

CHANGE MANAGEMENT TEAM

#	Initiative Name	End Date	Status	Current Status	FY16 Q1 Status Update (Jul - Sep)
1	Develop and Implement Smart View Community of Practice	6/30/2016		In Progress	The implementation of the Smart View Community of Practice is designed to build a community of Smart View users to provide them with a platform to share best practices and increase knowledge, skills, and abilities through peer-to-peer learning. We've launched a pilot and monthly sessions are in progress. The campus wide roll-out is expected for May 2016.
2	Develop Cal Answers Community Of Practice	6/30/2016		In Progress	The implementation of the Cal Answers Community of Practice is designed to build a community of Cal Answers users to share best practices and increase knowledge, skills, and abilities through peer-to-peer learning. The team has made great progress in identifying and recruiting super users and developing a training plan.
3	Redesign and Implement Budget Process Training	6/30/2016		In Progress	Each year, the Campus Budget Office continues to evolve and strengthen campus' financial planning and budgeting practices. We partner with campus units to enhance understanding of our planning tools; utilize simplified financial reports; strengthen the budget processes at central and division levels; clarify authority, responsibility, and accountability; and establish mechanisms to monitor performance. Our future vision is that the entire campus becomes actively engaged in optimizing resources to support our academic goals and tie academic planning to multi-year financial plans and the annual budget.
4	Launch and Operationalize Finance Leadership Forums	6/30/2016		In Progress	We created Finance Leadership Forums to provide a venue for financial leaders to collaborate, gain focus, and develop professionally. Each agenda is developed based on the leaders' feedback of their priorities. Our goal for the events is that the staff leave feeling fulfilled, connected to their peers, and have the information they need to better support their divisions and departments. Finance leaders are stewards of our mission and precious resources. They align their department's people, money, and time with campus' priorities by developing and managing a successful budget and strategic plan.
5	Develop and Implement FY16 Office of the CFO Communications Plan	6/30/2016		In Progress	This communication plan ensures communications across the Office of the CFO are prioritized, aligned, and integrated and our clients receive timely, relevant communications on topics of interest to them.
6	Launch and Operationalize CFO Advisory Group	6/30/2016		In Progress	The CFO Advisory Group is made up of campus financial leaders who engage with the AVC-CFO, AVC-Controller, and AVC-Financial Planning and Analysis to provide council on strategic financial priorities.
7	Implement Internal Communications Strategy and Approach for Key Leadership Messages	6/30/2016		In Progress	This initiative is focused on improving internal information flow and creating a feedback loop within Office of the CFO via senior leaders, managers, and staff by sharing timely, relevant topics of interest to the community.
8	Operationalize CFO Appreciations Team (Hummel)	6/30/2016		In Progress	The Appreciations Team have streamlined their priorities for the next year and we have begun the process of implementation. Once more work is done on the back-end, we will begin to publicize our new initiatives on the CFO website.
9	Operationalize CFO Professional Development Team (Hamblett)	6/30/2016		In Progress	This initiative is designed to build and maintain a culture of collaboration and professional development in the Office of the CFO. We're currently promoting the awareness and use of the career development action plan, concepts and ideas for professional development, and gathering ideas for networking and brown bag and/or wisdom café learning sessions.