



# MASTERCLASS : The Journey to Successful Adoption

Wendy HoTai, PBF Energy

Richard Loew, Motiva

Diana Howard, HRx



# Master Class Agenda



- Welcome & Introductions of Speakers
- Master Class I – *Early Adopter Digital Adoption Experience*
- Master Class II – *The Value of Change & Adoption*
- Ask the Experts
- Q&A

# Welcome & Meet Our Panel



- Wendy HoTai, VP, Human Resources
- PBF Energy located in Parsippany, NJ
  
- Richard Loew, CIO, VP - Technology & Information Systems
- Motiva, LLC located in Houston, TX
  
- Diana Howard, CEO/Founder
- HRx located in Raleigh and Wilmington, NC

# Master Class I: *Early Adopter Experience*



We've moved beyond the cloud "tipping point." Although many were initially skeptical, today 4 out of 5 companies now include cloud capabilities as a key part of their landscape.

***What impact have cloud technologies had in your organization and how does change management fit into your organization's digital strategy?***

# Master Class I: *Early Adopter Experience*



We hear from vendors and system integrators that SaaS & Cloud solutions are easy to implement and are quite intuitive, making deployment & ultimate adoption easy...

***How do you view change management contributing to an early and successful adoption of digital change initiatives by your employees?***

# Master Class I: *Early Adopter Experience*



You both have a long track record of researching, selecting and successfully implementing digital transformation/SaaS projects with positive impacts to your organization.

***As early adopters, how does change & digital adoption effect your role, and how will this be amplified for leaders in the future?***

## Master Class II: *The Value of Change & Adoption*



\*In a recent Couchbase survey, CIOs reported an almost 90% digital transformation failure rate. Researchers at McKinsey re-iterated a cause to be most traditional change management efforts fail because these outdated models and change techniques are fundamentally misaligned with today's dynamic business environments.

***Tell us your strategy in applying change management successfully to your digital initiatives?***

\*Excerpts from James Davidson – “Change Management: The Key to Successful Digital Transformations”

## Master Class II: *The Value of Change & Adoption*



87.5% of respondents in a 2018 United Kingdom \*"Peopletech-18" poll conducted with HR & IT leaders said they are NOT receiving good ROI on their current HR technologies.

***Are you receiving positive ROI / lower TCO on your current HR technologies? Why or why not?***

\*LACE Partners, UK Peopletech-18 Poll November 2018



## Master Class II: *The Value of Change & Adoption*



The major tenets of SaaS/Cloud as a solution are faster delivery, standardization & configuration versus customizations.

***How are you adjusting to this disciplined approach associated with SaaS & digital transformation projects?***

## Master Class II: *The Value of Change & Adoption*



\*"Organizations that have advanced to the 'Digital Transformer' stage are rapidly pulling away from the rest - creating the beginning of a rift that will ultimately leave organizations on either side of the thrivers or survivors."

***What advice can you provide those considering or currently starting a formal digital adoption approach?***

# Ask The Experts



- How did you gain leadership support?
- Do you manage change alone (internal) or do you have external support (partners)?
- Is Change a part of your overall Project Implementation Methodology?

# Want More Adoption Information?



1. Attend our Roundtable Discussions
2. Complete your Online Poll (results emailed to you)
3. Visit [www.hrxgurus.com](http://www.hrxgurus.com)
4. Attend our seminar at Unleash Paris, FR Fall 2019

