## Change Network Roundtable

**October 20, 2016**

<table>
<thead>
<tr>
<th>Today</th>
<th>Next Change Network Roundtable</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:00-4:00 pm</td>
<td>Thursday, November 17, 2016 3:00-4:00 pm</td>
</tr>
<tr>
<td>Kissam Multi-Purpose Room, C210</td>
<td>Kissam Multi-Purpose Room, C210</td>
</tr>
</tbody>
</table>
• Welcome

• 3:00-3:05– SkyVU Project Updates

• 3:05-3:15– SkyVU Training Approach Overview
  Amanda Roberts, SkyVU Training Lead

• 3:15-3:55– Special Guest:
  Tammy Key, HR Organizational Effectiveness Consultant
  • “Dealing with Change” workshop

• 3:55-4:00– Questions/Close
Change Network
Shout-Outs!
Project Updates
Project Updates

Core Oracle Cloud Functionality & Business Processes
- Kicking off second configuration testing Oct. 31
- Workgroups examining special topics such as Security/Workflow, Student Systems, Faculty Pay
- Beginning second finance business processes review and validation with business partners

Early Wins/ System Highlights
- Vanderbilt goes paperless!
  - Hiring
  - Transfers
  - Timekeeping
- Automatic pay calculations- final/ retro pay (including overtime computation)

New Work Streams Kicked Off
- Endowment Accounting (Oracle Cloud + FunDriver)
- Planning & Budgeting Cloud Services (Oracle)
- eMarketplace (Vinimaya Aquire)
Upcoming Events

SkyVU Town Hall

Tuesday, Oct. 25
11 a.m.
Student Life Center, BoT Room

Livestream available

SkyVU Flight Check-Ins:
Topical-Based Roadshows

Business Process Changes
DETAILS WITH SUBJECT MATTER EXPERTS

• Nov. 18: Chart of Accounts & Org Structure (changes to center & account numbers and org structure)
  • 10 a.m., Alumni Hall Classroom

• Others coming (TBD)
SkyVU Communication Updates

https://www.vanderbilt.edu/skyvu/

Blog Post #6: SkyVU Community Engagement Survey Results

Blog Post #7: HCM Impacts and Updates

Communications ➔ Recorded Presentations

SkyVU Roadshow

Change Network ➔ Change Agents
SkyVU Training
Approach Overview
Amanda Roberts
“Begin with the end in mind.”

*Steven Covey*

Results

- Vanderbilt’s mission to educate, research and serve
Results
- Vanderbilt’s mission to educate, research and serve

Performance
- Apply new knowledge and skills with the necessary support and accountability

Knowledge and Skills
- Acquire knowledge and skills needed to perform with confidence and commitment

Learning Experience
- Deliver training in an engaging, relevant and timely manner

Welcome to Base Camp
Drivers of Performance: Providing Support & Accountability

- Assess metrics
- Report issues
- Monitor use of workarounds

- Leader appreciation
- Performance coaching & reports

- User reference guides/manuals
- Access to help/additional training

- Providing guidance
- Sharing best practices
- Peer-to-peer learning

Monitor

Reinforce

Reward

Encourage
When only 5% of resources are spent on follow up...

...versus 50% of resources spent on follow up.

15% Achieved successful performance

15% Did not try new skills

70% Tried new skills and failed

85% Achieved successful performance

5% Did not try new skills

10% Tried new skills and failed

Source: Telling Training’s Story (Robert Brinkerhoff, 2006)
You are Critical to Your Team’s Success

Monitor
Reinforce
Reward
Encourage

85% Achieved successful performance
5% Did not try new skills
10% Tried new skills and failed

Base Camp
Special Guest: Tammy Key
HR Organizational Effectiveness Consultant
## Next Steps

<table>
<thead>
<tr>
<th>Change Agents</th>
<th>SkyVU Change Management Team emailed your nominees; encourage them to accept</th>
</tr>
</thead>
</table>
| Roadshows     | SkyVU overview roadshows ending Oct. 31  
|               | Topic-based roadshows series beginning in Nov.; first one is Nov. 18          |
| Town Hall     | Town Hall: October 25, 11 a.m., Board of Trust Room, Student Life Center  
|               | Change Champions will be recognized and asked to stand; wear your button!      |
Thank you for all that you do!!!
Questions