



Client:	<b>Siemens AG – Management Performance Reporting</b>
Keywords:	<i>cultural change, change readiness, capability building, operational change</i>
Issue:	To provide the executive board and supervisory board with transparency of financial performance and results of the Groups within Siemens AG and to establish a performance culture based on EVA measurement. This was a major cultural change for managers at all levels
What we did:	<p>Simplexity supported the project sponsor, programme manager, work stream leads and IT Training lead in clarifying the programme approach and to deploy effective planning and controlling approaches for the project.</p> <p>We developed change management processes to support all stakeholders in being ready willing and able to operate with new financial reporting processes.</p> <p>We developed a clear training programme based on “train the trainer” so that financial systems analysts were equipped to update the myriad of financial and business systems that needed to be modified.</p> <p>We also designed the overall internal communications processes for managers to interpret and use management reports accounts and the change management processes to support all stakeholders in being ready willing and able to operate with the new financial performance reports.</p>
Benefit:	<ul style="list-style-type: none"> <li>▪ Visibility of business performance</li> <li>▪ Establishment of performance culture</li> </ul>