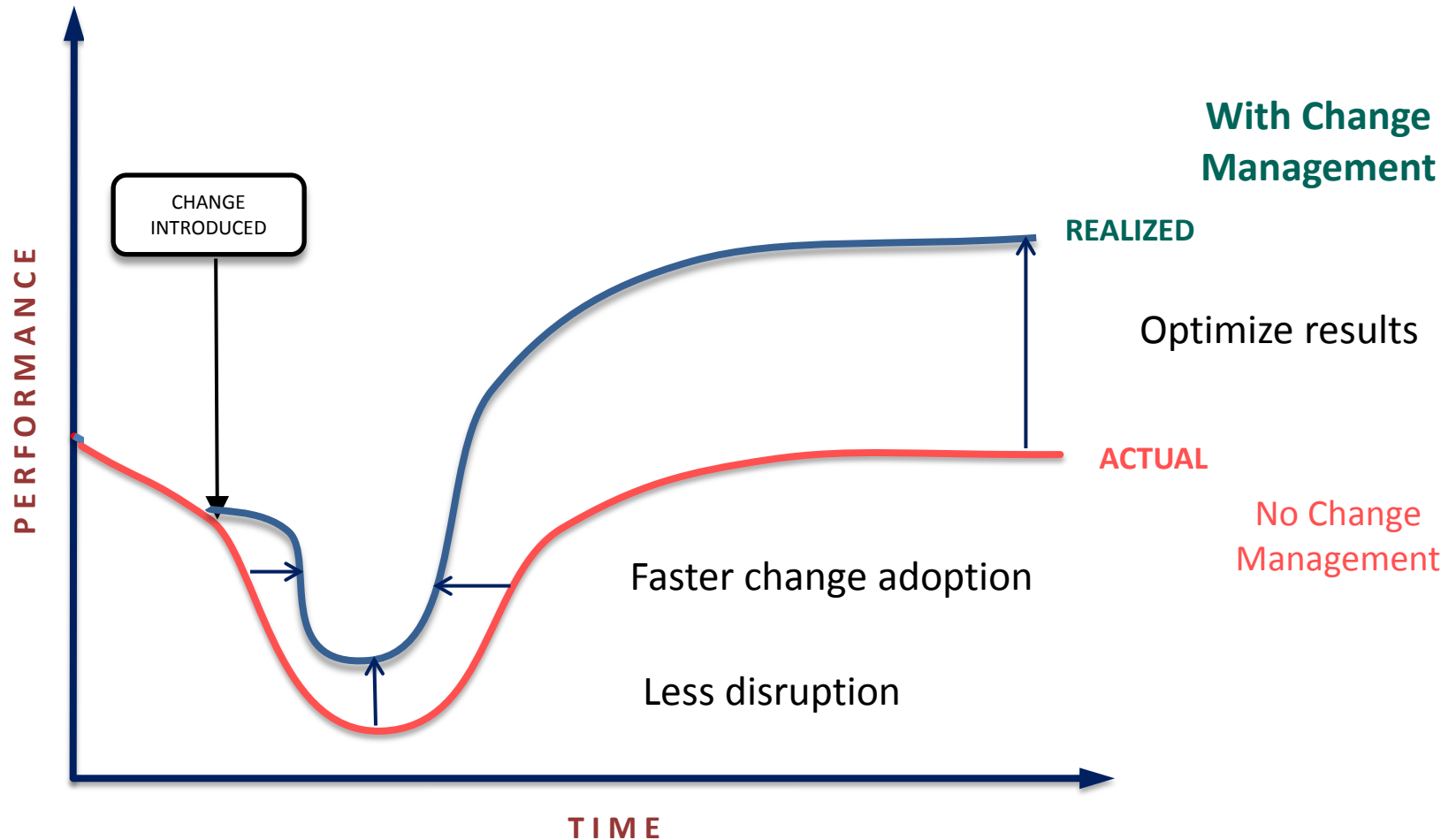
ICGFM May 19-23, 2014

Richard Hudson – Evans Incorporated

Jim Wright – Evans Incorporated

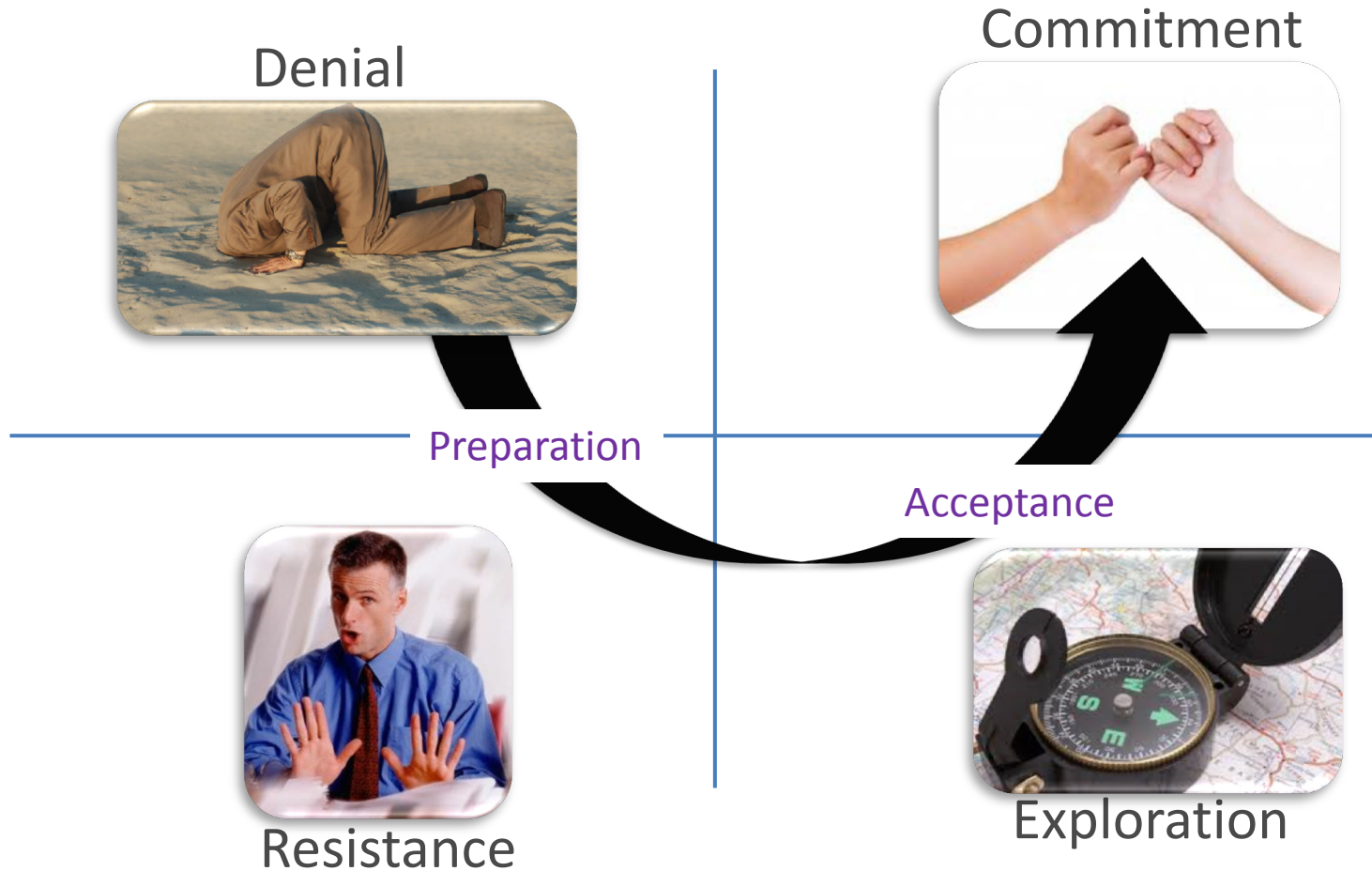
Brit Nanna – Evans Incorporated

Reality of Transformative Change - Performance



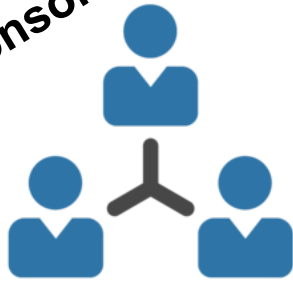
Reality of Transformative Change

- People

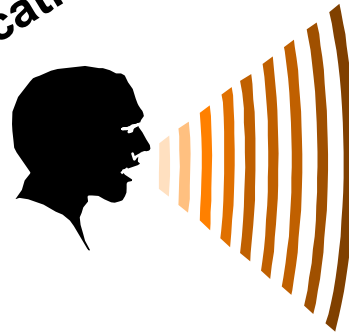


Monitoring the Process of Change

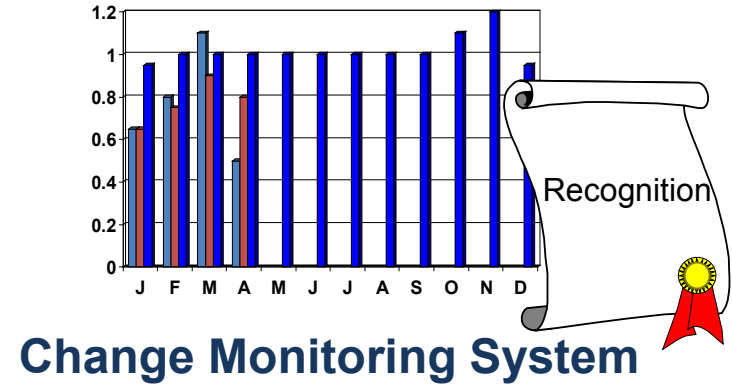
Active Sustained Sponsorship



Communications



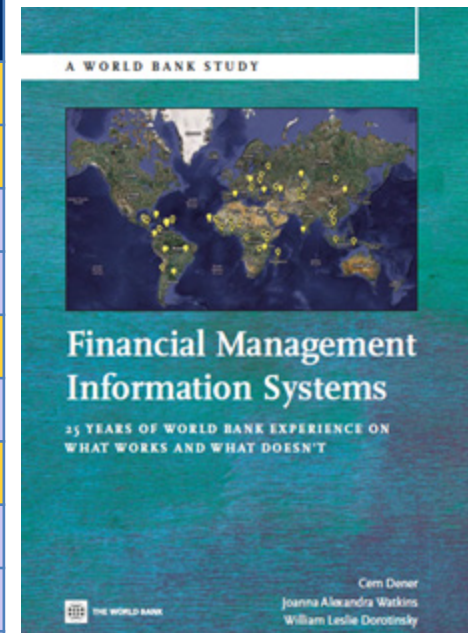
Individual & Group Support




Causes of System Implementation Failures

Why Financial Management Information System (FMIS) Projects Fail¹

Rank	Failure Factors in Completed Projects	Number
1	Inadequate capacity to sustain	30
2	Institutional resistance	23
3	Weak project planning/preparation	22
4	Complex project design/Number of procurements	22
5	Organizational structure not suited to integration	20
6	Inadequate ICT infrastructure	18
7	Lack of leadership commitment	17
8	Project team not skilled	17
9	Inappropriate technology	13
10	Ineffective project coordination	9
Total number of projects reviewed		55



1 –  2011- *Financial Management Information Systems, 25 Years Experience on what Works and What Doesn't* Cem Dener, Joanna Watkins, William Dorotinsky

Workshop Directions

- Part 1



Manage the transformative change associated with the introduction of a new Government Resource Planning Solution

Tables organized by language (Spanish, French, English)

Group Table Worksheets

- Description of the scenario
- Directions for the team
- Template to help analysis

Workshop Directions

- Expectations Part 1



Team Question:

- What do you identify as the major change risks associated with the scenario

Timing:

- 45 minutes

Report Out:

- Prepare a three minute summary of findings
- Nominate a spokesperson to present for the team

Support:

- Moderators to roam tables

Workshop Directions

- Expectations Part 2



Team Question:

- What change tactics do you recommend to mitigate the change risks identified in part 1 of the workshop

Timing:

- 30 minutes

Report Out:

- Prepare a three minute summary of findings
- Nominate a spokesperson to present for the team

Support:

- Moderators to roam tables