



Measuring Performance (The Abstract)

- ~ Facilitation of Project Team Effectiveness
- ~ Conducting Sponsor Assessment
- ~ Customizing Roles in the Change Process
- ~ Conducting Leadership Training
- ~ Deploying Cascading Leadership Model
- ~ Measuring with VIP-LMS™ (Learning Measurement built-in tool, incorporated in all learning products created by VIP for our clients.)
- ~ Employee and Management Surveys (Impact, expectations, etc)
- ~ Project Tracking System (WEB PORTAL iCerve™ Solution)

In a given project, we focus on the changes and learning generated by the impact of SAP, while assessing the human side of change throughout the full SAP implementation cycles.

We discuss best practices in terms of tools and techniques for assessing and growing the organizational readiness to change and to embrace the new SAP system and work processes.

Our evaluations are based on "The Eight Drivers of Success" including: The commitment of the individual, peers, and leadership; support for the project; perceptions of the respondents to "what's in it for me?" the perceived benefits of SAP for the company; the perceived organizational capability to pull off the project; the understanding and acceptance of SAP functionality; the depth and breadth of the impact of SAP on the company structure, jobs, and processes and the effectiveness of the communication efforts.



Post-Implementation Support

We promote post-implementation support by generating sustained commitment to and support the new SAP initiative after going live. The perceived value and benefits of SAP are promoted to the level of understanding, performance, and improvement for the redesigned processes. Through effective training and adequacy of skills, we exploit the system's functionality; the adequacy

Project Management

We base our project management training on five drivers of an SAP project team: performance, team excellence, operational excellence, process excellence, and internal customer satisfaction.

Change Management Knowledge Transfer

We base our project management training on five drivers of an SAP project team: performance, team excellence, operational excellence, process excellence, and internal customer satisfaction.

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