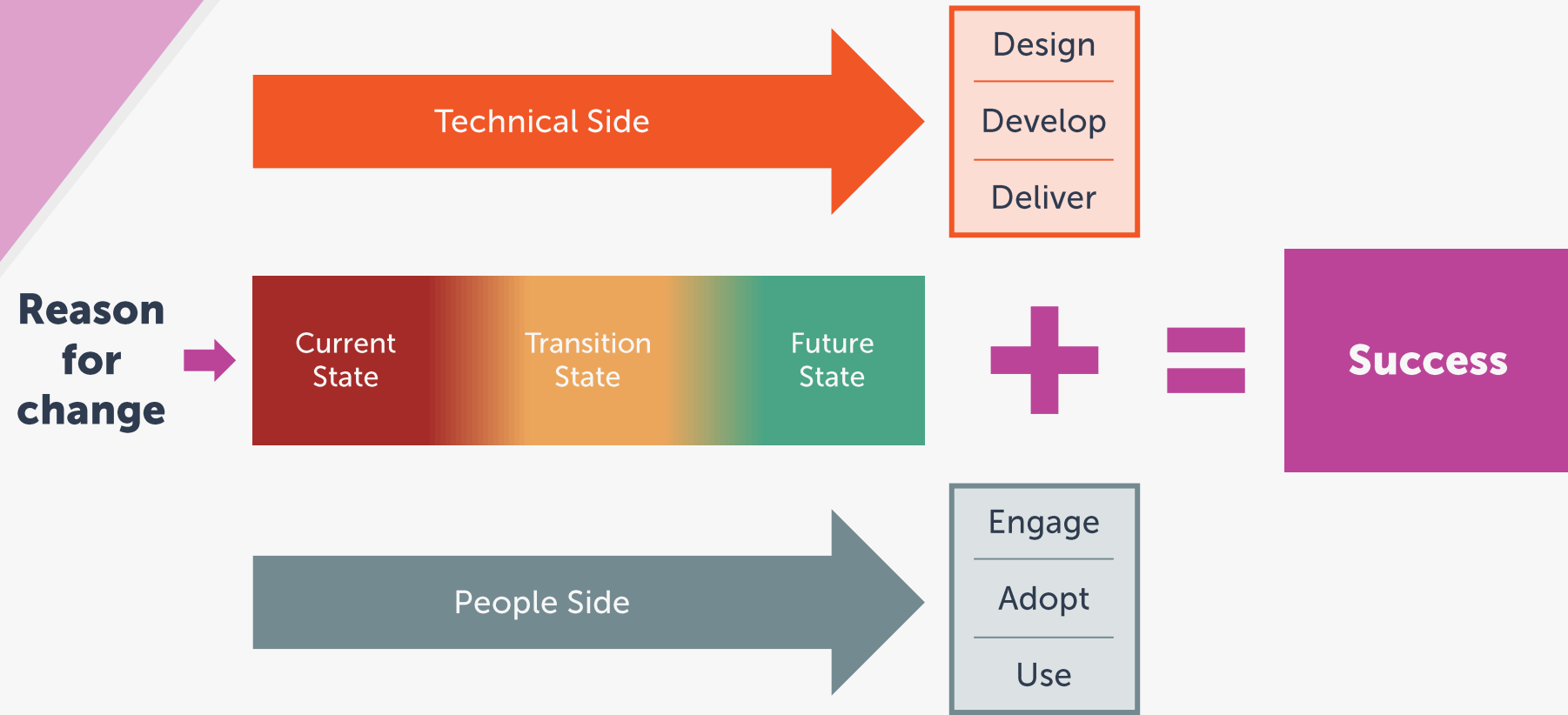


Change Management and Maximo



Electra

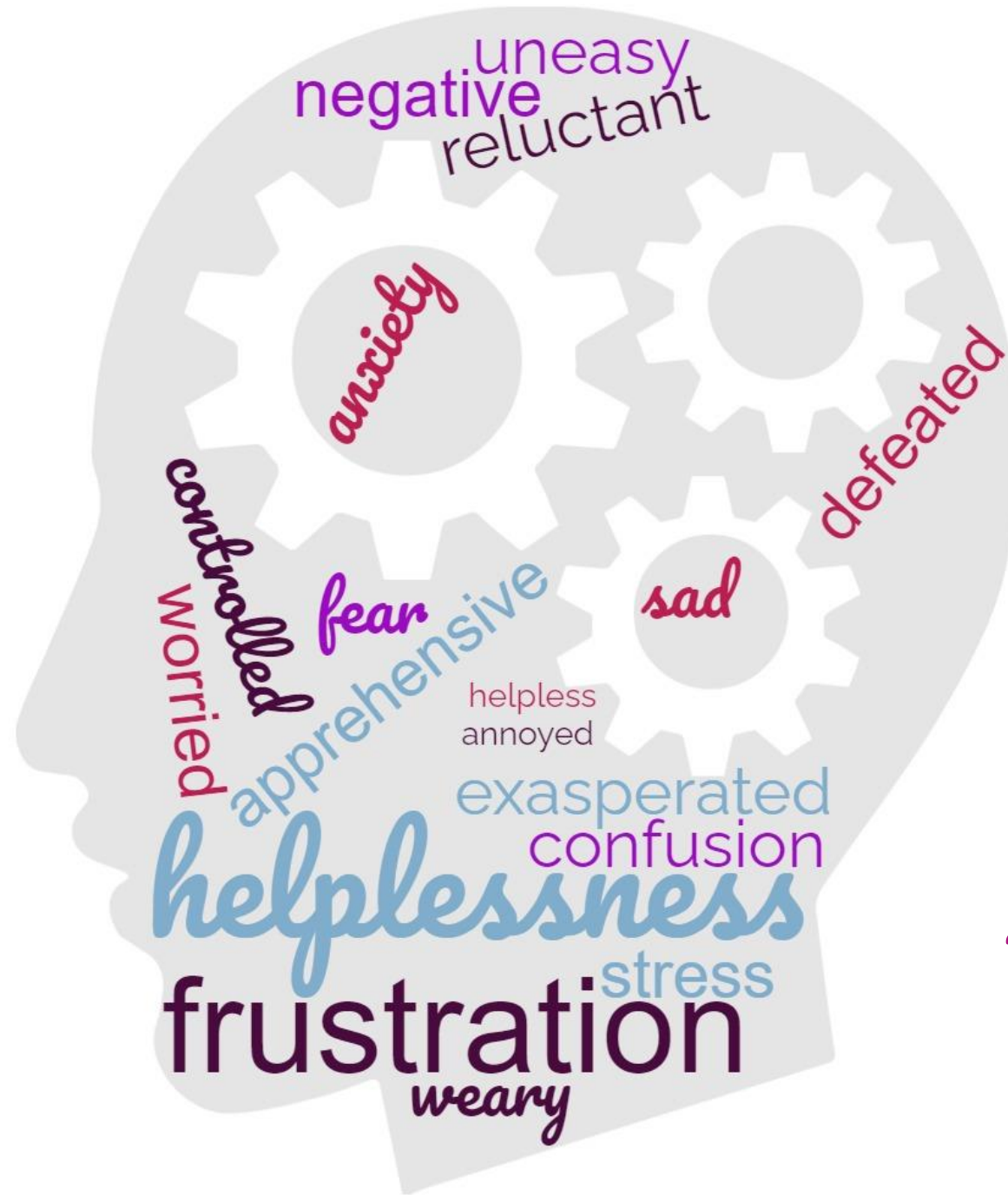
Prosci



“Here we go again”

“Haven’t we tried this before”

“We don’t have time for this”



“Never going to work”

“Waste of money”

“I’m supposed to be on the tools not spending all day on a computer”

“Its fine the way it is”

Definition of change management:

the application of a structured process and tools for managing the people side of change to achieve a desired outcome. Prosci

Definition of resistance:

a force that acts to stop the progress of something or make it slower



Electra

Purpose Crushes Resistance





**PARDON MY
KICKING
AND SCREAMING**

(I'm in the midst of change)

You Said ...

" The earlier the training and change management is considered across the FULL user base the better. The actual users that need training across all functions can be underestimated. "

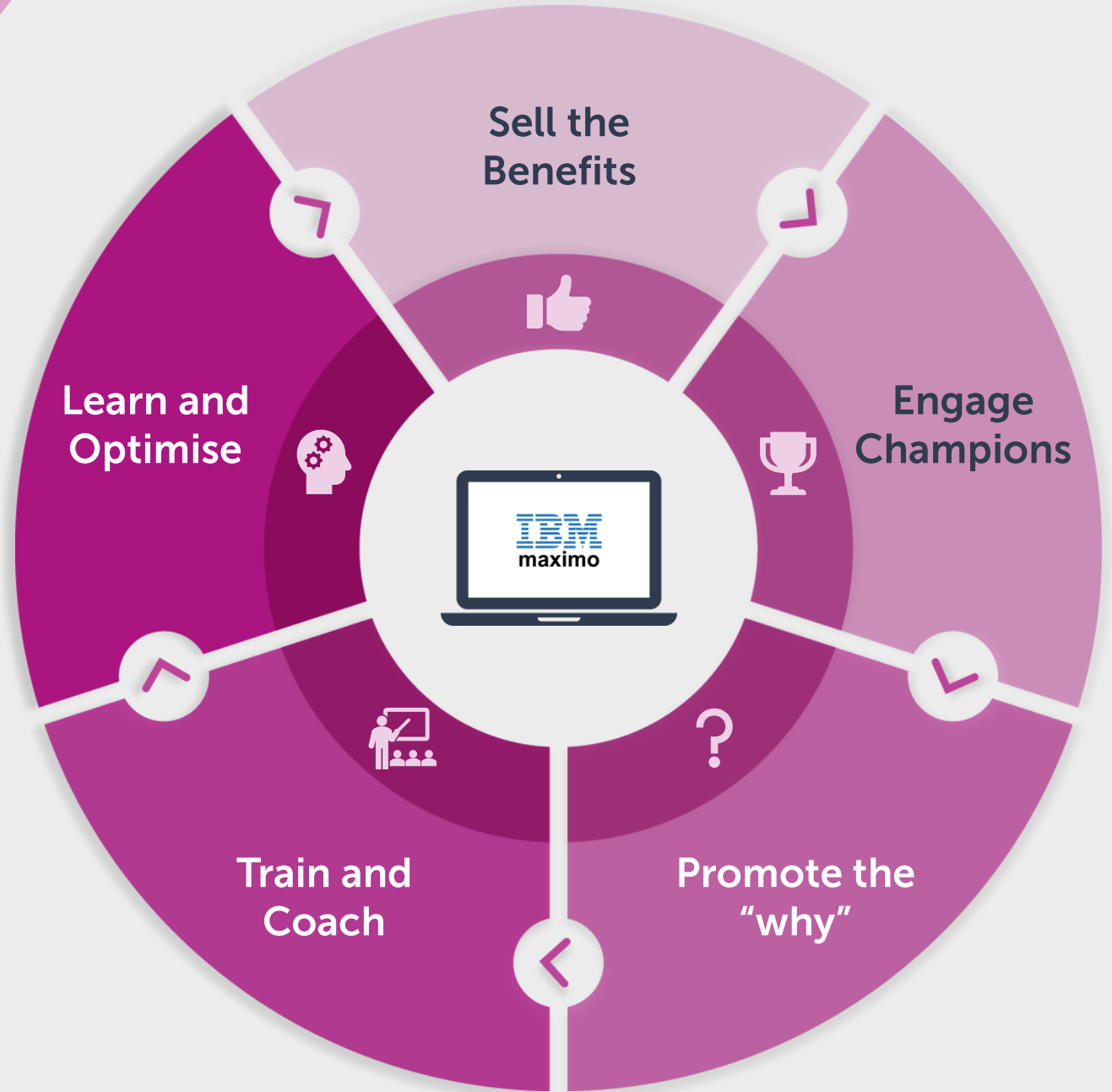
" User involvement and ownership to the systems and processes is a key to successful implementation. "

" It depends on the level of change, an upgrade where business process doesn't change much would be limited but a full system change should be a high budget for training. If users don't understand the system, then there is no benefit to using it. "











Electra

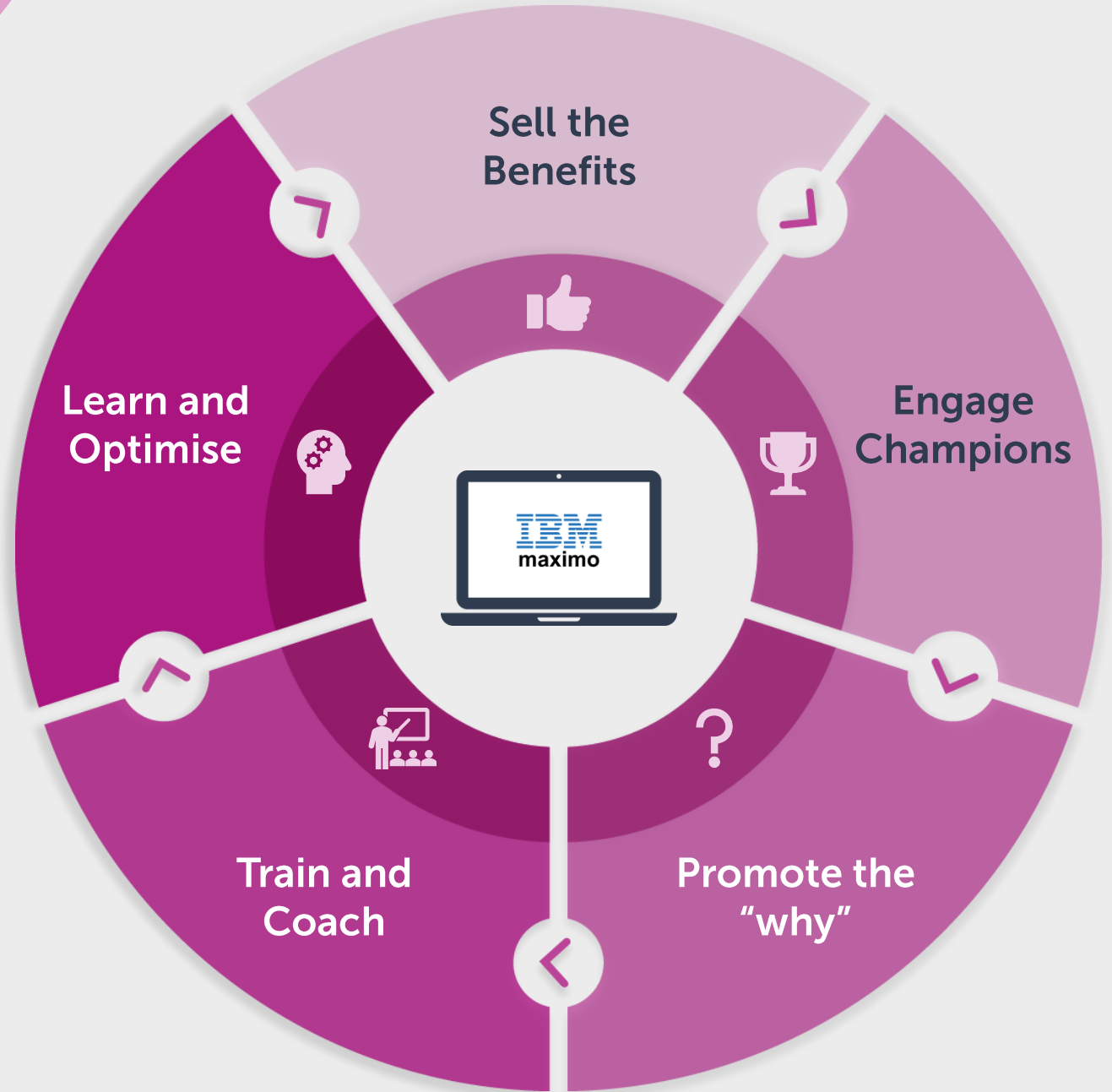
End User Engagement Framework



Training Checklist

-  Start with Business Process
-  Role Based Training
-  Awareness and Demo
-  Interactive Instructor Led Training
-  Reference Materials
-  Practice, Practice, Practice
-  Post Go Live Coaching
-  Ongoing Competency

End User Engagement Framework



Low Budget, High Impact

Do it yourself

There are various ways to use the tools already available in your organisation to support the end users.

- Create your own online demos and how to videos
 - [Record short screen recordings in PowerPoint](#) and [save them as a stream video](#) to share with your organisation
- Use MS forms to keep the feedback loop open
 - Ask about learning preferences
 - Measure the impact / effectiveness of the programme
- Use M365 tools or LMS to build communities of practice
 - “Contact your coach” “Ask your peers” groups – also accessible on mobile devices



IBM Maximo MAXIMIZED

Fully engaged end users are more likely to adopt Maximo and leverage maximum **value** from the system.

Free Resources and Useful Links

[Optimising Maximo End User Engagement – 2022 Research Report](#)

<https://www.electralearning.com/the-importance-of-maximo-training-and-change-management/>

[Complexity of Change Assessment](#)

[Maximo Getting Started and Searching Quick Reference Cards](#)

prosci.com



For more information about this guide or for a free consultation, please email or call us on the details below.



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