Project Startup Report

Testimony Legislative IT Committee

Darin Schorsch

OMB Human Resource Management Services

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Good morning, Chairman Weisz and members of the Legislative IT Committee. I am Darin Schorsch, Business Analyst and Functional Lead of PeopleSoft HR Modules for Human Resource Management Services, a division of the Office of Management and Budget.

1. Project Description (pg. 3)

This project is to implement the PeopleSoft Talent Management (TM) suite as an enterprise deployment.

TM will provide State agencies with an online, self service, and administrative employee Talent Management system for employees.

CherryRoad has been contracted via the ITD Vendor Pool to lead the implementation. CherryRoad was the implementation consultant for the original PSFT ERP, and the Enterprise Learning Management implementation.

2. Business Needs identified by the key agency partners:

- A holistic approach to talent management, to include appraisals in performance management, succession and career planning along with employee profile and attributes to insure success of the organization.

- Prevent multiple shadow systems that can be serviced as an enterprise solution.

3. Key Metrics

- Project start date was October 20,2011 estimated to take 11 months; estimated cost $745,336 (OMB ConnectND funding)

4. Objectives

ePerformance

- Online employee evaluations provide for a clear understanding of expectations.

eDevelopment/Career Planning (pg 4)

- Person profiles track accomplishments, capabilities, and other attributes of the employee. Career choices for employees are shown along with the minimum qualifications for those careers.

eSuccession Planning

- Create talent pools of individuals that would be ready, better trained for replacement of key positions.

eProfile – Manager Desktop

- Managers can initiate HR processes on behalf of an employee.

5. Cost/Benefit Analysis (pg4)

Directors, Administrators, HR officers and Managers will gain organizational efficiencies by getting a clearer view of additional information about their employees.

- Lead agencies in the implementation include DOT, ITD, DOCR, DHS, WSI, TAX, Attny Gen., Bank of ND, Job Service and OMB. This is a implementation for all State agencies.

- Profiles that list a person's competencies, qualifications, education, licenses, projects, awards, as well as professional memberships.

- Greater understanding of what your employee's are involved in, and what sort of skills employee's have.

- Ability to compare multiple searches related to employee profiles, roles.

- Give agencies a window into employee career planning and succession planning of the organization.

- Employee Performance Management and Objectives in business will be standardized and available for Managers in State Agencies.

By implementing the TM suite before Recruiting Solutions we will have integration in place to allow prospected employees to create their profile in the employment application process.

The TM project is <u>on time and under budget</u> and is currently in the execution phase with a go live of early May.

We will provide a project closeout report at a future meeting.

Thank you for your time today.

Darin Schorsch
HRIS Business Analyst
HRMS/OMB

Project Startup Report

Project Name: OMB – Talent Management Project

Agency: Office of Management and Budget - ConnectND

Business Unit/Program Area: Human Resource Management Services (HRMS)

Project Sponsor: Laurie Sterioti Hammeren

Project Manager: Darin Anderson

1. Project Description
The main objective of this project is to implement the PeopleSoft Talent Management (TM) suite of functionality representing State Agency requirements. The TM project will provide State employees with an online, self-service, and administrative employee Talent Management suite for State agencies which elect to participate. The State of North Dakota will utilize purchased TM licenses and use the existing Portal, Human Capital Management (HCM) and PeopleSoft production applications. Cherry Road Technologies has been contracted to lead the implementation which consists of; requirements verification, fit/gap sessions, configuration/prototyping, unit/system/user acceptance testing, training and implementing functionality. ITD will provide the PeopleSoft Technical Development and Project Management to the project. Throughout the project the State's Large Project Oversight requirements will be applied and deliverables will correspond with payments to Cherry Road Technologies. The project will be staffed by resources from; OMB, ITD, Cherry Road Technologies, State Agency leads and State Agency Subject Matter experts. OMB is the sponsor of the TM project and is providing the Implementation funding. ITD is supplying an online collaboration tool (SharePoint Site) which contains the project plan, project schedule and all logs. Implementation of TM will be approximately 43 weeks beginning in late August, with a GO LIVE planned for May 2012.

2. Business Needs and Problems
A holistic approach to talent management, to include appraisals in performance management, succession and career planning along with employee profile and attributes to insure success of the organization. Prevent multiple shadow systems that can be serviced as an enterprise solution.

3. Key Metrics		
Project Start Date	Project End Date	Original Baseline Budget
10/20/2011	06/07/2012	$745,336

4. Objectives	
Project Objectives	Measurement Description
ePerformance Planning – enable agencies to directly link employee performance and rewards with the organization's financial and business needs.	1. Once the module is implemented, agencies will have a comprehensive online employee performance system. This system will allow employee and manager self-service. 2. Within 6 months of implementation, agencies committed during the planning phase, will have processes in place to prepare for the use of this functionality during the next evaluation cycle.

eDevelopment/Career Planning - enable employees to create, modify and view personal profiles reflecting their capabilities and accomplishments.	1. Once the module is implemented, agencies will have the ability to access career profiles, career plans and ability to add alternative plans. 2. Within 3 months of implementation, agencies committed during the planning phase, will utilize this functionality for all standard career paths and 10% of staff will review their career path with a supervisor.
eSuccession Planning - ensure that the next generation of managers has access to the right knowledge to continue doing business without a drop-off in performance.	1. Once the module is implemented, agencies will have the ability to designate key positions, identify key position requirements including minimum qualifications. 2. Within 6 months of implementation, agencies committed during the planning phase, will utilize this functionality for succession planning of key positions.
Successfully implement Talent Management functionality to include ePerformance, eDevelopment/Career Planning, eSuccession, and a competency library to be used by participating agencies.	1. All functionality identified in the scope of the Talent Management charter is deployed and available for use. Measurement will be taken 3 months after product deployment. 2. Surveyed employees, managers, and supervisors of participating agencies will rank the training and support they received as 3 or higher on a Likert Scale of 1-5 in relation to their preparedness to successfully utilize the new functionality. Measurement will be taken within 3 months of production deployment.

5. Cost/Benefit Analysis

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6. Key Constraints or Risks

The TM projects go-live is contingent upon successful completion of the PeopleSoft Environment Partitioning Project (PEPP).

Budget – OMB will sponsor the TM project and will be limited by the budgeted amount.

The project will need to work within the ConnectND governance structures.