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NASHVILLE • 2022

Change and Impact Planning

Your Guides:

Alyson Poston and Jacob Cancelliere

Agenda

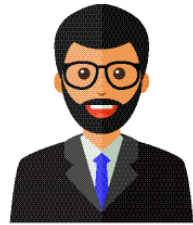
- Introduction
- Change and Impact Basics
- How did we get here?
- Demo and Discussion

Introductions

- Take 5 Minutes
- Turn to a Person Near You
- Introduce Yourself
- Business Cards

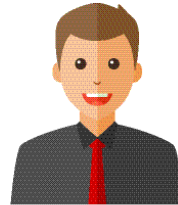
Have you heard any of the following?

There is just too much change!! I cant keep up!



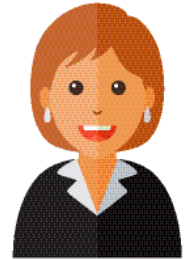
“Just give me the documentation. I will figure it out when I am done doing my real job.”

Do ANY of you Talk to each other to see when all of these things are happening???



“Why am I having to attend a training session, yet again, this week? Didn't we already roll out new stuff?”

“I have had to learn a million new systems this week! Its crazy!”



We haven't finished recovering from the pandemic! Slow down the new stuff!!!



Enterprise Change and Impact Planning

When we say Change:

We are talking about the new or different capabilities being rolled out. Some call it growth. Some call it a necessary evil...but it is breaking a paradigm and giving your people space to learn and embrace a new approach.

Carrots, sticks, benefits, detriments – you are asking your folks to embrace (or accept) a new way of doing their job.

Enterprise Change and Impact Planning

When we say Impact:

There are 2 definitions – “have a strong effect on someone or something” as well as “the action of one object coming forcibly in contact with another.”

Just like with change, it can be a strong effect or a forcible contact – but it is something that should be measured and taken into consideration

For today’s discussion – we are talking about understanding our recipients and how change can really impact their jobs.

Enterprise Change and Impact Planning

When we say **Enterprise**:

We are talking about a “Birds Eye” view of the teams and individuals in your organization. It doesn’t have to be everyone in the organization (i.e. sales vs r&d can be broken into sub-groups), but it can. And that shouldn’t be over-looked.

How DID we get here?

- 1) Teams are **developing Faster, and Better**, than ever! Agility drives development that is more focused and in alignment to needs. This has been biggest perk for organizations to adopt agile/scrum/lean/SAFe.
- 2) **OKR's, metrics, and strategic alignment incentivizes** fast development and fast roll outs! (The dark side of OKR's)

And Disparate Systems as well as Teams can drive:

- 3) Loss of centralized insights (is it in Jira? Rally? Clarity? ADO?)
- 4) Can often make a PMO **reactive** to change instead of proactive (“We cant plan for what we don't know about...”)

How Do We Solve This?



Steps to an Enterprise Change and Impact Plan:

- **REGISTER IMPACT**
- (Optional) **DECONSTRUCT** – Change by impacted constituents
- **ROLL UP INTO A CENTRALIZED ROADMAP**
- **SCENARIOS** – What if we bundle training? What if we scale?

And of course

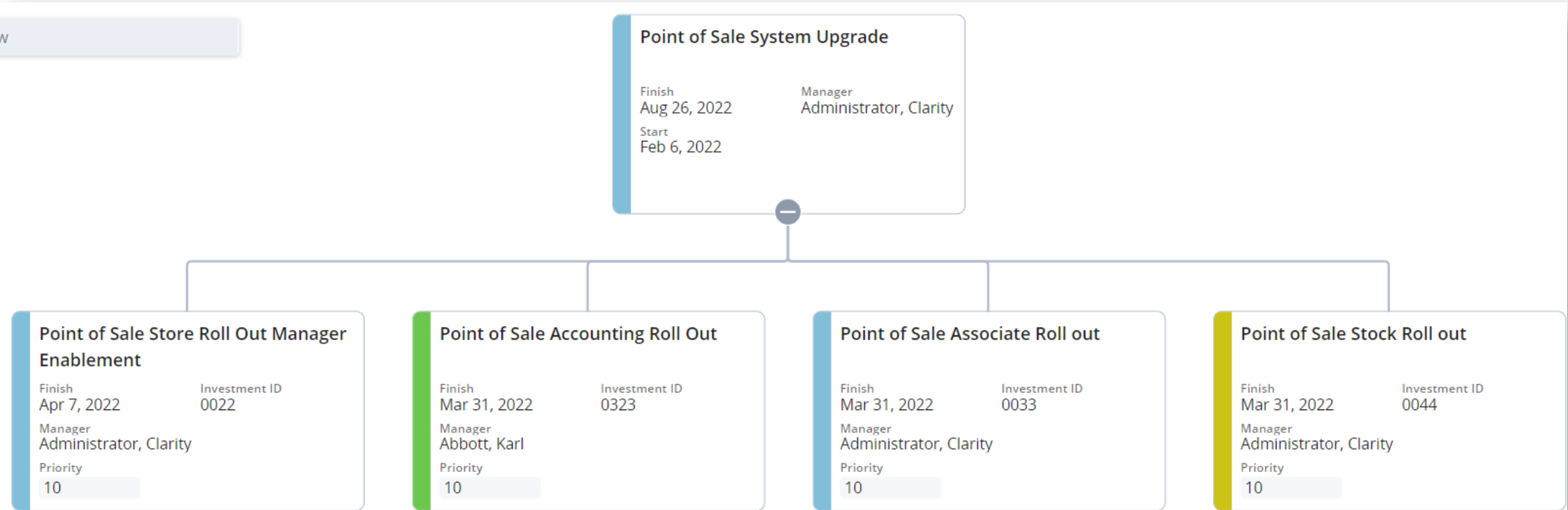
- **INTEGRATION** –
 - The Hardest Step in some organizations – Just getting everything in one place can help. Consider integrating your PPM, Agile and other development tools together to give a holistic view

Register Impact

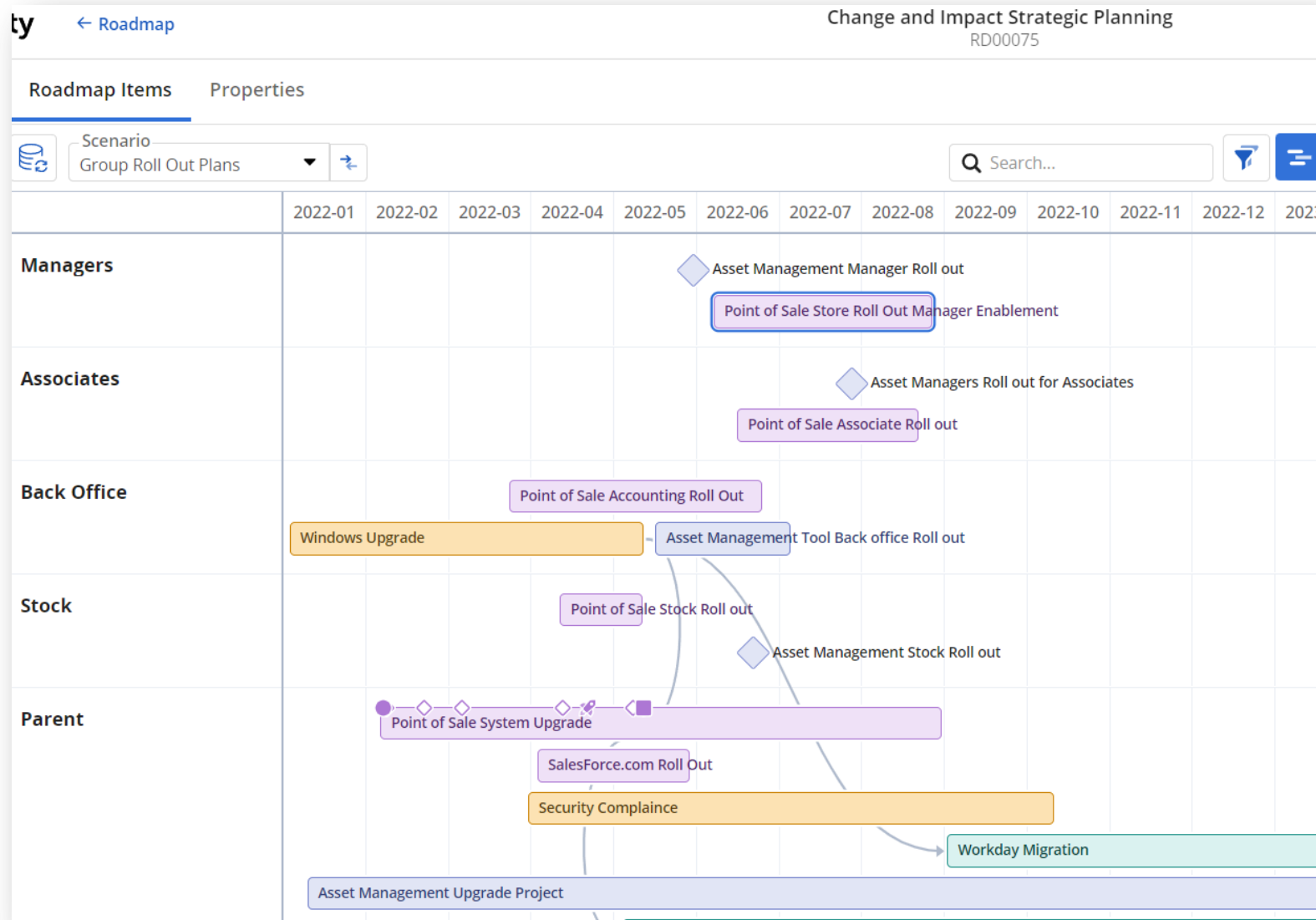
The screenshot shows a software interface for a project titled "Point of Sale System" (PR1). The navigation bar includes "Properties", "Checklists", "Staff", "Baselines", "Tasks", "To Dos", "Assignments", and "Agreements". A "Group By" dropdown is set to "Constituents And Teams Impacted". The main table lists the following data:

Constituents And Teams Impacted	Impact Level
<input type="checkbox"/> Employees All	Low (less than 1 hour of training or change)
<input type="checkbox"/> Store Associates	Low (less than 1 hour of training or change)
<input type="checkbox"/> Store Stock	High (more than a half day of change/training commitment and follow up)
<input type="checkbox"/> Store Managers	Medium (Between 1 and 3 hours of training and change to adopt)

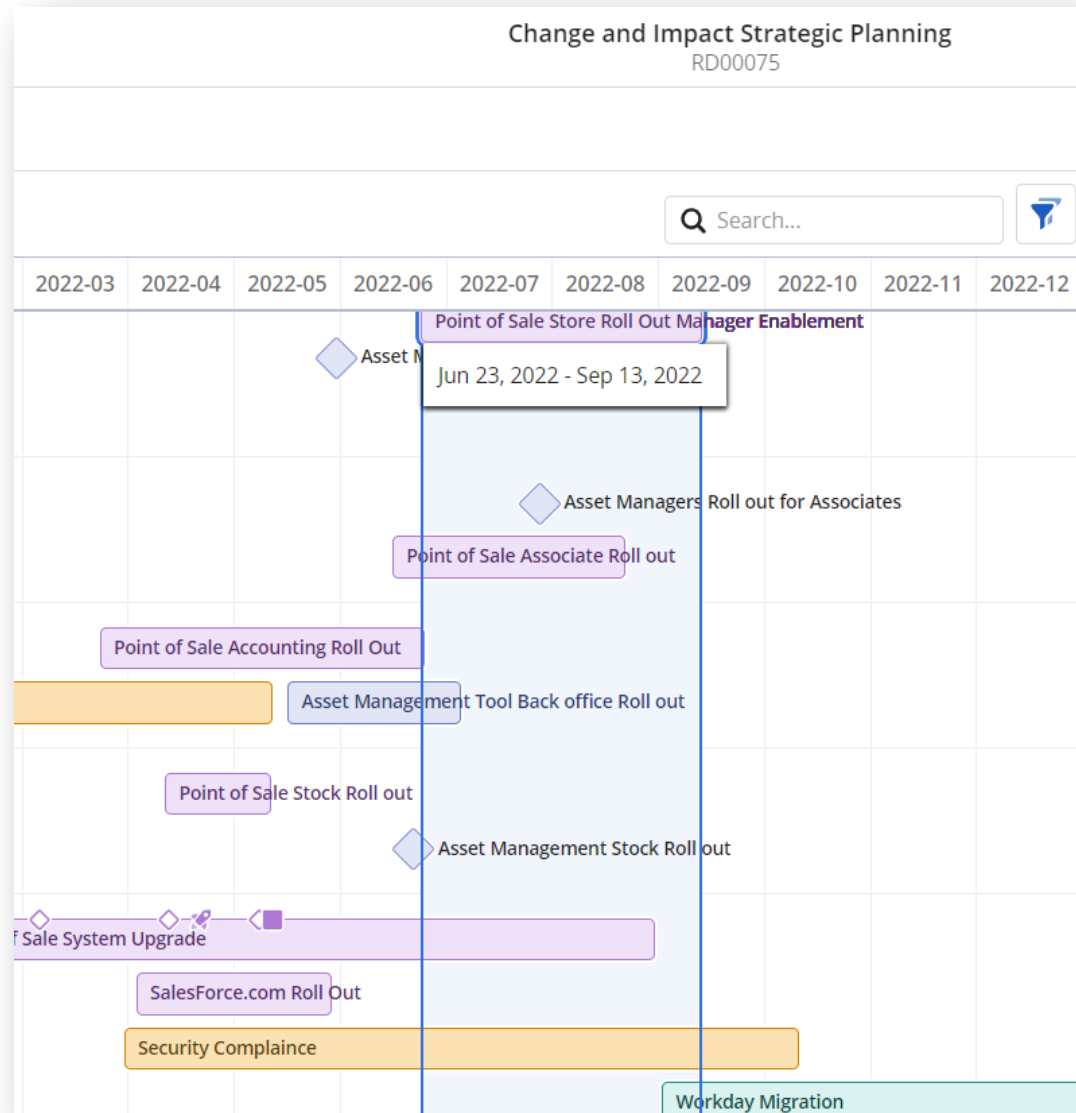
DECONSTRUCT IMPACT into “chunks” (optional and automated)



Roll up into a centralized Roadmap



Perform What If Scenarios:



Live Demo



Questions?



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- Click on **Report PDU's**
- Click on **Course or Training**
- Class Provider = **Rego Consulting**
- Class Name = **regoUniversity**
- Course **Description**
- Date Started = **Today's Date**
- Date Completed = **Today's Date**
- Hours Completed = **1 PDU per hour of class time**
- Training classes = **Technical**
- Click on **I agree** and **Submit**



Let us know how we can improve!
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Phone

888.813.0444



Email

info@regoconsulting.com



Website

www.regouniversity.com