



**Financial Management Services**  
U.S. DEPARTMENT OF AGRICULTURE



# The Monthly Momentum

August 2024 | All the latest scoop on the FIET Project...

## Welcome back to **The Monthly Momentum!**

*The Monthly Momentum* is your monthly update on the FMMI Intelligent Enterprise Transformation (FIET) Project progress.

In this edition, we'll reveal our secret to project success – the Friends of FIET! We will also introduce FIET training and the plan for training deployment.

## Friends of FIET

The Friends of FIET are USDA agency representatives who have volunteered to support the FIET Project. Our fearless Friends help to ensure the FMMI upgrade will meet the unique needs of each agency. In regular meetings with the FIET Project team, they preview system features, share feedback, and ask questions. The Friends of FIET serve in one or both of these critical roles: Change Champion and Super User.

### **Change Champions** – *the communicators*

- Communicating key FIET Project updates to members of their agency
- Collecting questions and feedback from end users to share with the FIET Project team
- Gauging the effectiveness of FIET communications

### **Super Users** – *the FMMI experts*


- Advising on how processes are used by agencies
- Ensuring processes align with business needs
- Participating in functional workshops, data validation, system integration testing, and more

Find out who your agency's Friends of FIET are: [Change Champion and Super User roster](#)

## Farewell, Financial Training Forum

Thank you for making the Financial Training Forum (FTF) a resounding success! Over 3,200 participants attended the 12 FIET-focused sessions designed to provide a sneak peek into the new and improved FMML. In case you missed it, here are the highlights from FTF Week 2:

- Overview of the FIET Project including the need for modernization, changes to FMML, and end user benefits
- Preview of Fiori Launchpad functionality, navigation, and key benefits
- End-to-end demonstrations of transactions in Fiori
- Updated customer and vendor record naming standards
- Demonstration of S/4HANA embedded analytics and changes to existing BOBJ reports

Next steps to make the most of what you learned at FTF :

- Review **session recordings and PowerPoint slides**. Materials for each session have been attached to their respective meeting invites.
- Read the [FIET FAQ](#), updated with questions collected throughout FTF.
- Get excited for **FIET training**! Read about the next training opportunity below.

## FIET Training

While it's time to say goodbye to FTF, you haven't missed your shot at preparing for the FMML upgrade. The best is yet to come with FIET training on the horizon! Since the FIET upgrade will have minimal impact on existing processes, the training will be laser-focused on the areas where you *will* see changes. A range of training modalities will prepare you for this transition:

- **Training Sessions** – live group classes conducted virtually by knowledgeable trainers
- **eLearning** – self-paced learning courses
- **Online Help Procedures** – step-by-step guides for completing a process or task
- **Job Aids** – quick reference guides, one-page instructions, and templates

## Training Plan

The FIET training plan focuses on what FMML users need to be trained on, how they need to be trained, and when they need to be trained to maximize impact. The training team is currently developing materials for upcoming training, as shown below:



1. **Create a learning strategy** – Identify learning challenges, opportunities, and vision to develop an effective S/4HANA learning strategy. Identify the major areas of upcoming change where end users will most benefit from training support.
2. **Perform a learning needs assessment** – Perform a training needs analysis for insights, analyzing learning needs for end users as a result of S/4HANA deployment and ensuring that the learning program addresses specific needs of the learners and improves user adoption.
3. **Design learning curriculum and plan** – Design a training curriculum and plan that aligns with project goals and meets learners' needs. Map business roles to ensure learning materials are aligned with their role in the system.
4. **Develop learning materials** – Develop training sessions, eLearning, online help procedures, and job aids to support end user training.
5. **Deliver and deploy learning** – Conduct Train-the-Trainer sessions with USDA/FMS trainers to prepare them for successful end user training delivery. Schedule training in the months leading up to go-live.
6. **Evaluate the learning program** – Assess the learning program to determine its effectiveness and identify any areas for improvement. Gather feedback from end users, evaluate adoption rates of new S/4HANA technologies, and/or measure the impact of the learning program on business outcomes.

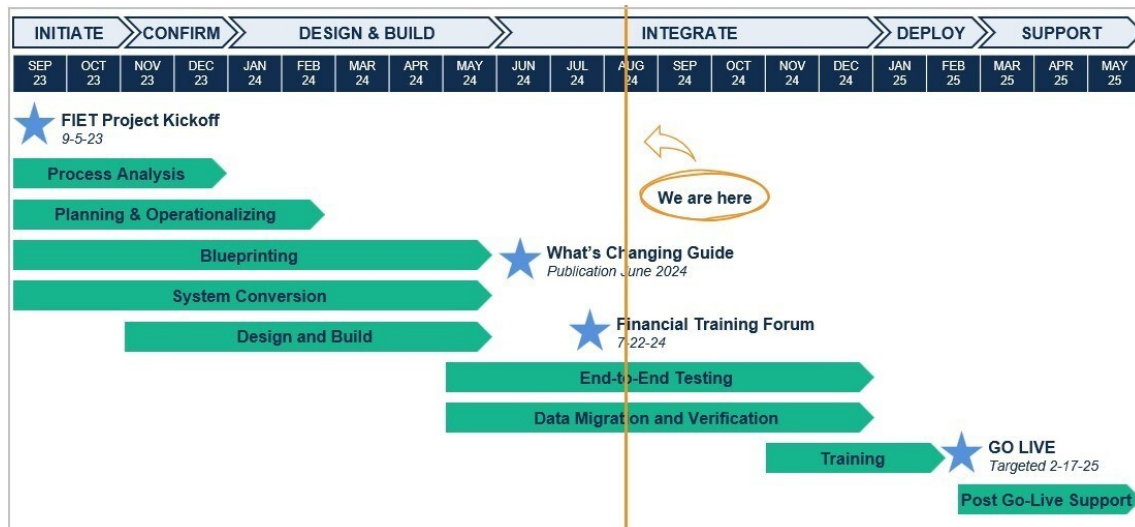
Stay tuned for additional training details! More to come in future newsletters.

## THE FUTURE OF FIET: Roadmap & Vision Update

As we navigate the dynamic landscape of the FIET Project, this monthly roadmap is designed to provide you with a clear view of our current focus, and where we plan to go in the coming weeks and months.

🔗 **Transparency and Collaboration:** We encourage each team member to review the roadmap and ask questions to help ensure we are sharing the right level of detail for our FIET stakeholders.

Follow our progress with the FIET Project Roadmap:



Key upcoming dates and milestones to pay special attention to include:

- **October 2024** – The second FIET stakeholder survey will hit your inbox to gauge your level of understanding and comfort around the FMMI upgrade.
- **Winter 2024** – We will begin FIET training to prepare end users for a seamless transition to the new FMMI.
- **February 2025** – FMMI upgrade go-live!

## FACES OF FIET: Key Player Spotlight

Each month, get to know the devoted minds driving FIET's success. Each edition will spotlight one of the individuals who make our team extraordinary. Learn about their roles, experiences, and what fuels their excitement for FIET.



**Meet FIET Project key player, *Mike Brashear!***

**How long have you been with USDA/FMS?** I started at USDA in 1989 and have been with FMS for the past 12 years.

**What is your role in OCFO/FMS?** I am the sole Computer Scientist in OCFO and have served as the Enterprise Architect for FMS since 2012. My role is to improve the organization's strategy and decision-making ability through the use of technology to achieve business results. I'm responsible for designing and leading the implementation of an enterprise-wide technical architecture based on FMS requirements and IT strategies. I provide technical expertise for integration of new technologies into the existing Cloud environment while ensuring systems and network

infrastructure are scalable, cost-effective, secure and comply with industry standards and USDA policies.

**What is your role on the FIET Project?** I am the USDA Technology Workstream Lead responsible for several sub-categories including Tech-arch, Development, Fiori, Security, CRM and Integration.

*Mike and his wife, Stephanie*



**What are you most excited about regarding FIET or S/4HANA?** I am excited this project is actually happening. We have been planning and working on the S/4HANA roadmap for over five years. This has taken almost as long as real road construction. I'm looking forward to giving the users a modern look and feel with Fiori, and I hope it will drive a positive and more efficient user experience, especially since there have been no new innovations added to FMFI since before we moved to the cloud.

*Mike, Stephanie, and their three sons*

**How would your best friend describe you in three words?** They would describe me as meticulous, helpful, and funny.

**What are you currently reading/watching, and are you enjoying it?** I recently watched The Beekeeper. I was disappointed; it wasn't really about keeping bees.

**What is one thing you can't live without?** Honey! I'm addicted. I gave up refined sugar years ago.



#### Resource Center

- [Help Desk](#)
- [FMS Agency CAM](#)

#### Questions & Feedback

If you have any questions or recommended topics for our next newsletter, click [here](#).

**Find Out About FIET**