Bunnings it infrastructure transformation (bunnings australia) report sample

Business, Company

As part of new IT adoption in Bunnings Warehouse, employee training will be necessary to ensure they become compatible with the changes in technology and that their skills amplified to the best level. Bunnings intends to install Enterprise Resource Planning software. The new technology should be rolled out on every facet of Bunnings Company down to individual employees in a gradual process that will ensure maximum benefits in resource utilization. Change in how an organization run makes it a competitive. The change should be directed towards best practices that would lead to improved efficiency and molding of desirable behaviors on the part of the employees. In this case, ERP will make the company better and efficient in resource use. To commence on the project, the organization will send an internal memo to every department to hold departmental meetings and highlight proposed change in technology. The departmental meeting will be necessary to make aware the employee of the intended change and make them feel as part of their project. The employee feeling towards the introduction of the new technology will be communicated form the departmental level and made available to the management by the supervisors at various departments. The views and concern raised will be integrated with the strategy after decisions.

Like any other program, training requires a streamlined process to ensure that resources such as time and money are not underutilized or misused. In this regard, the boardroom members have identified a working formula. A selected group of team leaders representing individual group constituted of employees will go through a thorough training so as to impart skills necessary for them to lead in their individuals' teams. The team leaders will

be the ambassador of the new technology program in their respective departments.

The new technology is indeed new to Bunnings Warehouse and as such, the program will require in-depth practical approach to enhancing the skills. Attitudes, personality and ability to acquire new information have been known to affect the shape how effective training becomes. Bunnings will use this to the advantage by requiring every department produce a training program schedule that will suit the employees and ensure the skills are put into practice.

The benefits of introducing a new technology infrastructure should be reflected by increased output both from the employees and the products and services. The employees work becomes easier and their productivity in turn increases. The eminence of products and services Bunnings offers will have a new dimension directed to the changes and the need of the market. These two parameters can only be assessed to determine the degree and deviations from the set and expected results. It is on this note that the company will put evaluation measures after the training to assess and determine the effectiveness of the ERP training program on the overall business strategy. Evaluations of the changes implemented will help discern the deviations and put necessary remedial measures.

The evaluation process should be able to reveal a more efficient process, skilled personnel and increased productivity. These are some of the results that Bunnings expects to have when the program is rolled out. For instance, the employee would be able to articulate the hardware and the technology that is supposed to be applied. If the employees have hands-on skills and

information about the products the company offers, they will pass it to the

prospective customers hence boosting sales.

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