

CHANGE CHAMPION NETWORK | PROJECT FILE

The network's memory. Updated at the end of every cycle.

Licensed to:	Christmas Tree Plant Productions Change Essentials AI Skill, Organizational License
Network Stage:	Deploy, Cycle 2 (Wave 1 US). Cycle 1 complete.
Change:	Workday global rollout, consolidating payroll, time tracking, expenses, and talent onboarding out of legacy systems
Population:	~4,000 people across North America, Europe, and Australia
Timeline:	Go-live ~8 months out, phased by region. Wave dates not yet locked (approx. 1 month out from locking as of Cycle 1 close).
Project Type:	Technology rollout
Change Lead:	Julie Simon

THE FOUR LOCKED SETTINGS

Setting	Decision	Notes
1. The Change	Workday consolidating payroll, time tracking, expenses, and talent onboarding.	~4,000 people, 3 regions, phased by region.
2. Methodology Lens	NA: ADKAR® (Prosci®). EU + AU: APMG International Change Management™ cycle with ADKAR® underneath.	Individual coaching layer is ADKAR® worldwide.
3. Project Type	Technology rollout.	Champion selection forks toward proximity and reach.
4. Audience Locale	US, UK, AU English forks. Berlin/Paris via draft-plus-localization (DE/FR).	Localization team is the delivery gate for DE/FR.
5. Rollout Order	Wave 1 = US, Wave 2 = EU, Wave 3 = Australia.	Activation staggers to each wave. Dates not yet locked.

LIVING ROSTER | 37 champions, all active as of Cycle 2

No roster changes through Cycle 1. Wave 1 (US) champions active this cycle; EU and AU activate with their waves.

Champion	Region	Zone / Coverage Area	Wave	Status	Note
Zack M	NA	LA HQ - Finance	1 (US)	Active	Golden with skeptics
Angela	NA	LA HQ - HR	1 (US)	Active	
Mike	NA	LA HQ - Legal	1 (US)	Active	
Steven	NA	San Diego	1 (US)	Active	
Amy	NA	San Diego	1 (US)	Active	
Takisha	NA	Content Licensing - LA	1 (US)	Active	
Linda	NA	Content Licensing - NY	1 (US)	Active	
Jan C	NA	Production - US shoots + Vancouver	1 (US)	Active	Anchor, 2 zones. Lock her facts, rehearse.
Carl	NA	Production - US shoots	1 (US)	Active	
Audrey	NA	Production - US shoots	1 (US)	Active	
Bill	NA	Production - US shoots	1 (US)	Active	
Max	NA	Production - US shoots	1 (US)	Active	
Tiffany	NA	Production - Vancouver	1 (US)	Active	
Kristen	NA	Production - Vancouver	1 (US)	Active	
Tori	NA	Production - Vancouver	1 (US)	Active	
Barrell	EU	London hub	2 (EU)	Standby	Activates Wave 2
Nigella	EU	London hub	2 (EU)	Standby	Activates Wave 2
Anthony	EU	London hub	2 (EU)	Standby	Activates Wave 2
James	EU	Production - UK shoots	2 (EU)	Standby	Activates Wave 2
Maggie	EU	Production - UK shoots	2 (EU)	Standby	Activates Wave 2
Gwen	EU	Production - UK shoots	2 (EU)	Standby	Activates Wave 2
Klause	EU	Production - Continental	2 (EU)	Standby	DE localization
Fredrick	EU	Production - Continental	2 (EU)	Standby	DE localization
Bettina	EU	Berlin office	2 (EU)	Standby	DE localization
Sandra	EU	Berlin office	2 (EU)	Standby	DE localization

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Champion	Region	Zone / Coverage Area	Wave	Status	Note
Jean-Luc	EU	Paris office	2 (EU)	Standby	FR localization
Emilee	EU	Paris office	2 (EU)	Standby	FR localization
Maxine	AU	Sydney	3 (AU)	Standby	Activates Wave 3
Colin	AU	Sydney	3 (AU)	Standby	Activates Wave 3
Johnno	AU	Production - AU shoots	3 (AU)	Standby	QLD
Tilly	AU	Production - AU shoots	3 (AU)	Standby	QLD
Sue	AU	Production - AU shoots	3 (AU)	Standby	QLD
Daymo	AU	Production - AU shoots	3 (AU)	Standby	QLD
Tommo	AU	Production - AU shoots	3 (AU)	Standby	QLD
Scottie	AU	Production - AU shoots	3 (AU)	Standby	QLD
Dazzler P	AU	Production - AU shoots	3 (AU)	Standby	QLD
Kate	AU	Production - AU shoots	3 (AU)	Standby	QLD

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COVERAGE MAP | 15 zones, all covered, 0 gaps

Region	Zone	Champions	Status
NA	LA HQ - Finance	Zack M	Covered
NA	LA HQ - HR	Angela	Covered
NA	LA HQ - Legal	Mike	Covered
NA	San Diego	Steven, Amy	Covered
NA	Licensing - LA	Takisha	Covered
NA	Licensing - NY	Linda	Covered
NA	Production - US shoots	Jan (anchor), Carl, Audrey, Bill, Max	Covered
NA	Production - Vancouver	Jan (anchor), Tiffany, Kristen, Tori	Covered
EU	London hub	Barrell, Nigella, Anthony	Covered
EU	Production - UK shoots	James, Maggie, Gwen	Covered
EU	Production - Continental	Klause, Fredrick	Covered
EU	Berlin office	Bettina, Sandra	Covered
EU	Paris office	Jean-Luc, Emilee	Covered
AU	Sydney	Maxine, Colin	Covered
AU	Production - AU shoots	Johnno, Tilly, Sue, Daymo, Tommo, Scottie, Dazzer P, Kate	Covered

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OPEN SIGNALS | the network's two-way sensor

Logged after each cycle's report-back. Cycle N+1 begins by reading this. Collect and route; don't solve here.

Current Cycle: 2 (Wave 1 US). Cycle 1 complete and logged below.

Session Plan: Awareness phase running. Facts locked; format rotating (Cycle 1 handout, Cycle 2 Fact or Fiction game). Desire phase begins once dates lock.

Cycle	Region/Zone	What the floor raised	Detail	Route to	Status
1	US, broad	Positive: current systems seen as disparate and annoying	Latent desire. The 'why' is accepted; build on it, don't re-argue it.	Reinforce (Cycle 2+)	Noted
1	US, broad	Timeline anxiety: when does it hit my area	Dates not locked (~1 month out). Can't answer with a date yet.	Comms / message gap	Open
1	US, Production	Training worry for people out on a shoot	How will training work on location, away from a desk.	Training track (later phase)	Open
1	US, Production	Holiday collision worry	Fear that go-live lands over the holidays.	Comms / planning	Open

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