



ERP Services



Attain Partners offers project management (PMO) and organization change management (OCM) services to enhance the delivery of Workday at universities. For several years, Attain Partners has been providing OCM and PMO services to the University System of Maryland (USM), under the Maryland Education Enterprise Consortium (MEEC) contract. Our services provide the guidance and subject matter expertise needed to address the complexity of transition numerous institutions (4+) to a single Workday tenant for Human Capital Management (HCM) and Finance.

Our PMO approach for Workday higher education transformation is informed by the principles of Project Management Body of Knowledge (PMBOK), focusing on governance, quality management, risk management, and escalation. These PMBOK principles are complimented and enhanced by full-suite OCM services and implementation support services including:

- ▶ Support technology procurement and enablement.
- ▶ Resource planning and staff augmentation for project management, change management, and technical (integrations, conversations, security, and reporting) workstreams.
- ▶ Risk and issue management and resolution planning.
- ▶ Agile sprint planning and sprint accountability.

Attain Partners has aligned our capabilities to the phases of a standard Workday Implementation Plan: Plan, Architect, Configure & Prototype, Test, Deployment, and Support. Many of these services are provided for the full scope of the implementation program including—but not limited to—program governance, program staffing and quality management. Other services—notably our agile offerings—are targeted to specific phases of the Workday Implementation (Configure & Prototype and Test).

OCM Approach

Organizational change management is critical for institutions to achieve their desired return on investment for an initiative of this scale. Attain Partners practices a holistic, end-to-end OCM strategy informed by the Prosci methodology. Each Change Manager is Prosci certified and works closely with PMO to integrate OCM activities through each phase of the Workday implementation. Our OCM service offerings are divided into the following categories based on Prosci's ADKAR model for change adoption:

- ▶ Change Management Strategy (Awareness)
- ▶ Stakeholder Engagement Plan (Desire)
- ▶ Change Impact Assessment and Communications Plan (Knowledge)
- ▶ Training Strategy, Development and Delivery (Ability)
- ▶ Post-Production Support (Reinforcement)

We are prepared to offer varying levels of OCM support to each of the above workstreams, depending on the resource capabilities of the institution(s) and the number of impacted stakeholders.

Not just powering the future—empowering it.

Based in McLean, Va., Attain Partners is a leading strategy, technology, and compliance consulting firm delivering services and solutions to advance client missions across the education, nonprofit, healthcare, and state and local government landscapes. We're an innovative and values-driven firm working to disrupt the status quo to change the world and improve the lives of those we serve. For more information, please visit attainpartners.com.