



LDMC

Job Impact Assessment *template*

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Job Impact Assessment Summary

Job Impact Assessment Approach

Job Impact Assessment Summary

Desenvolvido pelo Escritório de Processos

Projeto:

Dono do processo

Área:

Autor:

Data:

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Date	Version	Approver	Approver Role

Job Impact Assessment Summary

Job Impact Assessment Approach

Approach

<Describe the approach the team took to conduct the Job Impact Assessment. Specifically address how the team will utilize the information that came out of the assessment. Adapt or replace the following SAMPLE content, as appropriate. >

Conducted a detailed organization impact assessment to clearly identify current and future process changes, and the resulting organizational implications. Specifically:

- Assessed the overall impact to the Finance Community by process
 - ***Detailed impact assessments for each process (financial accounting, budgeting & forecasting, procurement/commitment and reporting)***
- Identified high-level Training Requirements (based on required changes to people, processes, technology, and behavior among the Finance Community)
- Provided input to future Communication Strategy based on job impact findings
- Provided input to Change Management Plan

Change Impact Summary

<Summarize the Change impact by focusing on the four primary categories listed. >

People

Finance roles and responsibilities will be impacted in OMP, OBP, Janssen, as a result of the 4Ways program vision.

Process

The target Client Finance Community will experience change as a result of proposed process improvements

Technology

The Client Finance Community in target operating companies will be utilizing new systems and tools to conduct daily transactions and analysis.

General Change Issues

Finance executive sponsorship will be required to drive change across the Finance community, ensuring compliance to revised processes and procedures

Change Impact Summary

<Summarize the degree of Change impact (H-M-L) by process and business unit. >

Process	Impact			
	A	B	C	D
Financial Accounting	L	L	M	L
Budgeting & Forecasting	M	H	M	M
Procurement	H	H	H	H
Reporting	M	M	M	M

Estimated Users

*<Summarize the number of end users at each level by business unit.
This will help to demonstrate the degree of impact the project will
have on the end user groups.>*

	<u>OMP</u>	<u>OBP</u>	<u>JAN</u>	<u>PGSM</u>	<u>TOT</u>
Executive	10	6	8	2	26
Finance Mgr.	17	12	20	3	52
Finance Analyst	32	7	28	4	71
Other Finance*	9	18	18	1	46
Total Finance	68	43	74	10	195
Business Partners	400	300	400	50	1,150
Total	468	343	474	60	1,345

Overall Project Implications

<Summarize the overall project implications. >

People	Technology
Process	General Change Mgt Issues
Financial Reps may need to upgrade technology and finance skill sets as they will be conducting more analysis processing vs. transactions processing as a result of the system.	One fully integrated financial system with one source of data for a seamless flow of information.
Allocations and Settlements will offer a new functionality and reduce manual work.	Give ownership to business partners for actual results.

Data Standards Implications

<Summarize implications as it relates to data standards. >

People	Technology
Critical information will be available to all levels in the organization in the appropriate detail	
Process	General Change Mgt Issues
Power Users will be expected to follow the reporting standards and guidelines	Replacing customized reports with standard reports

Implications - Financial Reporting and Analysis

<Breakdown each of the process areas and summarize the implications. This is helpful for process leads as well as end users to understand how their area will be impacted. >

People	Technology
Changes to existing jobs and roles	Data Standards shall remain independent of technology
Process	General Change Mgt Issues
Closer collaboration between groups	Training and education



Performance de Processos e Melhoria Contínua.

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