



Why Change Management made our project a success



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Vår Energi & the start of our project

SuccessFactors project overview and scope

Change Management in our project

Q&A

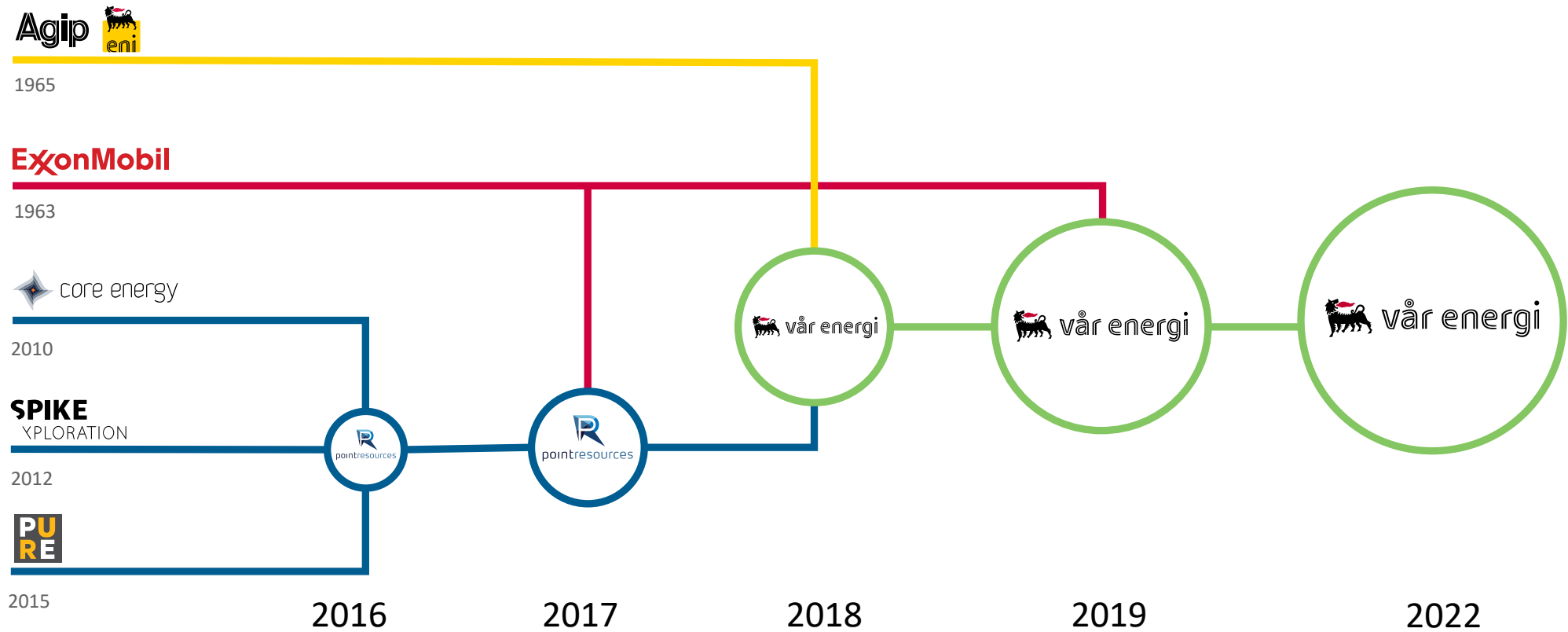
Vår Energi & the start of our project



Charlene Simpson
HR Project Lead
Vår Energi

Vår Energi

On the NCS since 1963



We are **Vår Energi**

A **leading independent** Oil and Gas Company on the NCS



36

fields in
production



148

licences



246,000

barrels of oil equivalent
per day in 2021



950

employees



+50

years of successful
operations



Clear Strategic Priorities



Be the safest operator with leading ESG performance



Foster a **high-performing** organisation



Drive **operational excellence** across our portfolio



Be the **partner of choice** in everything we do



Cultivate a **robust portfolio** positioned for further growth



P&O is going digital with **SAP SuccessFactors**

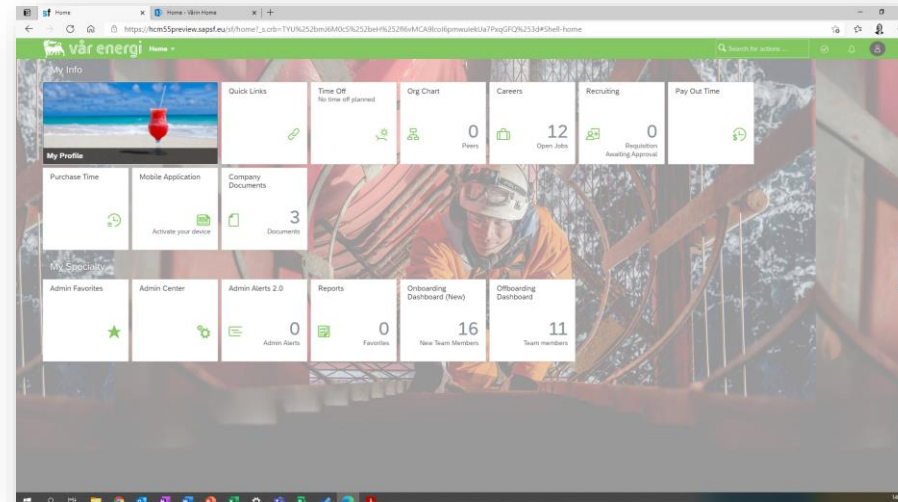
Why?

How?

What?

← 2021

2022 →



A cloud-based HR suite solution, providing an integrated HR architecture, minimizing manual data transfer, and laying the data foundation for enhanced GDPR compliance



SuccessFactors project overview and scope

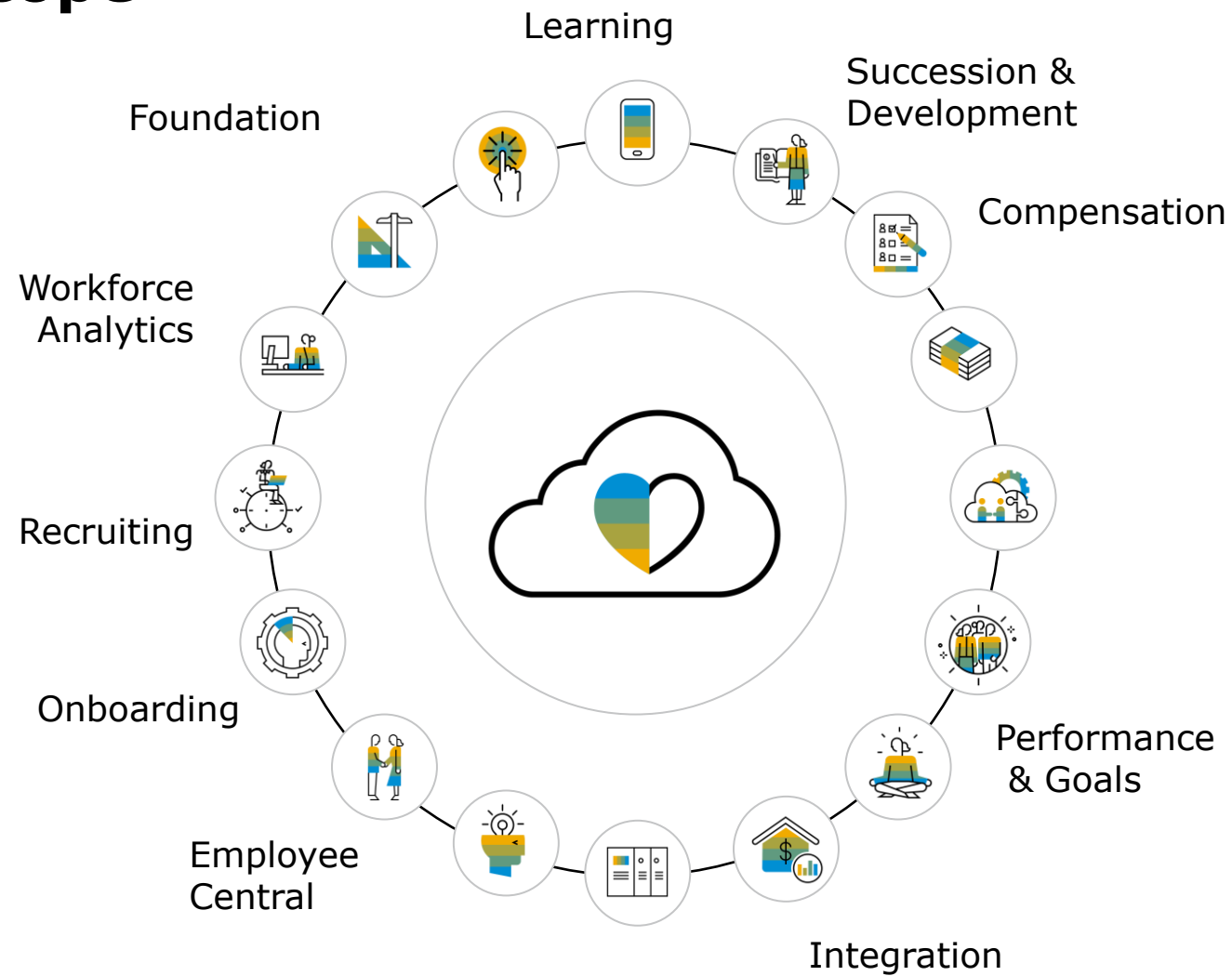


Anpan Kailasapillai
Solution Architect
Capgemini

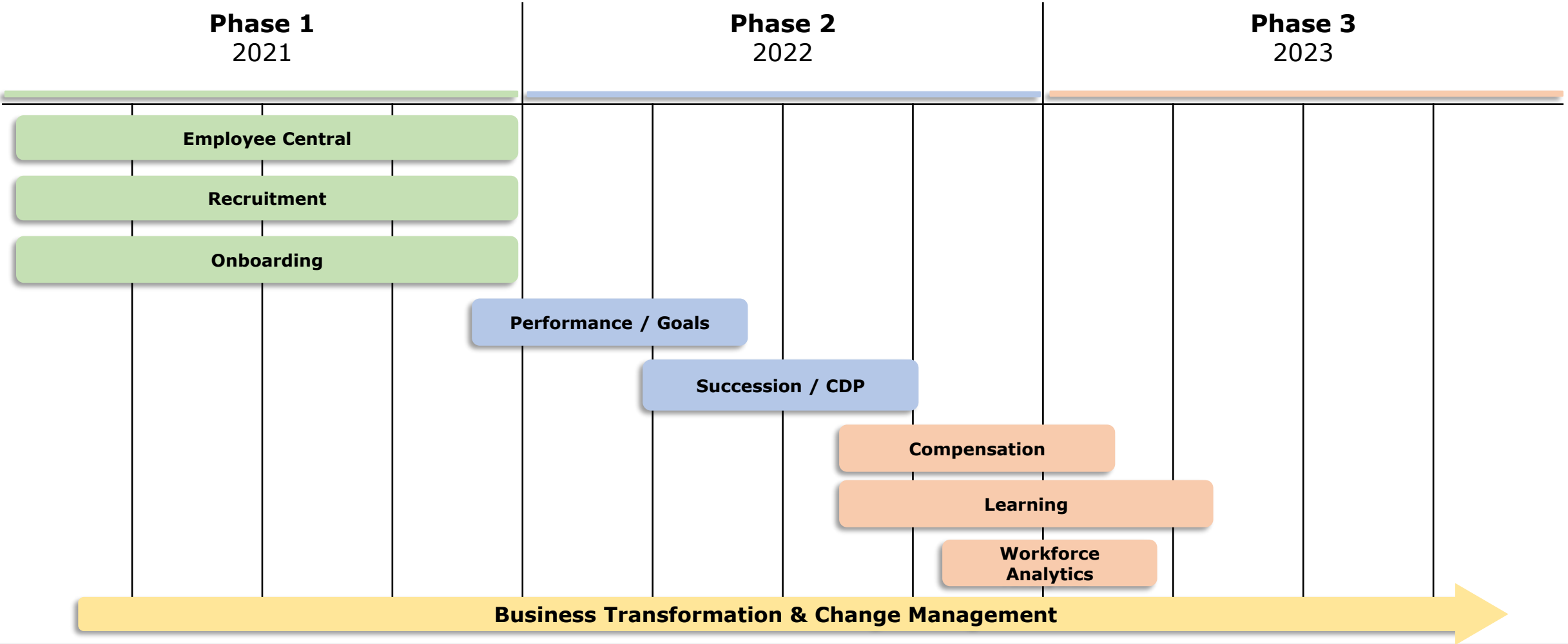


Peter Svelander
Client Partner
SAP Norge

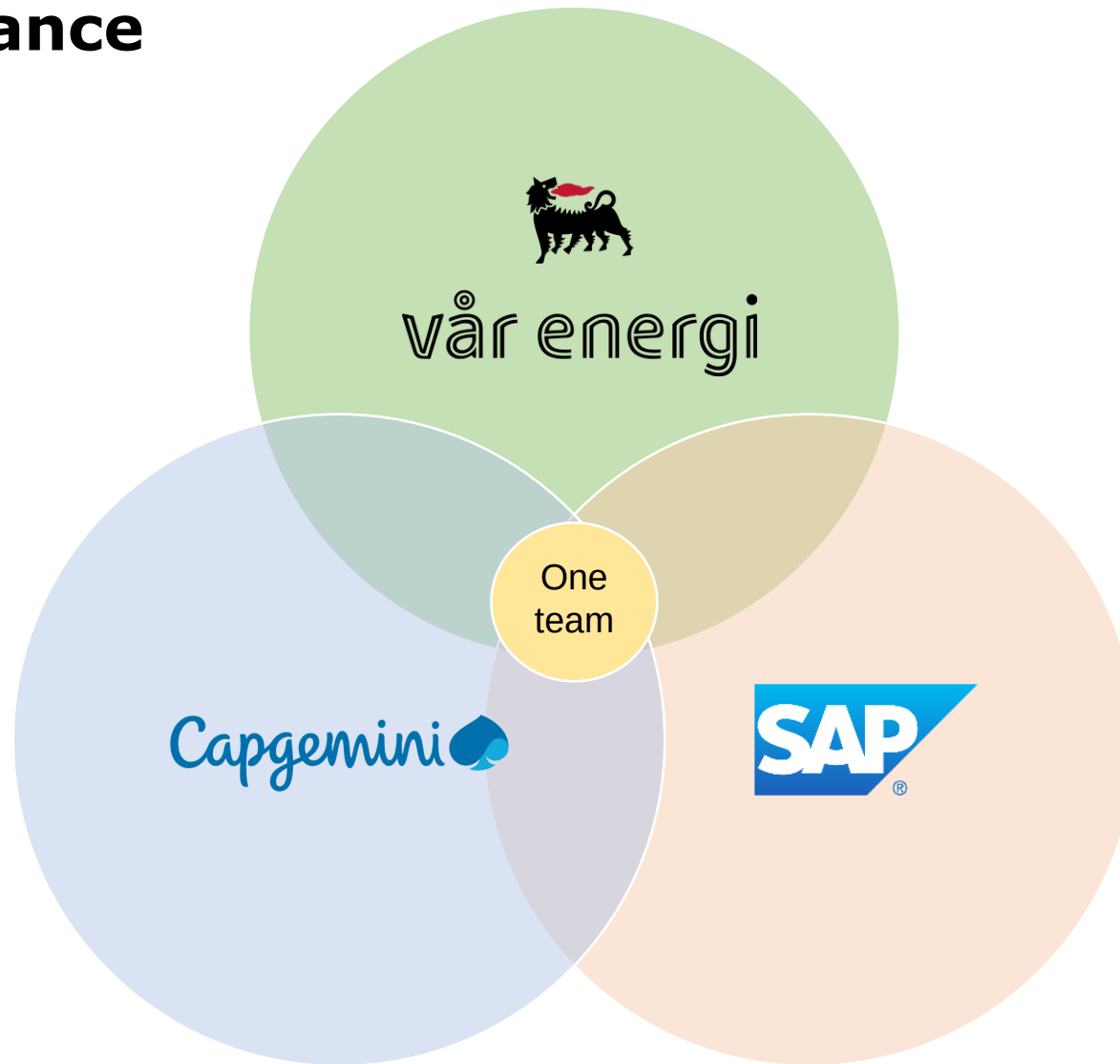
Modules in scope



Implementation plan



Project governance



Change Management in our SF Project



Charlene Simpson
HR Project Lead
Vår Energi



Lena Lien
Change Management Lead & PMO
Capgemini

Why Change Management is a key success factor in our digital projects

Make sure users **adopt and commit** to the new ways of working
...instead of just being aware and understanding of it

Enable employees to become more efficient **by start using new ways of working as soon as possible**
...instead of not utilizing the possibilities that digitalization offer

ensure a **long-lasting change** where improvements are realized
at scale
...instead of being just a temporary costly trial



Change Management





Change

Ensure **executive sponsorship**

Define **KPIs**

Identify **stakeholders**

Determine stakeholder **impact**

Map **processes** – define change story

Assess **change readiness**

Measure **change adoption**





Develop **training plan**

Identify training **channels**

Assess training **need**

Tailor training to different stakeholders

Organise training sessions

Measure success of training





Communication

Develop **communication plan**

Identify communication **channels**

Create communication **materials**

Tailor communication to different
stakeholders

Host virtual **information sessions**





Mobilization

Define change network **structure**

Build **change champion** network

Train change champions

Manage champion network

Leverage champions in key phases



Implementation of **SAP SuccessFactors** **Change Management Objectives**



Assess and develop organizational readiness



Gain executive sponsorship



Understand impacts of change for stakeholders



Prepare stakeholders for impacts



Engage relevant parts of the business



Train and enable affected teams



Measure success



Reinforce positive changes



Mitigate negative changes



Thank you!

Questions?





vår energi

Capgemini  SAP SuccessFactors 