




Readiness Assessment

Current State of Change Readiness

-  No OCM concerns
-  Some OCM concerns;
mitigation planned
-  Significant OCM concerns;
requires close monitoring

-  TREASURY
-  BFC/CONSOLIDATION
-  PLANIT/PFO
-  LEASING
-  CLOSING
-  DATA MGMT.
-  APP RATIONALIZATION

See Appendix for each project's ADKAR analysis

Audience Impact Analysis

 high impact

 medium impact

 low impact

Audience Group	Total Numbers and Locations	Impacted Numbers, Impact Level			
Accounting	LA + remote	30-40	3		3
Accounts Receivable		7-20			
Center Management	80-100 people; dispersed		80-100		
Corp Finance/FP&A/Controlling		5	5	5	
Finance Development	25 people; NY, LA, SF, Wheaton		25		
Finance Operations					
Financial Reporting & Consolidations	LA	12-14			5
Leasing Finance					
Leasing/Leasing Admins	35-40 people; dispersed			35-40	
Operating Management	30 people; LA and NY		30		
Tax	14 people; LA	5	5		
Treasury	6 people; LA	5			5

ADKAR Assessments: Summaries

	A	D	K	A	R
Accounting	Red	Red	Red	Red	Yellow
Accounts Receivable	Red	Red	Red	Red	Yellow
Corp. Consolidation	Green	Green	Green	Green	Green
Data Management	Yellow	Green	Red	Green	Yellow
Financial Reporting	Green	Green	Red	Yellow	Green
FP&A	Green	Yellow	Red	Yellow	Yellow
IT	Green	Green	Green	Green	Green
Project Team	Green	Green	Yellow	Green	Yellow
Tax	Red	Red	Red	Green	Yellow
Treasury	Yellow	Yellow	Red	Green	Yellow

Sub-Project 1

	A	D	K	A	R
Corp Accounting	Green	Green	Yellow	Green	Green
Paris	Green	Green	Green	Green	Green
Treasury Back Office	Green	Yellow	Yellow	Green	Green
Treasury Front Office	Green	Yellow	Yellow	Green	Green

Sub-Project 3

	A	D	K	A	R
Accounting	Green	Yellow	Red	Green	Green
Center Management	Red	Red	Red	Yellow	Green
Corp FP&A	Green	Green	Red	Green	Green
Finance Development	Green	Green	Red	Green	Green
Finance Ops Team	Yellow	Red	Red	Yellow	Green
Leasing Finance	Green	Green	Red	Green	Green
Operating Management	Green	Green	Red	Green	Green
Tax	Green	Yellow	Red	Green	Green

Sub-Project 2

	A	D	K	A	R
Corporate Finance	Red	Green	Yellow	Yellow	Green
Exec. Leadership	Green	Green	Yellow	Green	Green
Leasing Finance	Green	Green	Green	Yellow	Green
Leasing/Leasing Admin	Red	Yellow	Red	Red	Yellow
Operations Mgmt	Yellow	Green	Yellow	Green	Green
Paris Controlling	Red	Green	Green	Green	Green

Sub-Project 4