

9 Tenets for Achieving Change through ERP Implementation



Share your vision

Develop a shared vision of the desired outcomes across all units

Focus on business outcomes

Hinge all decisions, roadmaps, and plans on achieving the business goals and realizing the business strategy.

Primary goal

Make breaking down functional silos a primary goal for the program.

Plan for cultural sustainability

Make development and sustainability of the culture part of the ERP strategy from the beginning.

Holistic view

Take a top-down, holistic approach to designing and improving business processes through the system.

Select your change maker

Appoint a business lead as the executive sponsor and treat the implementation as a long-term business transformation initiative.

Be inclusive

Create a cross functional program sponsorship structure with the task of driving organizational change.

Structure for change

Implement a robust, structured change management process that focuses on individual change at all levels.

Open door policy

Facilitate candid, open discussions and clarity regarding cross organizational dependencies.