Region of Peel
working with you

Project EcoSystem

RoP SAP Implementation

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Agenda

- **Opening Remarks by Gary Kent CFO & Commissioner of Corp. Services**
- **Explanation of ERP**
- **Timing**
- **Timeline and Scope**
- **Project Team Overview**
- **Governance Structure**

Explanation of an ERP

Enterprise resource planning (ERP) refers to a type of software that organizations use to manage day-to-day business activities such as accounting, procurement, project management, risk management, and supply chain operations.

ERP systems tie together a multitude of business processes and enable the flow of data between them. By collecting an organization's shared transactional data from multiple sources, ERP systems eliminate data duplication and provide data integrity with a single source of truth.

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Timing

- Peoplesoft is currently used to support critical Finance, Procurement and Human Resource functionality including Payroll and Benefits. Should the Peoplesoft system or supporting infrastructure fail, the Region would be forced to perform these functions manually.

- Improve operational efficiency. Project EcoSystem will employ a best practice first methodology which will help to streamline how organization functions.

- Ensure a greater level of control and accuracy over data to facilitate better decision making. A lack of reporting capability has been identified across the Region, our leaders need to be empowered with the right data so that they can make informed decisions.

- Magnitude of the change. The project will impact approximately 6,000 users across the Region of Peel and Peel Regional Police.

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Total Processes by Department

Human Resources	Finance	Procurement
1036	**614**	**392**
Click for more details	Click for more details	Click for more details

Current Processes
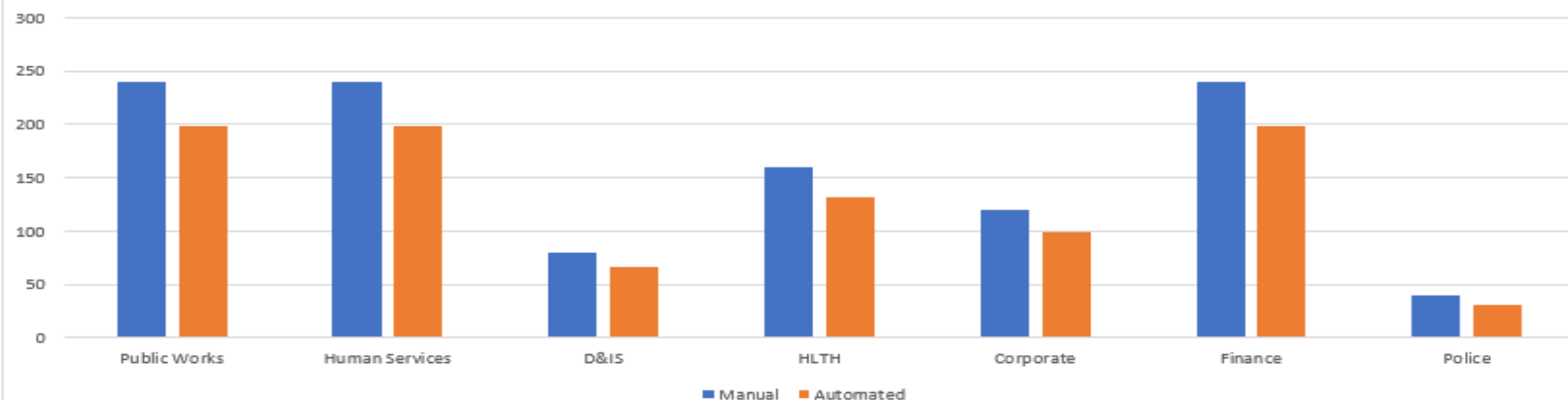
Total Manual Processes	Total Automated Processes
1120	**922**
click for more details	Click for more details

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Project Scope (RoP & PRP)

Process Area	Phase I *Apr 2022 - May 2023*	Phase II *Mar 2023 - Jan-2024*
Human Resources	• **Employee Central** • **Benefits** • **EC Payroll** • **WFS – Time & Attendance** • **WFS – Forecasting & Scheduling**	• **Performance & Goals** • **Recruiting** • **Onboarding** • **Compensation** • **Succession & Development** • **Sodales Labour Relation** • **Sodales Health & Safety** • **Learning & Management**
Finance	• **S/4HANA Accounts Payables** • **S/4HANA Accounts Receivables** • **S/4HANA General Ledger** • **S/4HANA Fixed Asset** • **S/4HANA Controlling** • **SAP Concur Expense Management** • **S/4HANA Project System** • **Revise Chart of Accounts and Enterprise Structures**	• **Group Reporting (Financial statement consolidation module)**
Procurement	• **S/4HANA Procurement (Core Procurement)** • **P-Card program (Concur expense management)**	• **SAP Ariba Sourcing (Bid and Award Document Creator)** • **SAP Ariba Contracts** • **Supplier Management (TBD)**

Project Timeline

Realize and Deploy phases follow a 3-week sprint approach to configure, test and refine elements in parallel, delivering the solution in increments that build upon the previous release.
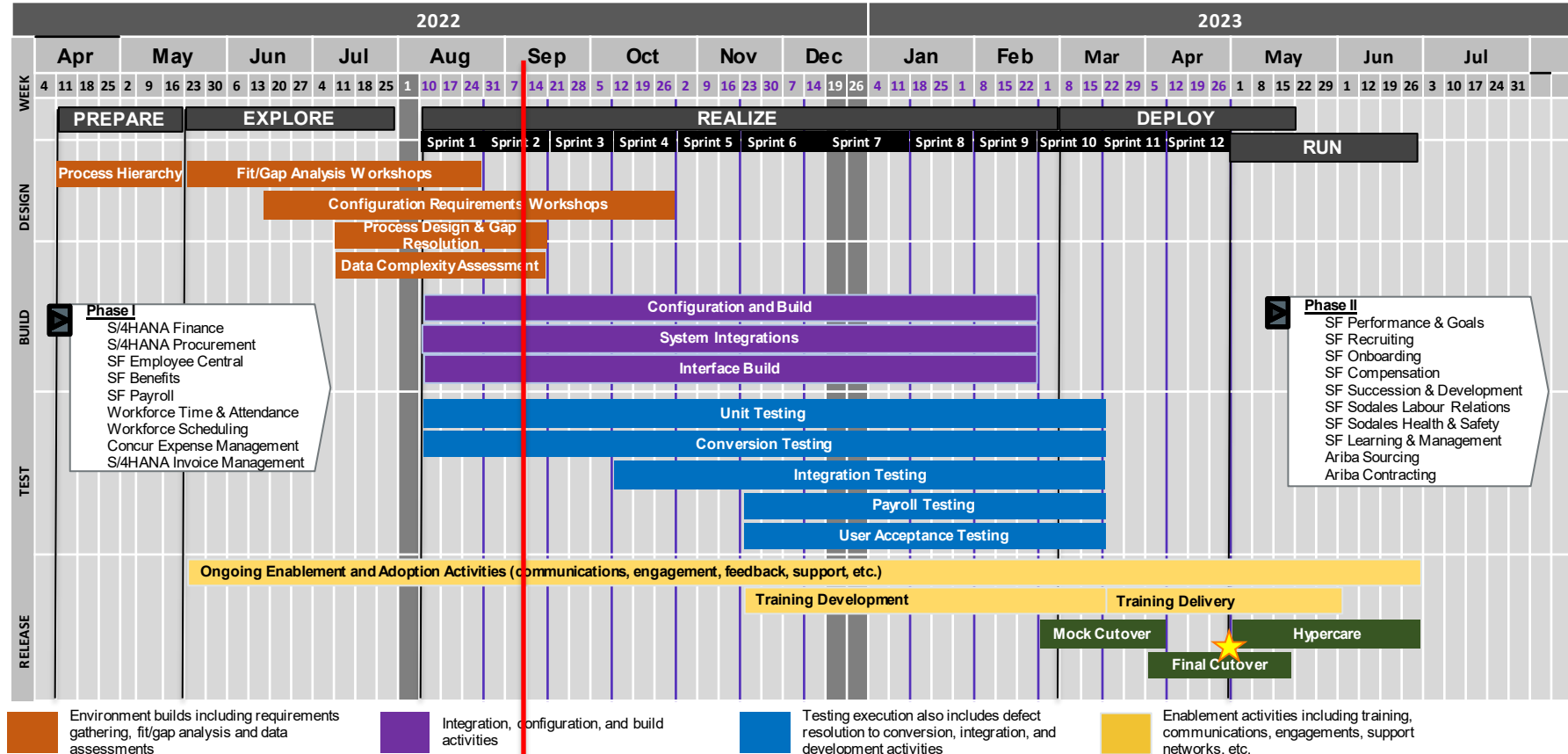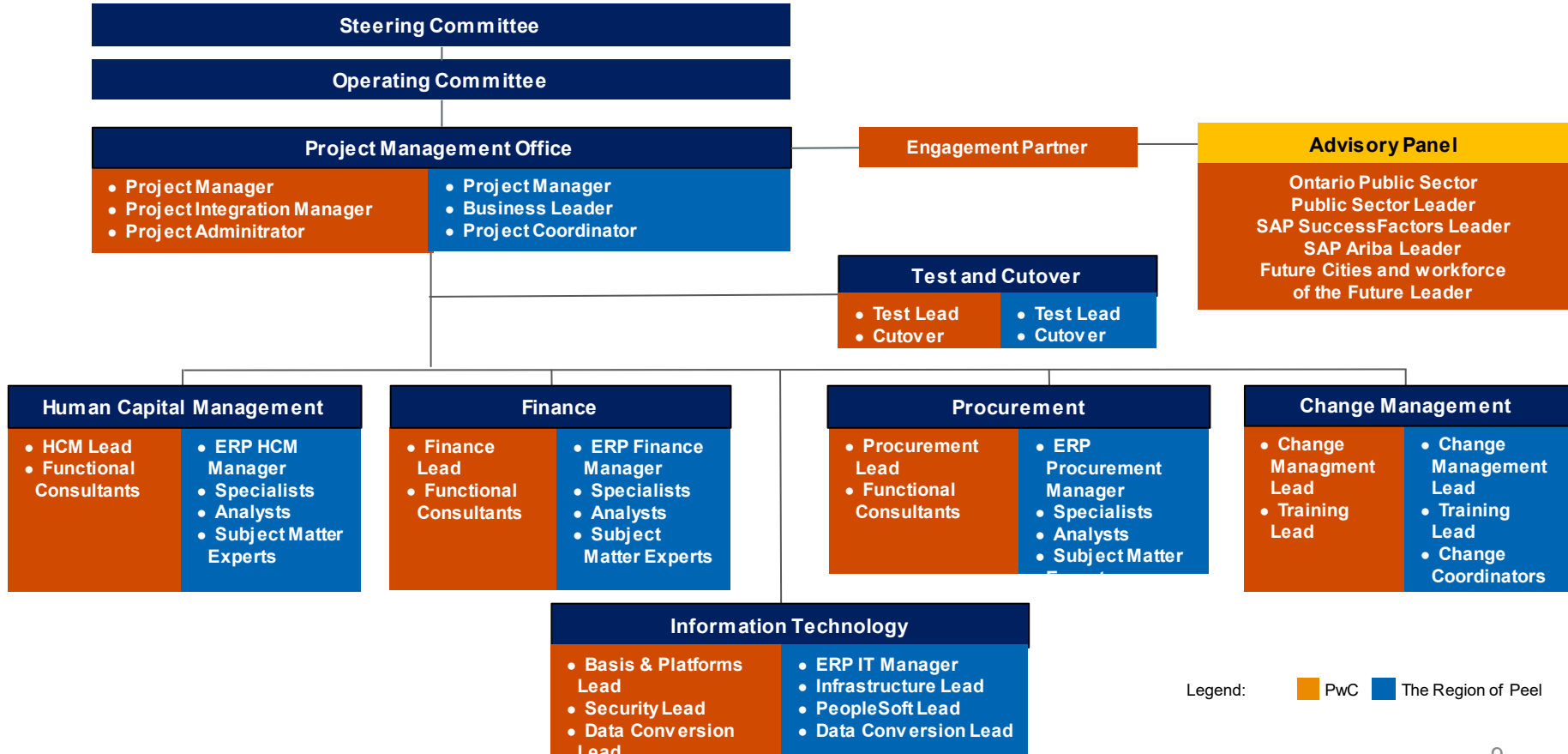

We are Here

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Project Team Overview

Project Structure

Steering Committee

Operating Committee

Project Management Office

- Project Manager
- Project Integration Manager
- Project Adminitrator

- Project Manager
- Business Leader
- Project Coordinator

Engagement Partner

Advisory Panel

Ontario Public Sector
Public Sector Leader
SAP SuccessFactors Leader
SAP Ariba Leader
Future Cities and workforce
of the Future Leader

Test and Cutover

- Test Lead
- Cutover

- Test Lead
- Cutover

Human Capital Management

- HCM Lead
- Functional Consultants

- ERP HCM Manager
- Specialists
- Analysts
- Subject Matter Experts

Finance

- Finance Lead
- Functional Consultants

- ERP Finance Manager
- Specialists
- Analysts
- Subject Matter Experts

Procurement

- Procurement Lead
- Functional Consultants

- ERP Procurement Manager
- Specialists
- Analysts
- Subject Matter Experts

Change Management

- Change Managment Lead
- Training Lead

- Change Management Lead
- Training Lead
- Change Coordinators

Information Technology

- Basis & Platforms Lead
- Security Lead
- Data Conversion Lead

- ERP IT Manager
- Infrastructure Lead
- PeopleSoft Lead
- Data Conversion Lead

Legend: PwC | The Region of Peel

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Project Governance

Steering Committee

- Validate, approve, and respect the project charter, including scope, budget, schedule, and resource allocation.
- Arbitrate cross functional area issues, including business process alignment.
- Provide timely direction and issue resolution as escalations occur.
- Unblock any issues with appropriate resource allocations to enable the project implementation.
- Mediate and facilitate consensus on resolution of major issues.

Operating Committee

- Decide on detailed operational processes, including alignment across streams.
- Remove obstacles in their scope.
- Secure Resources
- Support in identifying key users, testers, and trainers.
- Manage organization transition.
- Active in delivery of communications to stakeholders.

Steering Committee Members

Gary Kent	CFO & Commissioner of Corporate Services
Sean Baird	Commissioner Human Services
Nancy Polsinelli	Commissioner, Health Services
Kealy Dedman	Commissioner Public Works
Peter Parsan	Director IT & CIO
Mary Killeavy	Director Human Resources
Kristin Misurka	Director Procurement
Stephanie Nagel	Director Corporate Finance & Treasurer
Tamara Wilson	Director Human Resources Peel Police
Carri-Lynn Holmes	Director Finance Peel Police

Operating Committee Members

Steve Van de Ven	Director IT Operations
Julie Pittini	Director Treasury Deputy Treasurer
Sam Sidawi	Director Enterprise Asset Management
Norman Lum	Director Business Financial Planning
Steven Fantin	Director Operations Support
Jennifer Weinman	Director Enterprise Risk & Audit Services
Susan Griffin Thomas	Director PH Emergencies MVP
Tony Ventura	Director Information Technology Peel Police
Tony Cetra	Manager Procurement
Donna Gwillam	Manager Compensation Benefits & HRMS Peel Police
Mario Ferrante	Manager Business Support Peel Police
Nitin Bhalla	Manager - Corporate Services Applications Development & Support
Bethany Lee	Manager - Strategy Client Communication
Sheena Kristiansen	Manager, Strategic HR Client Services

Thank You!