



## WORKDAY OREGON

### Workday Oregon Change Network

As part of the implementation of Workday HR across the enterprise in 2019, a strategic change management structure was developed. Agencies identified key individuals from their organization to serve in assisting their agency and the enterprise in what was viewed as the largest change effect the state has experienced in many years. All change management roles aimed to encourage new and desired behaviors, and embed the changes into their organization.

#### CHANGE LEADERS BY PROGRAM AREA

Acting as primary contacts to help with organizational change management work and change management challenges, these leaders assist with determining agency readiness and where agency staff may need additional support with continued system enhancements. Individuals designated as Change Leaders have been certified by Prosci® through Workday Oregon or their individual agencies. While these individuals are certified to assist with Workday, they serve as knowledgeable change management professionals within the enterprise and can assist with any on-going change efforts in any area.



#### AGENCY READINESS CONTACTS

Readiness contacts continue to act as the primary Workday conduit for Workday system news and information. Agencies designate one employee to ensure their agency is both informed with system enhancements and is equipped for business readiness.

#### AGENCY SUBJECT MATTER EXPERTS

These SME groups were created to serve as consultants to the Workday Oregon team during the planning and implementation phase of the project. Once implemented, Workday moved to a model of creating specific SME workgroups for configuration and testing future major enhancements. The individuals who serve in this capacity change over time as part of an on-going resource for input and advice for system design and decision-making.