Department of Environmental Protection (DEP)

Change Champion Network (CCN) Approach

for Florida PALM

April 2020

The "DEP Principle"

Answer the most import question!

What does success look like for the DEP Florida PALM project?

DEP's Objective and Key Results (OKRs)
for Florida PALM

Objective: People, Process, and Technology operational using Florida PALM's standard business processes with minimal DEP business systems.

Key Results ..... *established by Sponsor, Business and Technical Liaison*

- Adopt Florida PALM business processes ... *this is not negotiable!*

- Reduce the number of DEP business systems performing finance/accounting functions ...*remove redundancy!*

- Financial Reporting from finance and accounting area ...*less dependency on IT*

- Implement Twenty-First Century integration technology ...*APIs, eliminate file processing.*

*The above governs our decision making.*

Change Champion Network Approach

Establish the following.

1. Give it full attention and priority ...hire a project manager

2. Accountability and Decision Committee (ADC)

3. Communication Cadence

4. Develop/Execute your OKRs plan ...Florida PALM MRW is not "Your Success Plan".

Establish a Culture for Success

1. Finance area owns the project

2. Sponsor chairs the weekly ADC

3. Business System remediation is focused on data change impacts …CoA is most significant!

4. Define-Implement-Adjust the Communication Plan

5. Project Manager
   - Keeps the team focused and out of the weeds
   - Provides Thought Leadership for the "The Knowing-Doing Gap"
   - Delivers "The Four Disciplines of Execution"
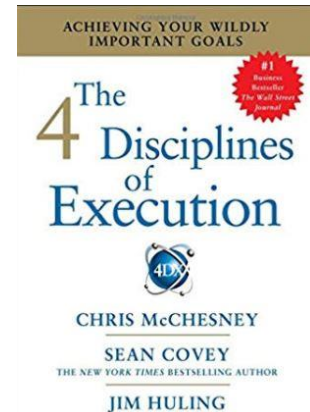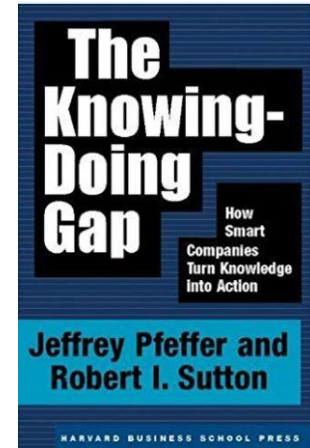
Thank You!

Coming together is a beginning.
Keeping together is progress.
Working together is success.

"If you want something new, you have to stop doing something old."
- Peter Drucker