

Welcome to *HR CONNECTION*

Positive communications from HR

Welcome to *HR CONNECTION* — a monthly information resource on the latest happenings in the Judiciary's Department of Human Resources (HR). Our goal: provide a consistent communication channel to inform Judiciary employees about key HR information. While stories may include broad HR news and updates, most stories will focus on CONNECT as we lead up to the January 2016 launch of that project.

Our plan: distribute and post *HR CONNECTION* on the last Tuesday each month. News about the CONNECT project will be shared also in the CONNECT section of CourtNet, by email, during town hall meetings, in special bulletins, and through other communications.

This newsletter is about you and for you, so we need your ideas and input. Please contact us at any time at connect@mdcourts.gov.

Linking Today with Tomorrow

A key component of the CONNECT project is organizational change management (OCM) that concentrates on how the new processes and system impact Judiciary staff and other key stakeholders.

For the CONNECT project, the OCM team will ensure that the Judiciary employees have the right information at the right time, and will share information about the system, its features and benefits, the project status and upcoming key events. For more information or to suggest future topics, contact the CONNECT project at connect@mdcourts.gov.

What Is CONNECT?

Creating the connection to HR

The CONNECT project brings many Judiciary HR functions into one software package to make processes more efficient and user-friendly.

The software package is called an ERP (Enterprise Resource Planning), which integrates various HR functions into one consolidated suite of applications. The system, PeopleSoft HCM, is the premier product among personnel management software.

Here are three important benefits of CONNECT:

- No more paper time sheets — time sheets and leave requests can be submitted from desktop or laptop.
- The ability for applicants, including current employees, to create an account, upload their resume and apply for multiple jobs without additional applications.
- Online access to password-protected HR functions such as address changes, performance appraisals, and training registrations.

The CONNECT project team began work in August 2014, aiming for a January 4, 2016, deployment date of most HR processes. Electronic time sheet entries will begin on January 6, 2016, to align with the first payroll cycle of the year.

In the Spotlight

Meet Pat Tummer, HCM Project Manager

Patricia (Pat) Tummer is HCM (Human Capital Management) Project Manager in the Department of Human Resources. Pat comes to the Judiciary and the CONNECT project with more than 15 years of experience in implementing large-scale PeopleSoft HCM initiatives. Originally from Texas, she now lives in Silver Spring with her daughter Kaitlyn, a senior in high school.



Q: What do you think people will like most about CONNECT?

A: I think the ability to retrieve data efficiently. Not only that, but also the confidence that the data will be accurate.

Q: What is an important aspect of CONNECT that Judiciary employees should know?

A: I think the employees would be happy know that their data is secure. CONNECT will be one of the few systems that everyone in the Judiciary will be able to use. It really is going to make the employees' lives much easier when it comes to things that they have to do for HR. Take electronic time sheets, for example. Who can argue with that? I can't wait for those.

Q: What new benefits are you most excited about?

A: I'm excited about how the feature of having real-time data right at our fingertips will make it easier for everyone to do their jobs. I'm also excited about how the HR processes and policies will all be standard and used consistently across the Judiciary. Oh, and did I mention electronic time sheets?

Getting to Go-Live

CONNECT events & key updates

Each issue of *HR CONNECTION* will include a CONNECT timeline that provides a snapshot of key upcoming events and milestone dates for project activities. You can keep track of the project's progress and get a sneak peek at the near-term future.

The highlight of this current timeline is the launch of the CONNECTors Network. The network includes more than 100 representatives from Circuit Courts, District Court, Commissioners, and the AOC who will serve as change agents for the project with their respective groups.

Here are three important benefits of CONNECT:

- After holding numerous collaborative design sessions with members from across the Judiciary, CONNECT will move this month into the building stage.
- The first round of CONNECT town hall meetings will be held in April. These face-to-face introductory presentations and question-and-answer sessions will be hosted at various locations throughout the state. Another round of town hall meetings will take place this summer.
- Comprehensive testing cycles of CONNECT will begin in May. The project team will conduct numerous different types of testing to ensure that the processes and system efficiently and effectively meet the needs of the Judiciary.

