

## HR Redesign News Brief as of April 15<sup>th</sup>, 2007

**Case for Change** – Segal-Sibson Study turned up process inefficiencies and customer dissatisfaction. Joint agreement between UAF and Statewide to redesign Fairbanks HR structure, processes and policies resulted in a November 9, 2006 memo to initiate the redesign.

**Transition Manager** – The transition manager, John Duhamel, was hire as an unbiased agent to lead the redesign effort. Duhamel was hired in February 07.

**Steering Committee** – The Steering Committee meets once a week to stay involved in the progress of the redesign. Their role is more mechanical than strategic.

**Senior Advisory Group** – The SAG meets at least once a month. Their role is to set strategic direction, input customer perspectives into the program and provide one avenue to the communications strategy.

**Communications Strategy Committee** – The Communications committee will guide the flow of information as the redesign progresses. They will approve the Communication Plan and monitor the execution of the plan. The Communications plan is not yet approved but should receive approval by the end of April.

**Redesign Methodology** – Because of the size and length of the program, the Redesign was mapped out by phases. There are 4 phases each with distinct goals and objectives. The 4 phases in sequence are: Discovery Phase, Redesign Phase, Implementation Phase and Measurement Phase.

**Discovery Phase** – This phase is near completion. Thus far in the Discovery Phase, there have been many vehicles used to collect data: “one on one” interviews, all hands meeting for the full HR staff, meeting of the Senior Advisory Group, process evaluation by the SIPOC Teams and process mapping by HR and users. The final stage of the Discovery Phase is a Time/Task study that will be sent out some time near the end of April.

**Web Page** – The HR Redesign web page will be the central location for all documents. This will not be the main source of information flow. A cascade model of disseminating information will be the tool of greatest utilization with many other tools such as available media and newsletters also put into the tool box.

<http://www.alaska.edu/hr/redesign/>