

Workday Concept: Why Change Management?



What is Change Management?

- *Change Management (CM) is the process by which an organization prepares for and adapts to change.*
- *CM encompasses an integrated approach to **communications, engagement, and training.***

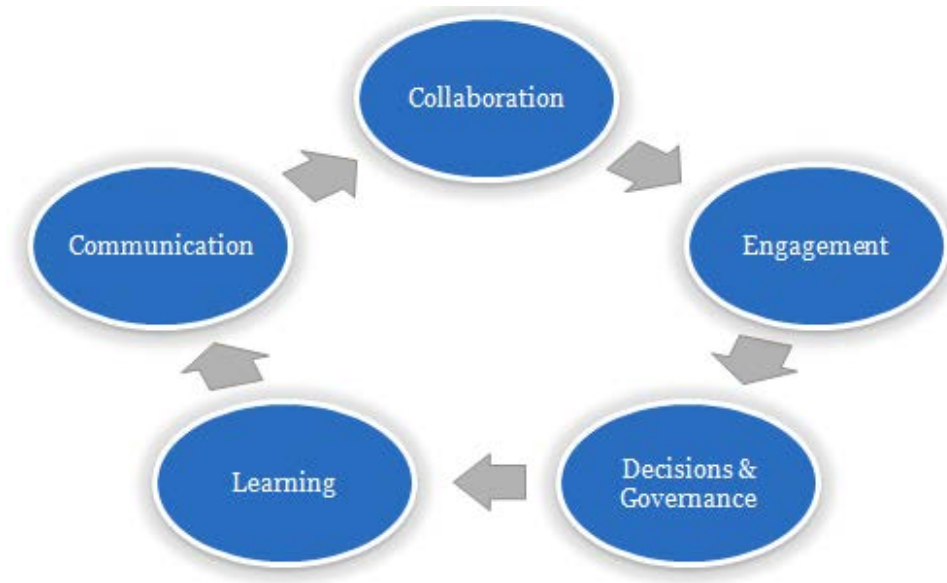
Why do we need Change Management?

- *Workday will impact everyone in the Yale Community and change the way we do work. The transition to Workday will not only replace obsolete systems, but will give Yale the opportunity to reimagine our business process environment.*
- *Workday's **twice yearly release schedule** and the Program's **rapid pace of change** requires effective change management and a network of strong leaders at every level to help create a culture of change.*
- *The Workday@Yale CM team works to engage the Yale Community and identify the most effective means of increasing organization-wide commitment.*



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Workday@Yale CM Approach



Food for Thought

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Existing models of higher education are broken; *universities must embrace rapid change* or have obsolescence visited upon them; in today's market, *technology drives this* and nothing can stop it. However, our study determined that technology does not have a free hand in driving change. **Change is driven (and held back) by people.**”

Observatory for Borderless Higher Education's 2020: Horizon Report, Sept. 2013