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# Change Management, Trainings & The 7R's to Success

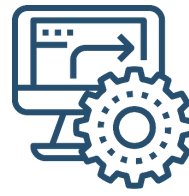
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# IT'S NOT THE SYSTEM THAT PRODUCES ROI, IT'S THE USAGE OF THE SYSTEM BY PEOPLE THAT ENABLES ROI

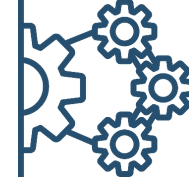
## People, Change and the 7R's

For organizations to adapt new capital improvement technology, the reason for the change and vision must be clearly communicated throughout the organization, and supported from the top down. Too often organizations invest in a new PMIS but rarely maximize the value of the system because the change was not managed properly. This is due to three factors:

- Lack of focus on the implementation of the PMIS and taking the time to gather key stakeholder feedback to effectively develop/build the system to an organization's needs.
- Making sure everyone in the organization understands WHY the change is being made and how it will allow them to do their jobs better, and more efficiently.
- Ensuring training is done for each user, based on their specific role in the process.



BUSINESS AUTOMATION



SYSTEM INTEGRATION



BUSINESS INTELLIGENCE



PEOPLE, CHANGE & 7R's

From project-delivery methods to workforce challenges, change is constant in every organization. Those who adapt best will be the most successful.

## The 7R's of Change Management

The OnIndus team works with all key stakeholders and their teams through the process of change; allowing each to feel involved, empowered and most of all, to understand their roles in the change. Successful Change Management is broken out into 7R's:



1R  
Who raised the change

2R  
Reason for the change

3R  
Return on the change

4R  
Risk of the change

5R  
Resources needed for the change

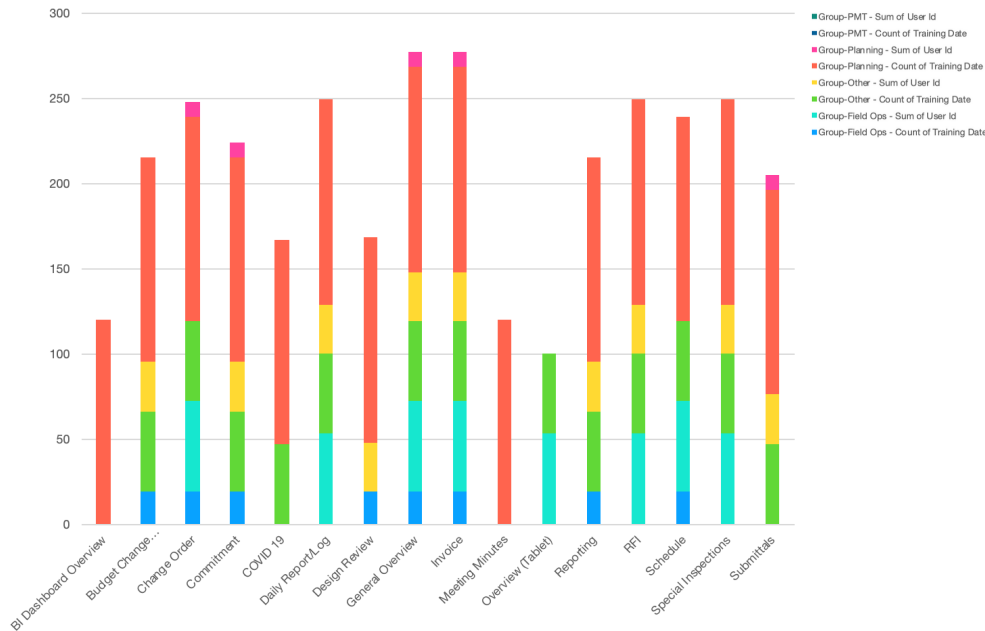
6R  
Responsible for the change

7R  
Recurring training

# TRAINING & ONBOARDING OF YOUR PMIS

The OnIndus training system tracks each person's progress through the training and maintains a log. In addition, tracking of support requests quickly identifies team members who might need more training on the system and quickly helps to identify gaps.

TOTAL USERS TRAINED



The OnIndus Total Users Trained report delivers a high level overview of the number of users trained for each defined module. Drill down capabilities show actual users who have, and who have not taken or completed the assigned training.

ATTENDEE / NON - ATTENDEE SUMMARY						
Source	Topic Name	Total Eligible	Total Invited	Attending	Invited %	Attending %
Group-Energy	Budget Change Request	29	25	19	86.21%	65.52%
	Change Order	29	25	17	86.21%	58.62%
	Commitment	29	20	12	68.97%	41.38%
	Design Review	29	20	15	68.97%	51.72%
	General Overview	29	26	26	89.66%	89.66%
	Invoice	29	26	22	89.66%	75.66%
	Reporting	29	26	17	89.66%	58.62%
	Schedule	29	24	14	82.76%	48.28%
Group-Field Ops	Change Order	77	66	57	85.71%	74.03%
	Daily Report/Log	77	50	39	64.94%	50.65%
	General Overview	77	40	26	51.95%	33.77%
	Invoice	77	50	39	64.94%	50.65%
	Overview (Tablet)	77	39	26	50.65%	33.77%
	RFI	77	50	39	64.94%	50.65%
	Schedule	77	55	50	71.43%	64.94%
Group-Other	Special Inspections	77	40	26	51.95%	33.77%
	Budget Change Request	33	29	18	87.88%	54.55%
	Change Order	33	29	22	87.88%	66.67%
	Commitment	33	29	26	87.88%	78.79%
	COVID 19	33	29	27	87.88%	81.82%
	Daily Report/Log	33	29	25	87.88%	75.76%
	General Overview	33	29	26	87.88%	78.79%
	Invoice	33	29	22	87.88%	66.67%
	Overview (Tablet)	33	29	23	87.88%	69.70%
	Reporting	33	29	25	87.88%	75.76%
	RFI	33	29	22	87.88%	66.67%
	Schedule	33	29	19	87.88%	57.58%
Special Inspections	33	29	21	87.88%	63.64%	
Submittals	33	29	22	87.88%	66.67%	

Att'd KPI
Good
Average
Need Attention

The OnIndus Training Program Effectiveness report delivers detailed data on how many people were assigned to a specific module and the completion rate for each.

Capital improvement system implementations are directly correlated with an organization's operations improvement and transformation initiatives. In order to facilitate effective change, users of these systems and processes need to understand, and be reminded of the overall business objectives, continuously throughout the implementation and training. This allows everyone to be aligned with the reason for the change.