



July Change Management Meeting

DESIRE

Agenda

- Breakout Session
- Focus on *DESIRE*
- Overview of Current Processes in Oracle
- Overview of UKG
- WIIFM
- Next Steps
- Q&A Session

Activity:
Who's in
today?
10 minutes

Let's get to know each other

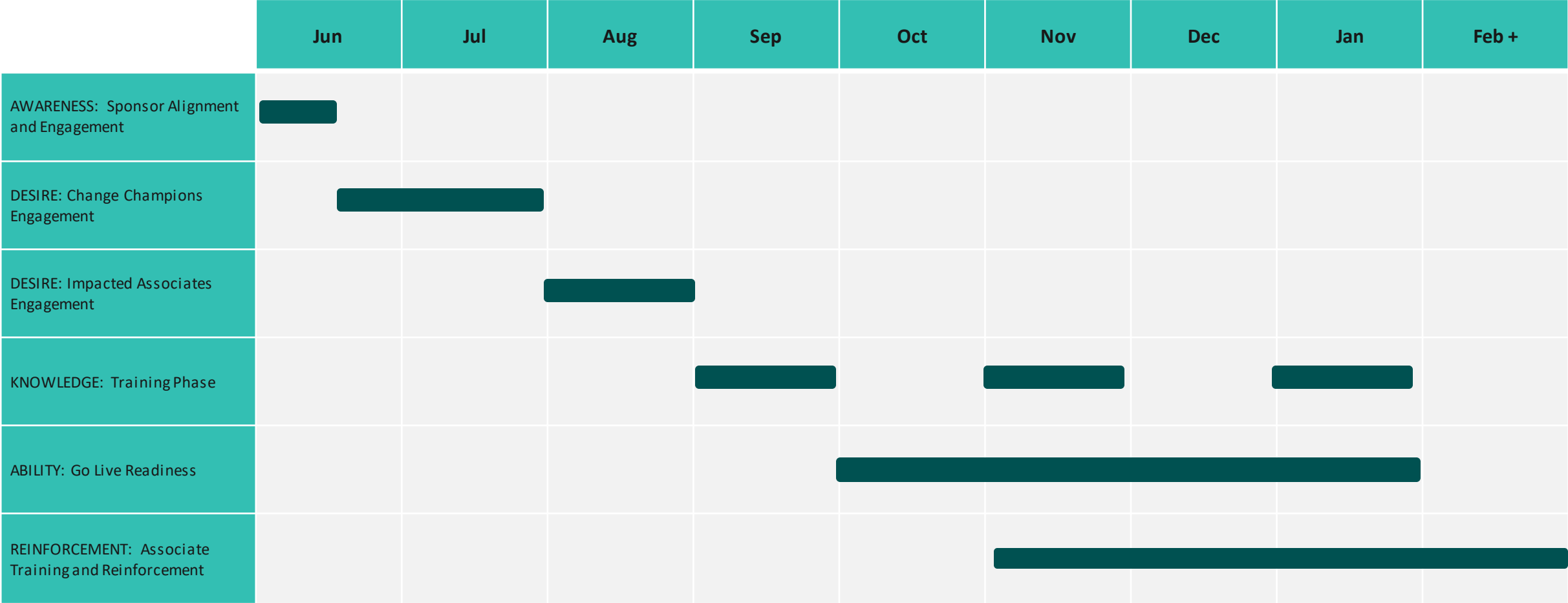
Our Troon Change Champion Network includes representatives from each impacted group and geographic area.

In your group:

- 1. Share your name, role, and location**
- 2. Share your hobby or passion**
- 3. Exchange contact information**
- 4. Share how is the project being received at your facility so far**
 - **Appoint a spokesperson from your group to share via chat after the breakout has ended**

Timeline

Rollout Summary



ADKAR Review

ADKAR element	Definition	What you hear	Triggers for building	
A	Awareness	Of the need for change	“I understand why...”	Why? Why now? What if we don’t?
D	Desire	To participate and support the change	“I have decided to...”	WIIFM (What’s in it for me?) Personal motivators Organizational motivators
K	Knowledge	On how to change	“I know how to...”	Need to know <i>during</i> Need to know <i>after</i>
A	Ability	To implement required skills and behaviors	“I am able to...”	Barriers/capacity Practice/coaching
R	Reinforcement	To sustain the change	“I will continue to...”	Measurements Sustainment

How To Achieve Desire

1. Strong sponsor network.

- Jay and Ruth video (visit www.ukg2022.com)

2. Personal engagement by Troon Change Team.

- Website page for Change Champion Network
- Email ukg2022@troon.com with questions

3. Strong associate involvement in creating the needed solution.

- Engagement Activity: “Let's name our system!”

4. Proactive management of resistance.

- Action: Identify and understand resistance

Let's take a
brief look at
the system!

A graphic of a tablet with a white border and rounded corners. The screen is dark teal and displays the text 'UKG Pro' in white and light teal. The 'UKG' is in white, and 'Pro' is in a light teal color. A light teal semi-circle is positioned behind the top of the tablet.

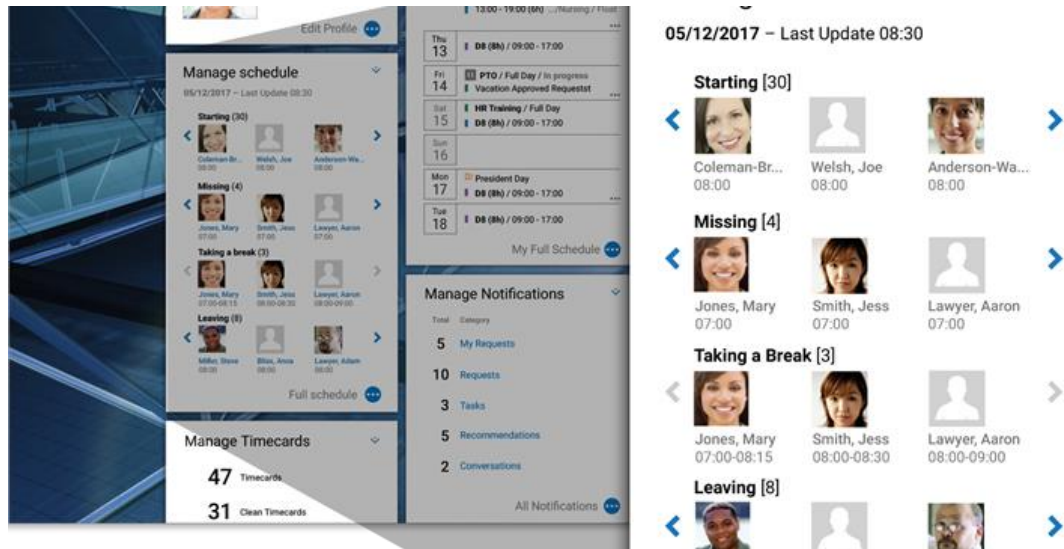
UKG Pro



What's in it
for me?

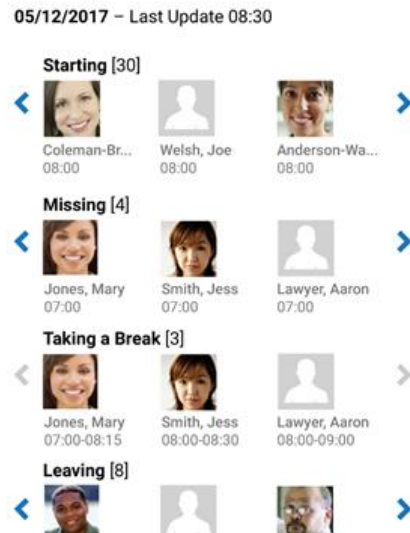
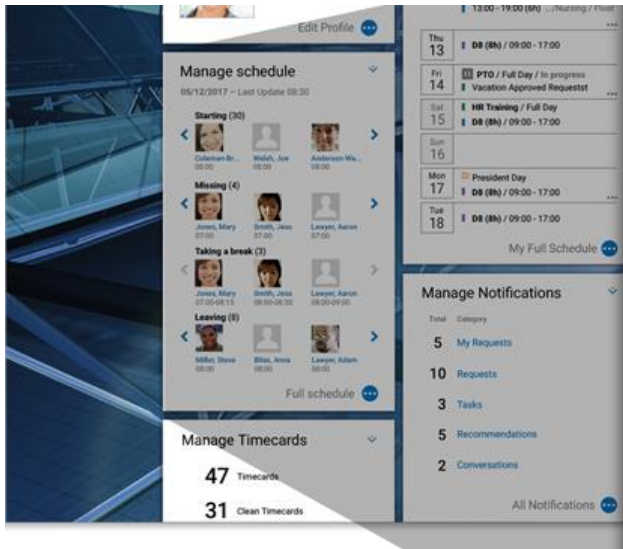
As an Associate:

- ✓ User Friendly
- ✓ Ease of access to:
 - ✓ Personal Data
 - ✓ PTO and Benefit Information
 - ✓ Schedules
 - ✓ Training
 - ✓ Pay Statements
 - ✓ W2 or 1099





What's in it
for me?



As a Manager:

- ✓ Improved Onboarding
- ✓ Manage and approve associate schedules
- ✓ Access performance reviews, promotion information, and raise information
- ✓ Easily transfer associates
- ✓ Submit Job and Salary Changes
- ✓ Reporting

Help us spread the excitement!

Let's name the system!

1. **Share the "Name the System" flyer with all Associates**
 - These should be replacing the "Break Room" flyer at your facility or in your department.
2. **Vote for your favorite system name on our Website: www.ukg2022.com**
3. **Responses will be collected between 7/30 to 8/13**
4. **When you vote you will be entered into a raffle for a fun prize!**
 - 20 winners will be announced!



Our purpose is people

<https://ukg2022.com/>

Next Steps

1. Review the following materials on the website, www.UKG2022.com:

- a. ADKAR Flyer
- b. Name the System Flyer

2. Replace the "Breakroom Flyer" with the new "Name The System" flyer — **deadline August 1, 2021**

3. Encourage **all associates** to head to the website and enter their recommendation for the "Name The System" activity — **deadline August 13, 2021**

**The top 20 names that are entered will be awarded a fun prize!

TROON + UKG

COMING 2022

Questions? Head to the Chat Now

Check out our website: ukg2022.com
Stay Tuned...Next Meeting in August!

