

ORACLE CHANGE MANAGEMENT IT ALIGNMENT

Oracle Expert Services

AT A GLANCE

- Identify how the IT groups will be impacted by the technology changes.
- Update the IT group workflows, job structures, and organizational structures to reflect changes initiated by the implementation.
- Facilitate the retention and effectiveness of the IT teams by preparing them to effectively deal with the IT changes.

RELATED SERVICES

The following Organizational Change Management Services are also available from Oracle Consulting Services:

- Executive Alignment Workshop
- Organizational Readiness Assessment
- Communication Campaign
- Alignment Workshops
- Job Impact Analysis

When an organization takes on large technological changes, the Information Technology groups often experience significant change in the way they provide services and do work. An IT alignment is often required to evaluate the impacts of the technology changes on the department vision, structure, and roles and responsibilities of IT specialists. It updates the IT group workflows, job structures, and organizational structures to reflect changes initiated by the implementation. Leverage Oracle Consulting's substantial experience in managing IT changes.

Overview

The IT Alignment service offering will assist the Information Technology group to prepare and support the technology rollout. The IT alignment process will identify how IT groups will be impacted. It develops a strategy and a plan to retain these critical employees and to prepare them for the future role they will play. It also helps to effectively integrate Information Technology groups with the overall business strategy and to reflect their new capability.

The Oracle Consulting change management consultants are change management specialists trained in Oracle technology and its implementation methodology. These specialists know how and when Oracle clients will react as the change gains momentum. The OCM Specialists are veterans of Oracle implementations in addition to being well versed in the best business practices in their respective fields.

Offering Details

In providing the IT Alignment service offering, Oracle will work with the customer to conduct the following steps:

- **Prepare for Assessment of Impact on IT Groups** – Review background material, customize interview and workshop grids, and secure authorization to proceed.
- **Communicate the Initiative** – Create awareness among the stakeholders about the alignment assessment objectives.
- **Conduct Interviews and Workshops** – Review current organizational and job structures, workflows, and culture as well as the future vision, mission, and levels of performance that IT aims to achieve after the implementation.
- **Compile and Analyze Data and Findings** – Evaluate the impacts of the technology changes and compare the findings with best practices and benchmarking data.

ORACLE CONSULTING DIFFERENTIATORS

- Leading Expertise Oracle's own experts providing thought leadership for every Oracle solution.
 - Broad Coverage "End-to-end" lifecycle services across the entire Oracle product footprint.
 - Global Scale 13,000 Oracle experts in 145 countries, serving over 20 million users.
 - Unified Methodology Based on industry standards, high quality results across complex projects.
 - Flexible Delivery Onsite, offsite, and offshore, along with innovative solutions such as Rapid Starts and Expert Services.
- **Prepare Recommendations, including IT Transition Strategy** – Update the IT group workflows, job structures, and organizational structures to reflect changes initiated by the implementation.
 - **Validate Recommendations** – Validate the accuracy, relevance, feasibility, and acceptability of the conclusions and gain commitment by IT leaders to take actions.
 - **Implement Recommendations** – Establish taskforce to implement recommendations to facilitate transition within the IT organization, securing the right level of sponsorship to deploy the recommendations.

Major Deliverables

The formal deliverables for the Job Impact Analysis usually include:

- IT Transition Strategy – will focus on organizational transformation with minimal negative impact
- Revised Workflows – plus job structures and organizational structures
- Plan to re-skill the IT groups for the new technologies

Requirements

Oracle Consulting will need to work closely with the VP and other Senior Managers in IT in order to assist in articulating the vision, and preparing and executing a transformation strategy for the IT groups. The Organizational Change Management project will require dedicated customer executives as the team produces, reviews, and approves the IT Transition Strategy, the Revised Workflows, and the Re-Skilling Plan.

Getting Started

Leverage Oracle's methods, tools, and extensive experience with customer implementations across diverse industries and geographies. Tight integration across Consulting, Development, Support, Education, and Global Delivery puts the entire Oracle team behind your success. To learn more, contact your local Oracle Consulting representative at 1-800-633-0615, email ask-oracleconsulting_us@oracle.com, or visit www.oracle.com/consulting.

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