# Change Network Roundtable

**September 29, 2016**

<table>
<thead>
<tr>
<th>Today</th>
<th>Next Change Network Roundtable</th>
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<tbody>
<tr>
<td>3:00-4:00 pm</td>
<td>Thursday, October 20, 2016 3:00-4:00 pm</td>
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<td>Kissam Multi-Purpose Room, C210</td>
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Agenda

• Welcome

• 3:00-3:10– SkyVU Project Updates

• 3:10-3:25– Trivia & Recognition

• 3:25-3:50– Meet the Expert: Kara Sundar
  • Change Network
  • SkyVU Community Engagement Survey results
  • Group Activity & Report Out

• 3:50-3:55– Questions

• 3:55-4:00 – Wrap Up/ Close
Project Updates
Project Updates

**Business Process Mapping**
- Finance Business Process Mapping finishing this week
- HCM Business Process Mapping starting this week
- Business Process Analysis with Business Partners starting mid-October

**Integrations**
- Conversations taking place regarding flow of data from Oracle Cloud to departmental systems which may impact local business processes

**Workgroups**
- Labor Distribution
- Effort Reporting & Certification
- Fringe Allocations
- Student System Integration
- Security & Workflow
- Faculty Information
- Faculty Pay & Summer Pay
- Employee/ Dependent Tuition Benefit
SkyVU Communication Updates

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

Blog Post #4: Chart of Accounts and Org. Structure

Blog Post #5: Finance Impacts and Updates

Upcoming Blog Post:
SkyVU Community Engagement Survey Results: 10/3
Change Network Shout-Outs!
## SkyVU Roadshows

### Past

- Dean of Students Staff: 8/2
- Division of Administration: 8/11
- VUSE Administrative Staff: 8/17
- VUIT Business Operations Team: 8/18
- SkyVU Overview with Dean Vanessa Beasley: 8/24
- Divinity School Staff: 8/29
- SkyVU Overview with University Librarian Valerie Hotchkiss: 9/1
- Owen Graduate School of Management Senior Staff: 9/6
- Provost Team: 9/7
- VUIT Infrastructure Leaders: 9/7
- University Enrollment Affairs: 9/9
- VUSN Executive Committee: 9/12
- Law School Senior Leadership: 9/12
- University Staff Council: 9/13
- Peabody Department Chairs & Deans: 9/14
- VUIT TMO PM Meeting: 9/15
- Public Safety Leadership Team: 9/21
- Finance Team: 9/22
- Business Leaders Summit: 9/23
- Business Services: 9/28

### Upcoming

- 9/30: Office of General Counsel
- 10/3: VUIT DTS
- 10/12: Facilities Staff Meeting
- 10/13: Law School Faculty Assistants

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SkyVU Overview Roadshows are coming to an end October 31st.

If you'd like to schedule a SkyVU Overview Roadshow, please schedule it ASAP.
Which of the following is not a member of the Executive Steering Committee?

A) John Lutz
B) Dennis Johnson
C) Eric Kopstain
D) Cornelius Vanderbilt
E) Susan Wente
F) Barb Carroll
G) Brett Sweet
What year is SkyVU moving our technology and processes to?

A) 1980s
B) 1990s
C) 2000s
D) 2017
Which of the following systems are not being replaced by SkyVU?

A) Finance systems
B) Human Capital Management systems
C) Grants systems
D) Student systems
How does the Solution Driven Approach, used by the SkyVU team, help the project?

A) Ensures business will be simpler
B) Ensures business will be more efficient
C) Ensures we meet the 7/1/2017 deadline
D) All of the above
Where do I go to get answers to my questions about SkyVU?

A) SkyVU website
B) MyVU articles
C) SkyVU Blog
D) SkyVU team member
E) All of the above
Meet the Expert: Change Management

Kara Sundar
Let’s back up for a moment...

Remind me what SkyVU is?

SkyVU is modernizing our financial, administrative and research support systems using Oracle Cloud.
Why are we doing this?

To support the academic mission

Because we have to get off the old systems that the medical center is keeping

To improve decision making with better access to data

To allow employees to contribute in new, more strategic ways (less time spent reconciling multiple systems, for example)
ADKAR

The WHOLE point of Change Management is to make sure that people are successful in our future state.

Today

Go Live 7/1/17

Awareness

Desire

Knowledge

Ability

Reinforcement

“I understand why…”

“I have decided to…”

“I know how to…”

“I am prepared to…”

“I will continue to…”
Change Network

- Business Partners
- Change Agents
- Change Champions
Who are Change Champions?

- Participate actively and visibly
- Create positive expectations
- Coalition building
- Communication
- Support and reinforce project objectives
What about Business Partners?

- Aid in **process redesign**
- Provides **context** for “why”
- Supports change from a **business** perspective
What about Change Agents?

- Advocate for change via local interactions
- Clarify changes (nuts & bolts) & empower end users
- Reassure peers about project impacts
- Assist & support users in daily use
Change Network

- **Change Champions**
  - wide influence
  - enable change
  - actively engaged

- **Business Partners**
  - process redesign
  - context
  - business needs

- **Communication**
  - MyVU
  - website
  - printed materials

- **Training**
  - online
  - job aides
  - in person support

- **Change Agents**
  - local influence
  - advocate change
  - direct feedback
Who are Change Agents?

- Individuals with local influence, who are advocates of change, and engage with the SkyVU team
- Departmental influencers who embrace, advocate, and participate in the change initiative
- People who understand the change and proactively engage with their peers about the positive benefits of the project
- Employees comfortable referring feedback or concerns to the SkyVU team
- Can be anyone in the department
Who do you know who would make a great Change Agent?
SkyVU Community Engagement Survey Results
Community Engagement Survey Results

Overall, the community is excited to participate in the change and believes SkyVU will increase work efficiency; however, we must continue to raise awareness and build avenues for answering questions throughout the life of the project.
Group Activity

1. What concerns/questions do you have about SkyVU?

2. How can Change Champions transform the conversation around awareness of SkyVU and impacted processes?

3. How can our team support you?
## Next Steps

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<tr>
<th>Change Agents</th>
<th>• Send Natalie your list of Change Agent nominees by October 14</th>
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<tr>
<td>Roadshows</td>
<td>• SkyVU overview roadshows ending October 31</td>
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<td>• Topic-based roadshows November - April</td>
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<td>Town Hall</td>
<td>• Town Hall: October 25, 11 a.m., Board of Trust Room, Student Life Center</td>
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<td>• Change Champions will be recognized and asked to stand</td>
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SkyVU Awareness Poster

Need additional copies?

SkyVU

Coming 7.1.17

The cloud-based system will support Vanderbilt University’s academic mission by modernizing financial, administrative and research support systems by providing:

- Improved quality and accuracy of information so we can make smart decisions about where and how to invest our resources
- New opportunities for our staff to contribute to the success of the university
- Modern processes and systems that allow our faculty and staff to focus more of their time and energy on the core mission
- Mitigation of risks from the separation of the Medical Center and avoidance of new risks for the university

Learn which programs and processes will move to SkyVU at:

www.vanderbilt.edu/skyvu
Questions