



Iowa WorkSmart Project March 2021 Update



Communications



Written communications

- Smart Talk Bulletin & HRExpress Newsletter to all employees
- Notification of upcoming Future State Discussions to Managers/Supervisors

Meetings with targeted groups

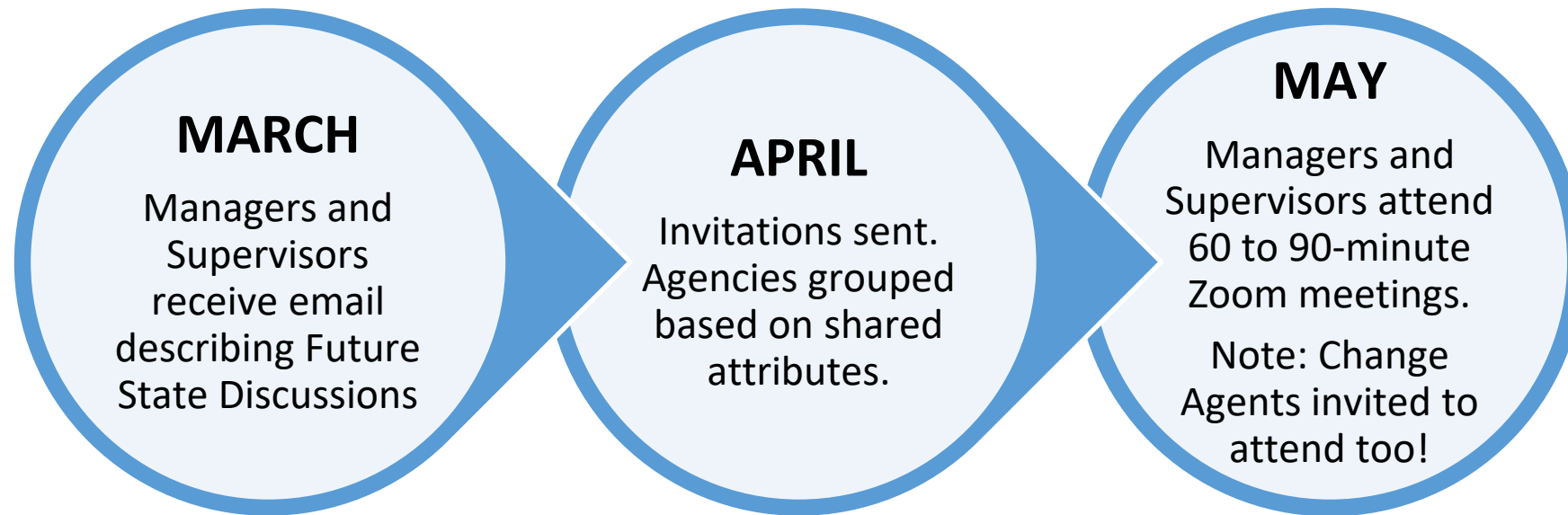
- HCM/FIN Business Process Improvement Committee (BPIC)
- Contributed Trainer Network

Coming Soon!

- Statewide Change Survey



Workday: Future State Discussions



Designed to be interactive, Future State Discussions will help Managers and Supervisors to understand upcoming changes and will prepare them to have change discussions with their teams ahead of Workday training.

Change Commitment curve



The Communications Strategy is designed to help monitor and facilitate the appropriate movement through the stages of organizational change in the commitment curve.

COMMITMENT

- Believes the changes are now the way we work.
- Behaves in ways that are consistent with the strategic direction of the organization
- Champions process

BUY-IN

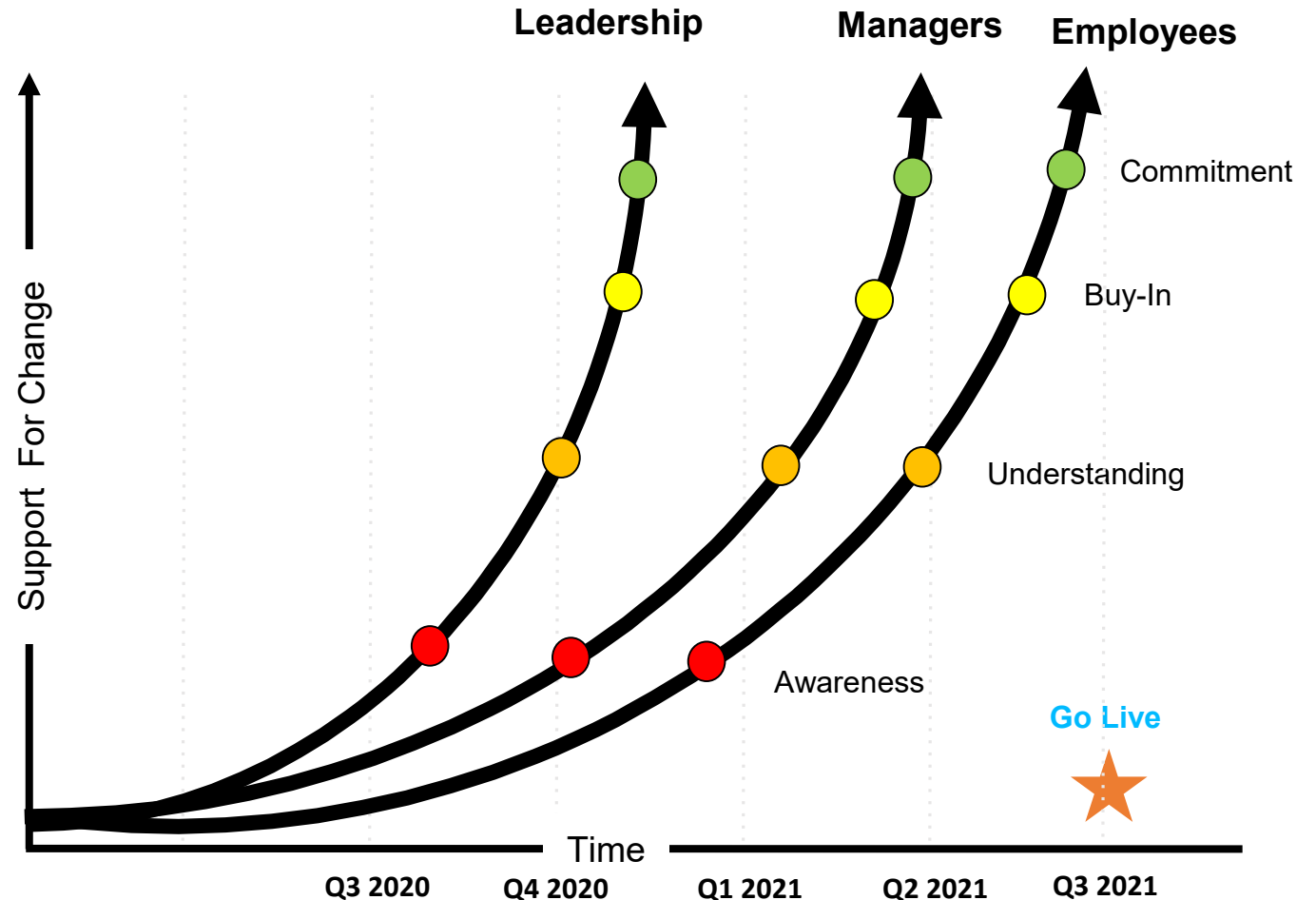
- Demonstrates positive support and endorsement
- Actively seeks information about their role in the new process

UNDERSTANDING

- Understands why the transition is occurring, the intent of the changes, as well as where they fit in
- Can articulate the difference between the old process and the new process

AWARENESS

- Has knowledge of the emerging changes that will be brought about but unclear of the scope, depth, full impact or even rationale for the strategy
- Articulates some of the changes the process includes
- May have some curiosity based on communications



State of Iowa WorkSmart Change Survey Coming Soon!



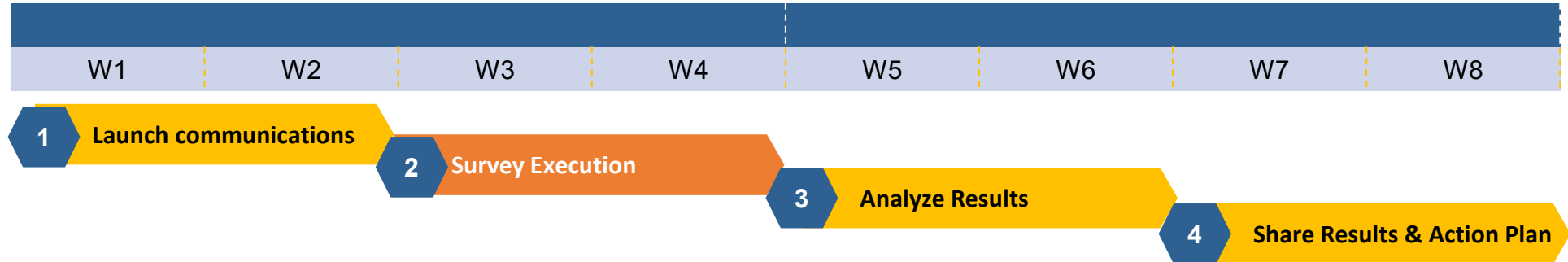
High – Level Detail

What Is It?

Brief survey to understand the journey of change for the WorkSmart Project. The survey is intended to provide a foundational measure of WorkSmart Project and Workday:

- Awareness
- Understanding
- Buy-In
- Commitment

What To Expect?



What We Need From You!

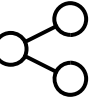
Help Us Spread The Word!

- Prior to survey launch, you will receive a communication with further details pertaining to the survey and resources to help socialize the survey within your agency.
- Get Your Agency EXCITED!! Drive participation by socializing the survey every chance you get.

We look forward to sharing our findings with you!

- Our goal is to share survey highlights and plans for next steps when appropriate.

Questions?



For questions, please contact your organization's Change Agent
or

Visit the website at: WorkSmart.iowa.gov

To locate your Change Agent, please go to the [Change Agent Directory](#).