



WBSCM UPDATE

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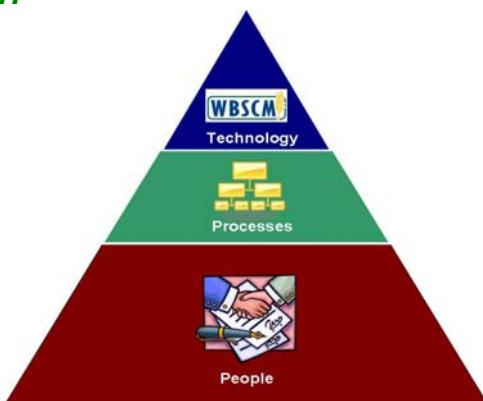


FEATURE

WBSCM Go- Live Readiness: Human Capital Transition (HCT)

In the previous issue of the WBSCM Update, the WBSCM Go-Live Readiness Assessment overview and WBSCM solution components were featured. The solution components work together to ensure the alignment of people, processes and technologies necessary for WBSCM go-live readiness success. The people's readiness, preparedness, and acceptance of WBSCM are critical to go-live success.

With the WBSCM program currently in the Test Phase, and only nine months until WBSCM goes live, the program team is diligently working toward completing and "checking off" readiness activities. A parallel track to the testing of the WBSCM system and processes is getting the people ready to use WBSCM. These activities are tracked by the HCT team whose mission is to address organizational changes required to get the agencies and external user communities ready to use WBSCM. The HCT activities contribute to answering the fundamental question ***"What are the Steps Involved in getting the people prepared for a successful WBSCM Launch?"***



USDA & USAID HCT "Go-Live Readiness" Approach

The HCT go-live readiness approach is focused on planning, executing, and monitoring people and organizational readiness activities. The USDA and USAID agencies are implementing this approach by developing action plans to get the agencies ready to use and support WBSCM. The action plans will include activities focused on organizational communications, educating stakeholders, transition to WBSCM, and ongoing execution and monitoring.

HCT Action Plans



The HCT Team held a series of working session in Kansas City, Missouri on Feb 25th and Feb 26th 2009 to develop action plans with the following parameters:

- ❖ Identification of transition approaches from legacy systems to WBSCM
- ❖ Identification of issues, interventions, detailed actions and responsible resources to execute these activities
- ❖ Identification of the timeframe in which the activities need to be completed

Working Session Objectives:

- ❖ Team alignment (across agencies and functional areas) on HCT issues
- ❖ Review and assess documentation on current and future organizational processes, roles & responsibilities
- ❖ Identify, discuss, and validate gaps between current and future state

- ❖ Discuss potential ways to fill the identified gaps (at a high level)
- ❖ Ensure team understanding of what is needed and when it is needed (needs and timing)
- ❖ Action items to go back to agencies to validate the gaps and define potential ways to fill them

Working Session Outcome:

- ❖ Draft Action Plans by agency with HCT timeline, prioritized actions, and resources per agency

Examples of HCT “Go-Live Readiness” Activities

Each agency’s action plans are tailored specifically to meet the needs of their internal and external stakeholders, and the involvement and interaction with WBSCM. Examples of HCT go-live readiness activities that may be common across the agencies’ action plans include the following:

- ❖ Train and prepare USDA and USAID stakeholders (internal and external) for Go-Live
- ❖ Transition current and new employees to new WBSCM environment
- ❖ Identify and incorporate changes to daily roles, responsibilities, and business processes
- ❖ Complete all organizational readiness and awareness activities
- ❖ Execute and complete agency action plans
- ❖ Notify and guide external users on e-Authentication Level 1 registration



What’s My Role?

Everyone plays a key role in the successful launch of WBSCM. Your role is to **identify, understand, and participate** in the sessions and activities associated with transitioning from PCIMS and satellite systems to WBSCM. If you cannot directly participate in person, most of the information and outcomes of the WBSCM sessions are available online on AGNISX or other agency specified sites!

On The Road with WBSCM



The WBSCM team is on the road promoting WBSCM and showcasing functionality, features, and benefits to the larger external user community. The team will be on the road for the next few months with many conferences including the following:

- ❖ International Food Aid Conference (IFAC) April 6–8
- ❖ American Commodity Distribution Association Conference (ACDA) May 2–6
- ❖ Nat. Commodity Supplemental Food Program Association (NCSFPA) May 5–8
- ❖ School Nutrition Association Conference (SNA) June 29–July 2
- ❖ National Association of Food Distribution Programs on Indian Reservations Conference (NAFDPIR) June 29–July 2

On March 4th and 5th, the WBSCM team participated in the Poultry Industry Conference and highlighted the following WBSCM functionality through simulations:

- ❖ Vendor Self-Service (Portal View)
- ❖ Bid Management & Invitation
- ❖ Purchase Orders
- ❖ Advanced Shipping Notifications (ASNs)
- ❖ Certification/Inspection Results

Read All About It.....



The WBSCM Update has been covering various topics since the winter of 2007. The previous issues of the WBSCM Update can be found [here](#)*. The previous issues of the WBSCM Update highlighted the following topics:

- ❖ What is WBSCM?
- ❖ The difference between COTS and ERP
- ❖ Selecting SAP
- ❖ The difference between COTS ERP SAP system vs. custom development
- ❖ WBSCM Design, Build, Test, Training, Deployment, and Go-Live Phases
- ❖ WBSCM Components: CRM, SRM, ERP, BEOS, and BI
- ❖ Key Learning from SAP Sapphire Conference

* Or, go to www.fsa.usda.gov and select “Commodity Operations” from the left hand Browse by Subject menu, and then select “Web Based Supply Chain Management” from the right side Related Topics menu.

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❖ The following Informal Playbacks have occurred to date:

- Bid Invitation*
- Orders Sourced from Warehouses
- Swap/Re-donation Orders
- Warehouses Processing
- Master Data* & Funds Management
- Inventory Accounting, Funding of Inventory and De-obligation
- Accounts Payable & Goods Receipt
- Funding of Long Term Contracts (LTC) & FAS Processes
- Contract & Records Management
- Quality Management
- BEOS (Bid, Evaluation, and Optimization Solution as it relates to bid invitations)
- Create Domestic Requisition*
- Domestic Order Management
- Price Support Inventory Management
- Vendor Self Service*
- Invoice matching, Discounts & Approvals
- Barter, Book Closing, and Year End
- International (USAID) Ordering Process

*Playbacks denoted by * have associated online demonstrations.



DID YOU KNOW?

...USDA will execute the first wave of actions using funds from the \$28 Billion provided by the Recovery Act to stimulate the economy, create jobs and assist rural communities.

... The Drought Action Team formed between the Department of Interior & Agriculture are working with California's Governor Schwarzenegger's state drought response team to minimize the social, economic, and environmental impacts of droughts.

...USDA celebrated School Breakfast Week March 2–6. Each day the program provides over 10 million nutritious breakfasts to over 85,000 hungry children in public, private, and child care institutes.



ED CORNER

WBSCM Terms

Common HCT Terminology

Action Plan – Each agency's plan to effect the transition to WBSCM that includes organizational change activities with resource and time allocations.

External Users- SDAs, schools, vendors, PVO/Freight Forwarders, transportation carriers, and other personnel that will use WBSCM to support food commodity operations.

Internal Users – USDA (AMS, FAS, FNS, FSA) and USAID users of the WBSCM system.

Interventions – Some type of action (training, communications, policy updates, and organization change) needed to move users to WBSCM.

Organizational Changes – Changes to the policies, procedures, processes, roles and responsibilities, position descriptions or other people infrastructure changes necessary to support WBSCM.



NEXT MONTH

We will feature the various agencies' activities focused on "WBSCM Go-Live Readiness".



ASK US

We'd appreciate your thoughts and feedback! Please email any WBSCM questions or suggestions you have to:

WBSCM@kcc.usda.gov

You can find more WBSCM information on the [WBSCM Program Web site](#).