

# GUILFORD COLLEGE WORKDAY JOURNEY



## CHANGE MANAGEMENT

### THE CHANGE AGENT NETWORK IS LAUNCHING IN FALL 2022!

The Guilford College Change Management team will be establishing a Change Agent Network (CAN), a group of individuals representing different areas of the College. The CAN will be an integral part of preparing the Guilford College Community for Workday. Watch for an email this fall about how you can get involved.

#### *What is Change Management?*

A creative process that integrates people and processes with the new system  
Change management enables people to: Engage ▪ Adopt ▪ Use the change

#### *How Will Change Management Help?*

The Workday project team will:  
Connect with the Guilford College community to further understand the impact  
Provide transparent and timely communications to keep you informed  
Inform you of the benefits and challenges of the change  
Prepare you with training to ensure you have the needed knowledge and skills  
Reinforce new processes to assist with adoption and effectiveness

#### *What Are The Stages of Change?*

Awareness - Do you understand the change? What is the risk of not changing?  
Desire - What's in it for me? (WIIFM)  
Knowledge - Do you know how to change and have the required skills to support the change?  
Ability - Are you capable of performing these new skills?  
Reinforcement - Are you receiving the necessary support and reinforcement to sustain the change?