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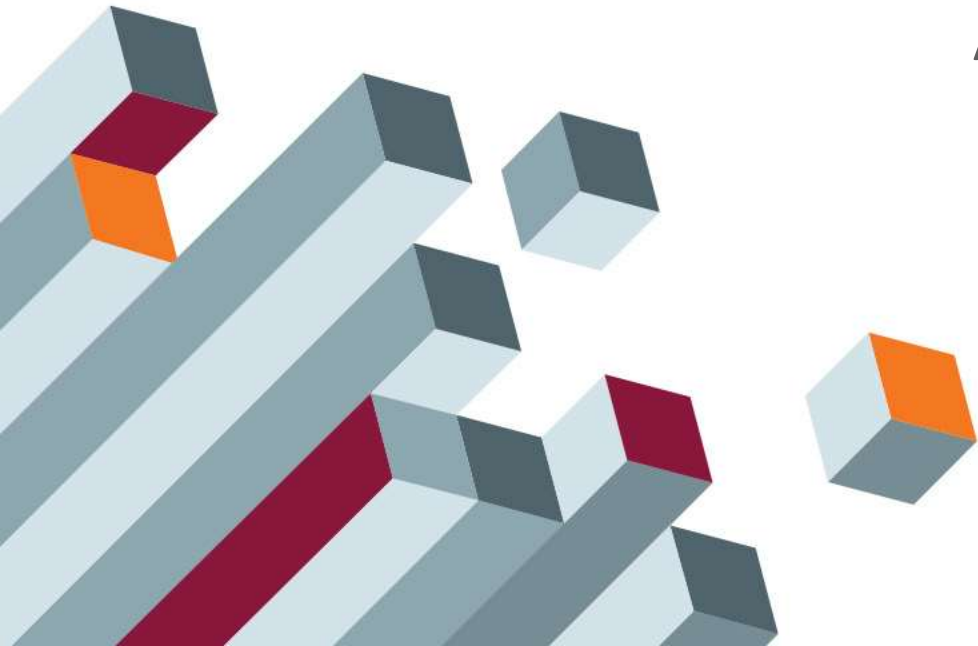
**MODERN
FINANCE
EXPERIENCE**

Presented by

ORACLE®

Panel Discussion: Change Management Best Practices

April 7, 2016



Change Management Best Practices: Our Panelists



MODERATOR
Cheryl McDowell
VP of Finance, Americas
Oracle



Steve Van Houten
CFO
The Rancon Group



Dwane Naylor
Chief Operating Officer
Local Government Federal
Credit Union



Loren Mahon
VP, Global Finance
Systems
Office of the CEO
Oracle

The New Rules of Change Management

Continuous Transformation is a Best Practice

- According to new research by Innosight*, we're entering a stretch of accelerating change in which lifespans of big companies are getting shorter than ever.
- The 33-year average tenure of companies on the S&P 500 in 1965 narrowed to 20 years in 1990 and is forecast to shrink to 14 years by 2026.
- Record M&A activity and the growth of startups with multi-billion dollar valuations are leading indicators that a period of relative stability is ending and that an increasing number of corporate leaders will lose control of their firm's future.

*Innosight executive briefing | Corporate Longevity: Turbulence Ahead for Large Organizations, March 2016

Turbulence Ahead: The Need to Transform

CHART 1

Widespread recognition of need to transform

To what degree do you agree or disagree with this statement:

"Our organization recognizes the need to transform—that is, to change our core offerings or business model—in response to rapidly changing markets and disruption"

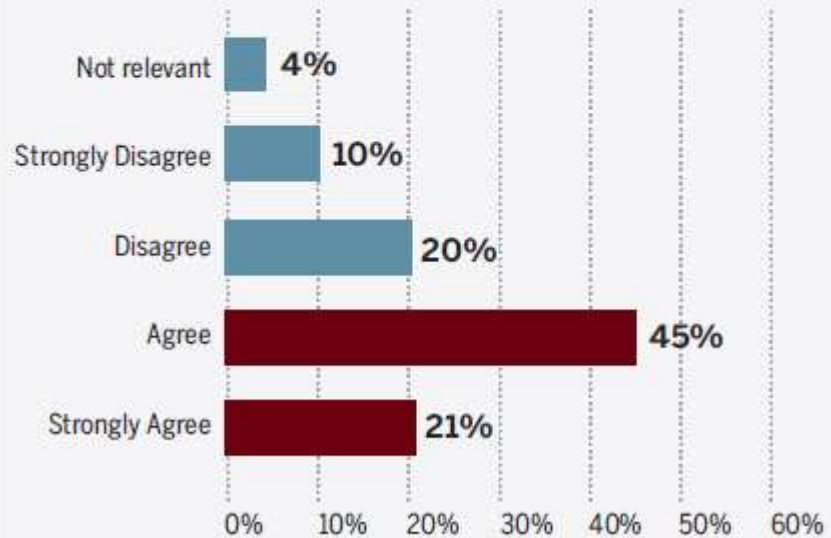
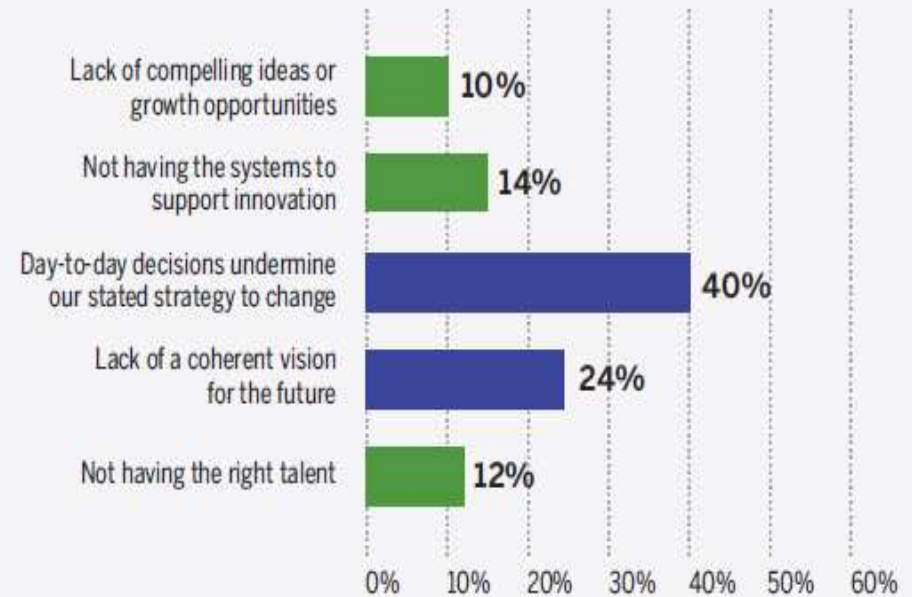


CHART 2

"Shadow Strategy" undermines transformation

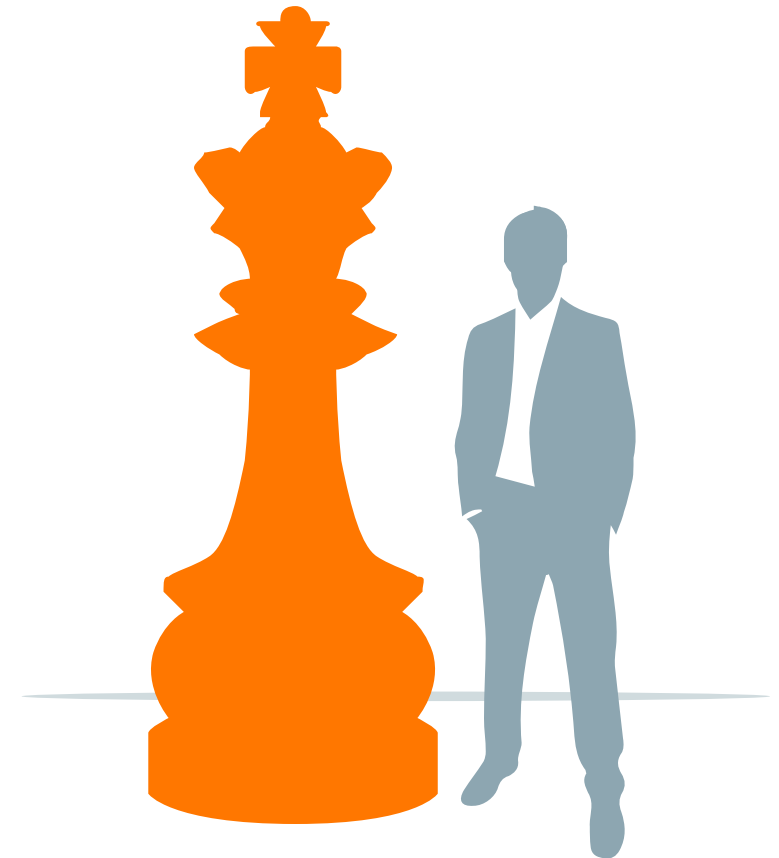
"What is your organization's biggest obstacle to transform in response to market change and disruption?"



*Innosight executive briefing | Corporate Longevity: Turbulence Ahead for Large Organizations, March 2016

Oracle's Journey to the Cloud: Keys to Success

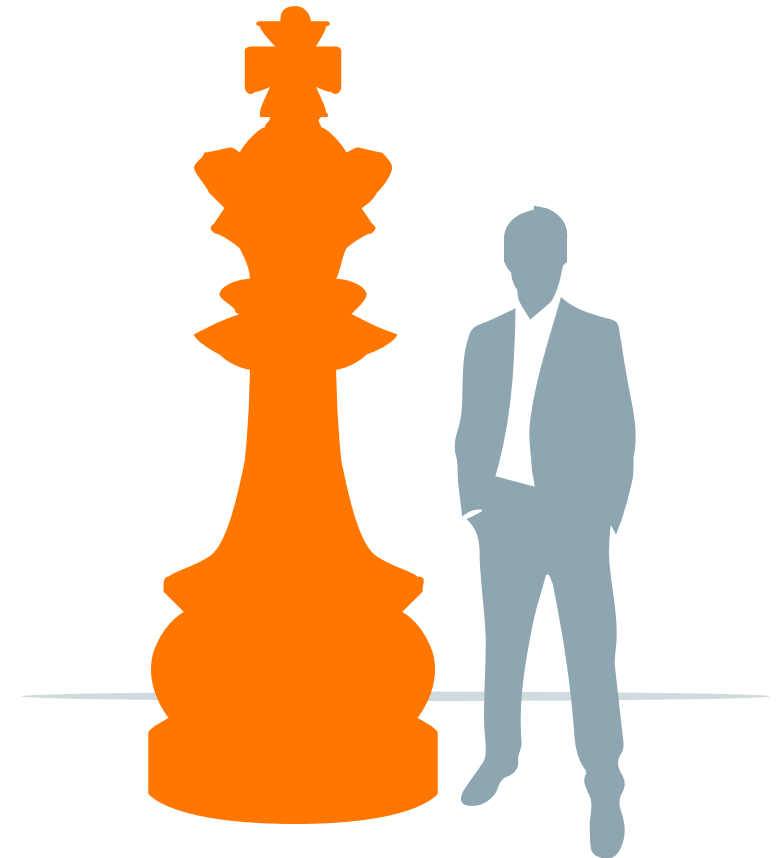
- **Secure executive mandate to implement transformation**
- **A fresh start**
 - Limit customizations
 - Don't migrate history; limit to open GL balances, projects, and employees
- **Start with the end in mind**
 - Solution defined based on Oracle requirements
 - Avoid later rework
- **Single, global go live schedule**
 - Not phased by country
- **Change management**
 - Training and communication plans as well as employee forums



Executive Strategies

Drive innovation through digitization and system modernization

- Secure executive mandate to implement transformation
- Simplify your operations as much as possible before embarking
- Develop optimized business processes and then deploy using modern systems that follow vendor best practices
- Implement a shared services or outsourced model that follows these standardized processes globally
- Transform your customer experience to stay ahead of the competition
- Empower your workforce with collaborative tools and modern, socially-enabled self-service applications
- Move fast and stay the course



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