

Engage the Entire Enterprise with GIS

Dave Schneider



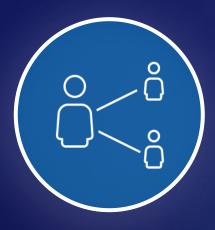
Agenda

- People Process Technology-Specific to people
- Communication users/business centric learning objectives as part of your communications strategy
- Sustain innovation through workforce development

Organizational Change Management



Organizational Change Management



People

Stakeholder Analysis

- 1. Understand what parts of enterprise will have stakeholders
- 2. Establish liaisons
- 3. Identify roles of stakeholders



Stakeholde

- 2. Business3. How GIS

GIS Analysts

GIS analysts apply geospatial analysis techniques (builds models) to extract required information from the GIS.

Role in GIS Adoption:

GIS analysts will:

- · Migrate their workflows from paper-based map products to digital maps
- Learn and adopt the new skills required for digital mapping and data sharing
- Adopt story maps for building information products for decision support
- · Serve as SMEs for non-GIS team members

ADKAR Assessment Score								
	5							
	4							
	3							
	2							
	1							
		Α	D	K	Α	R		
Strategy Alignment for Role								
Objectives			Overview of Participation					
1.1			 Perform analysis on field data collected to provide decision support information products. 					
1.2			Conduct analysis on spillways to determine at-risk areas for dam or spillway failure. Share information products with internal and external stakeholders for decision support.					
Knowledge Requirements								
Skills Capability			Workflows					
Foundation		ArcGIS Desktop Concepts will introduce the basics of ArcMap and ArcGIS Pro. These skills are essential to having prerequisite knowledge to learn more advanced analysis workflows. ArcGIS Platform Concepts provides the understanding of the ArcGIS Platform technology. This knowledge is essential to having a more complete awareness of how the ArcGIS Platform technology can help FERC achieve mission success. Learn GIS Concepts is critical to understanding the key concepts that will be common in performing analysis workflows.						

Organizational Level	Time Span	Strategic Plan Element
C-Level Executives	5+ years	Vision
D-Level Directors	2-5 Years	Goals
M-Level Managements	6 mo. – 1 year	Objectives
S-Level Supervisors	Quarterly-6 mo.	Initiatives
Knowledge Workers	1 Day- 1 month	Tasks

Core messaging to build Awareness and Desire to change:

- Why
- Why Me
- Why Now

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- Why
- Why Me
- Why Now

Executive messaging and why

the change is important to the

organization.

Core messaging to build Awareness and Desire to change:

- Why
- Why Me
- Why Now

- Personal reasons for changing,
- best delivered by
- managers/supervisors

(WIIFM- What's In It For Me)

Core messaging to build Awareness and Desire to change:

- Why
- Why Me
- Why Now

Establish a sense of urgency and

align to project and/or strategic

milestones.



