



Launching a Virtual Global Business Transformation

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Agenda

1. Intro
2. Launch and building the team
3. Program Management: Building program infrastructure
4. Organizational Change Management: Team and company engagement
5. Questions

What is Project Mosaic

The objective of Project Mosaic is to implement an upgraded SAP system, which will optimally equip our people with the processes and technology to work together more efficiently across the company and maintain Ingevity's competitive position as a top quartile specialty chemical company and automotive technology partner of choice.



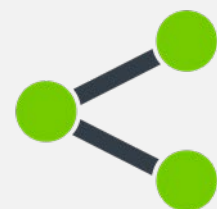
A people driven transformation



Project Mosaic core team
Leading the business transformation



Subject matter experts
Knows how we currently operate



Change network
Site representatives, super users, testers and deployment supporters



Capgemini, our system integrator
A partner who has done it before



SAP, the system developer
The vendor

Sponsors

CEO
John Fortson

SVPHR
Cindy Burns

VP, Supply Chain
Christian MacIver

VP, Performance Materials Operations
Mark Childers

VP, Performance Chemicals
Rob Haire

Virtual Project Launch and building the team

98% staffed in 60 days

843 views on debut of sponsor video

Lead team trained with Capgemini to kick off virtually

Sent out over 20 written communications in first 60 days

Onboarded Capgemini, system integrator partner

255 interviewer and debrief hours

Created SharePoint site

Created a change management strategy and vision

100+ volunteers to participate part-time

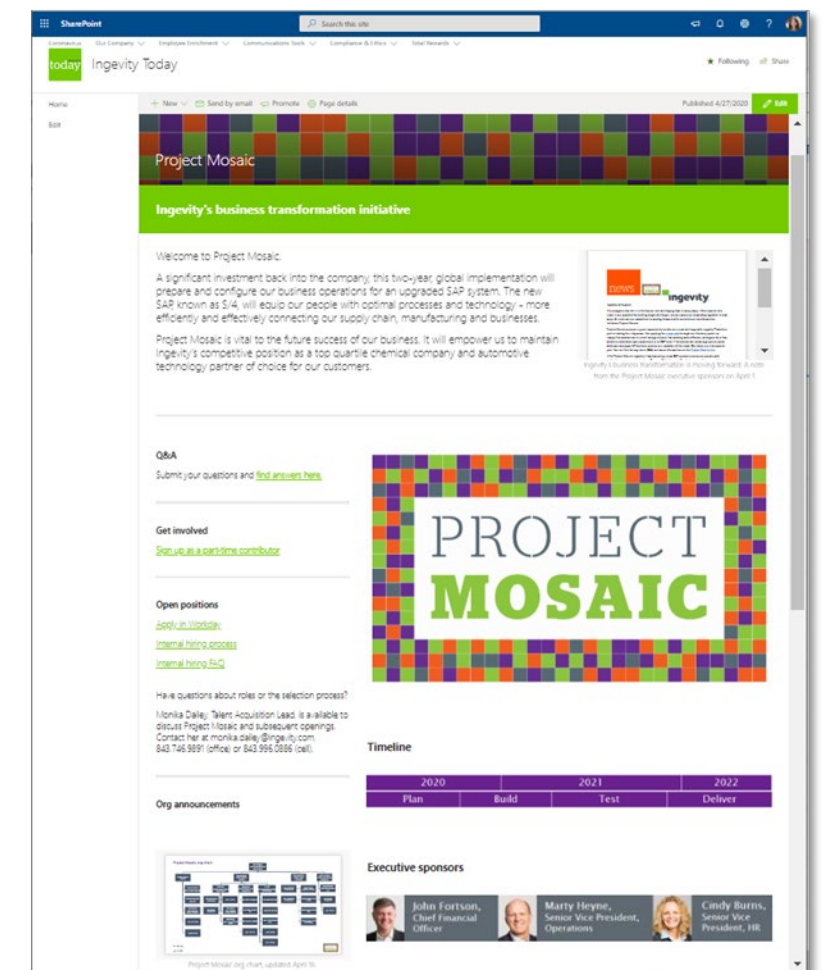
Update meetings with 150+ employees in 3 countries in first 60 days

Participated in over 60 hours of pre-project work and training

Adopted Microsoft Teams

Visit the Project Mosaic SharePoint site.

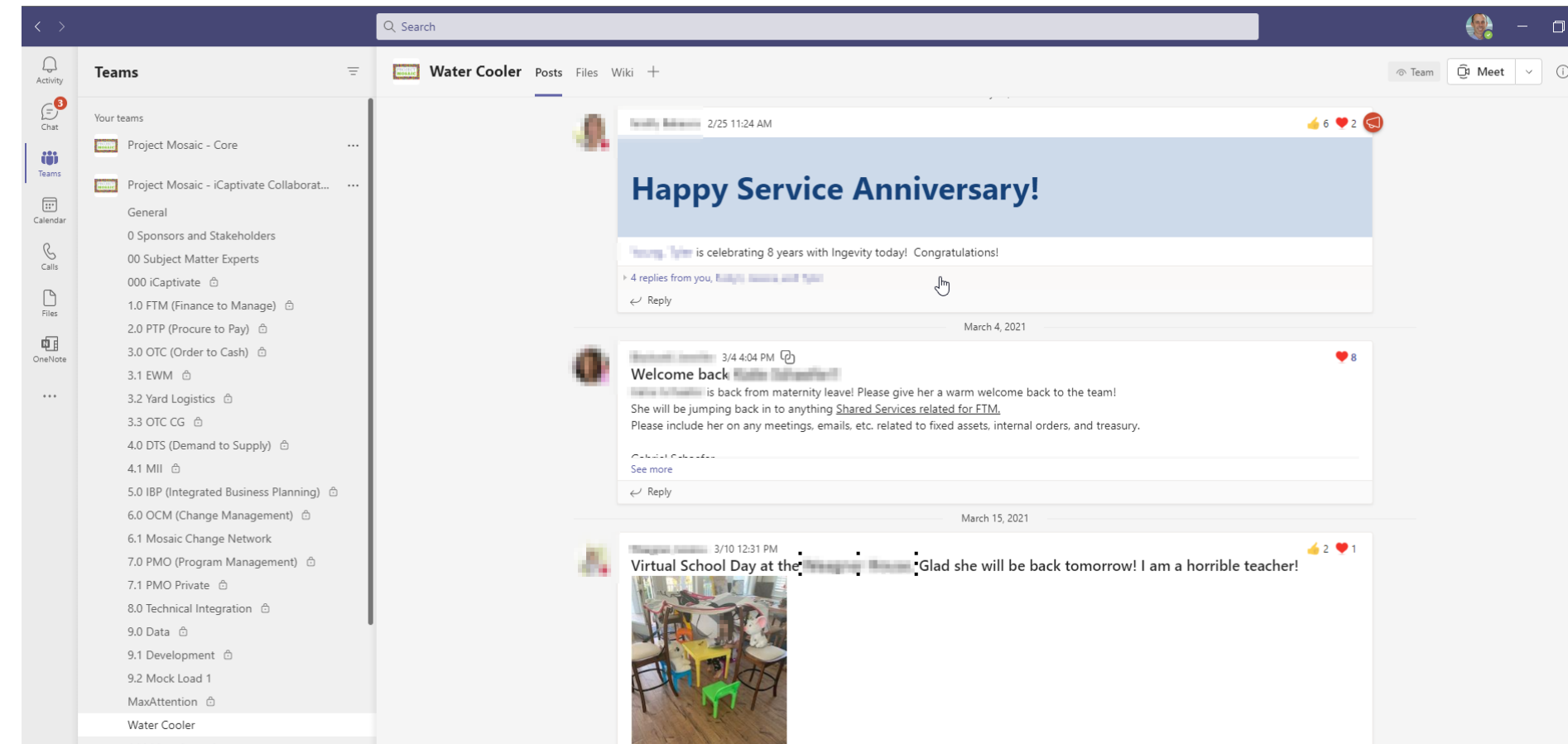
<https://ingevity.sharepoint.com/sites/IngevityToday/SitePages/Project-Mosaic.aspx>



Project Management: Building Remote Infrastructure



- Early adopter of Microsoft Teams
- Nearly 500 people working together across all time zones
- Enables real time file collaboration without versioning concerns
- Creates structure to share broadly while also limiting access
- Allows space for informal communications
- Accessible on multiple platforms



Project Management: Building Infrastructure Remotely

The screenshot shows the Microsoft Teams interface for a channel named "000 iCaptivate". The left sidebar lists various channels, including "00 Subject Matter Experts" (Public), "000 iCaptivate" (Private), and "Water Cooler" (Public). The main area displays a file list with columns for Name, Modified, Version, and Size. Three callout boxes provide context:

- Public channels allow for broader collaboration across the company**: Points to the "00 Subject Matter Experts" channel in the sidebar.
- While Private Channels limit access to a select group of team members**: Points to the "000 iCaptivate" channel in the sidebar.
- The Water Cooler allows a space to connect and have fun**: Points to the "Water Cooler" channel in the sidebar.

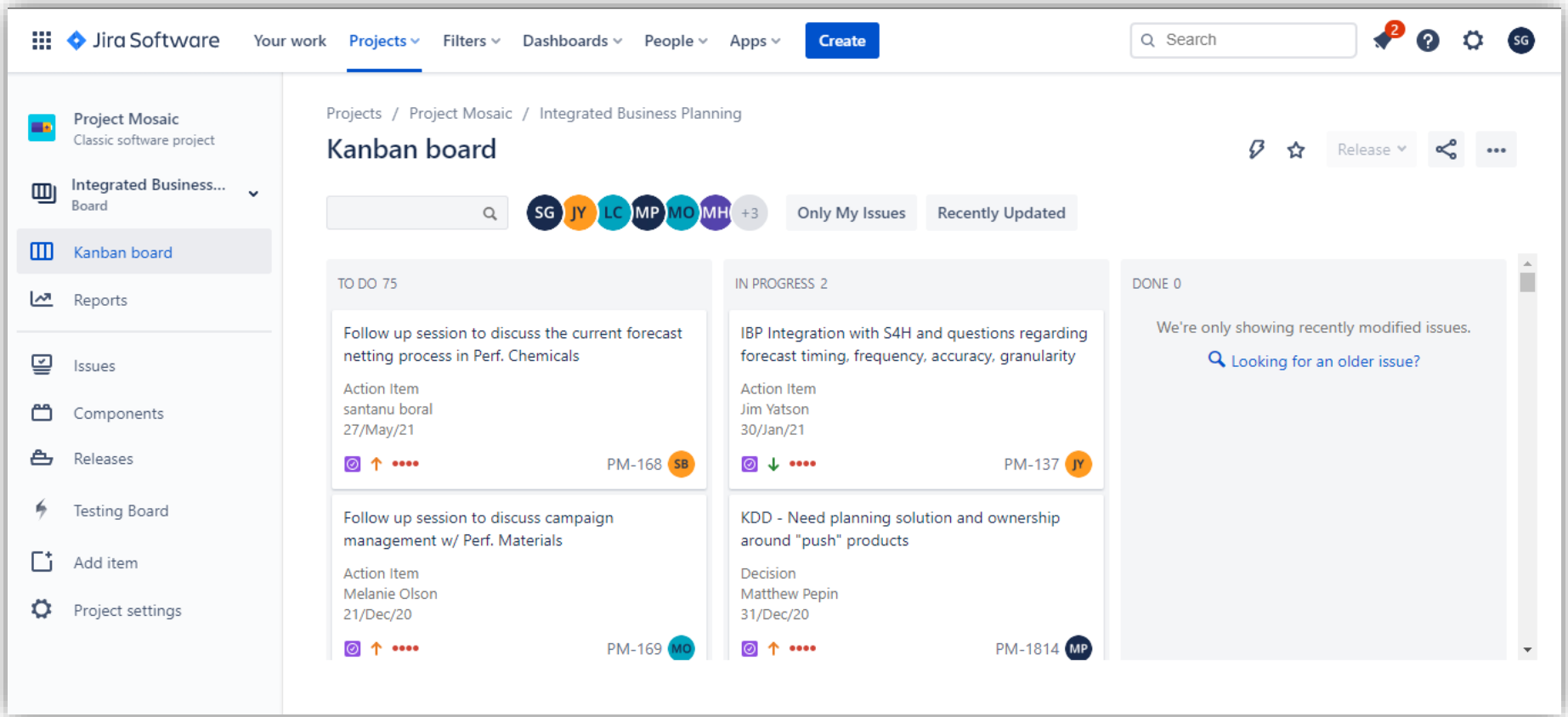
Name	Modified	Version	Size
1. 00 Subject Matter Experts	July 13, 2020	1.0	
2. Foundation	July 13, 2020	1.0	
3. BuildPrint	July 13, 2020	1.0	
4. Test	July 13, 2020	1.0	
5. Deploy	July 13, 2020	1.0	
6. Support	July 13, 2020	1.0	
000 iCaptivate	July 13, 2020	1.0	
Stakeholder Updates	July 24, 2020	1.0	
Team Templates_Agile	July 13, 2020	1.0	
01272021 Steering Committee Meeting.pdf	January 27, 2020	1.0	
Ingevity Mosaic ASE - EDD 201012.pdf	October 14, 2020	1.0	
Ingevity_TNI Agenda_Proposal_v2.docx	September 13, 2020	1.0	
Mosaic Vacation Tracker.xlsx	Yesterday	1.0	
Plant Procedures Resourcing Ask.docx	January 17, 2020	4.0	
Project Mosaic Executive Steering Committee Update.mp4	November 19, 2020	1.0	
Proposed Teams Structure.pptx	July 30, 2020	2.0	

Project Management: Building Infrastructure Remotely

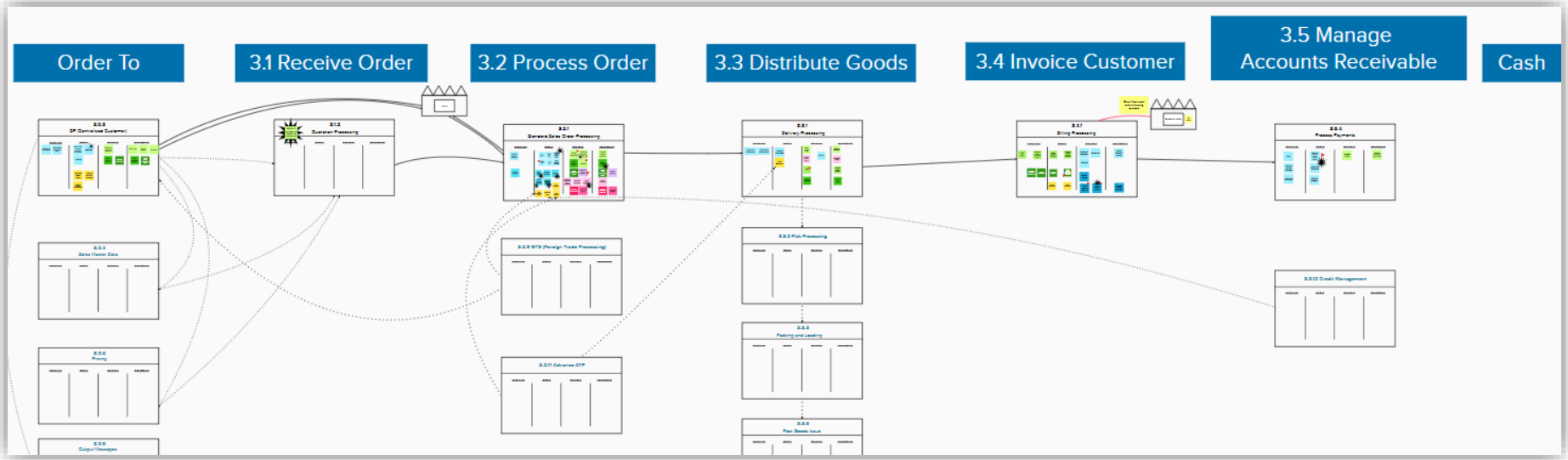
The screenshot shows a Microsoft Teams interface with a file library for the '000 iCaptivate' team. The file list is organized into a hierarchical structure for agile project management, with folders numbered 1 through 6, followed by 'IBP', 'Stakeholder Updates', and 'Team Templates_Agile'. A callout box highlights this structure with the text: 'The file structure is organized for Agile Project Management'.

Name	Modified	Modified By	Version
1. Prepare	July 13, 2020	[Redacted]	1.0
2. Foundation	July 13, 2020	[Redacted]	1.0
3. BuildPrint			
4. Test			
5. Deploy			
6. Support	July 13, 2020	[Redacted]	1.0
IBP	July 13, 2020	[Redacted]	1.0
Stakeholder Updates	July 24, 2020	[Redacted]	1.0
Team Templates_Agile	July 13, 2020	[Redacted]	1.0
01272021 Steering Committee Meeting.pdf	January 27	[Redacted]	1.0
Ingevity Mosaic ASE - EDD 201012.pdf	October 14, 2020	[Redacted]	1.0
Ingevity_TNI Agenda_Proposal_v2.docx	September 23, 2020	[Redacted]	6.0
Mosaic - ITC Interim Sign Up Sheet.xlsx	2 hours ago	[Redacted]	105.0
Mosaic One-to-One Chart.xlsx	13 minutes ago	[Redacted]	1733.0
Mosaic Vacation Tracker.xlsx	Yesterday at 2:07 PM	[Redacted]	1295.0
Plant Procedures Resourcing Ask.docx	January 17	[Redacted]	4.0
Project Mosaic Executive Steering Committee Update.mp4	November 19, 2020	[Redacted]	1.0
Proposed Teams Structure.pptx	July 30, 2020	[Redacted]	2.0

Value Stream Mapping and Agile Project Management



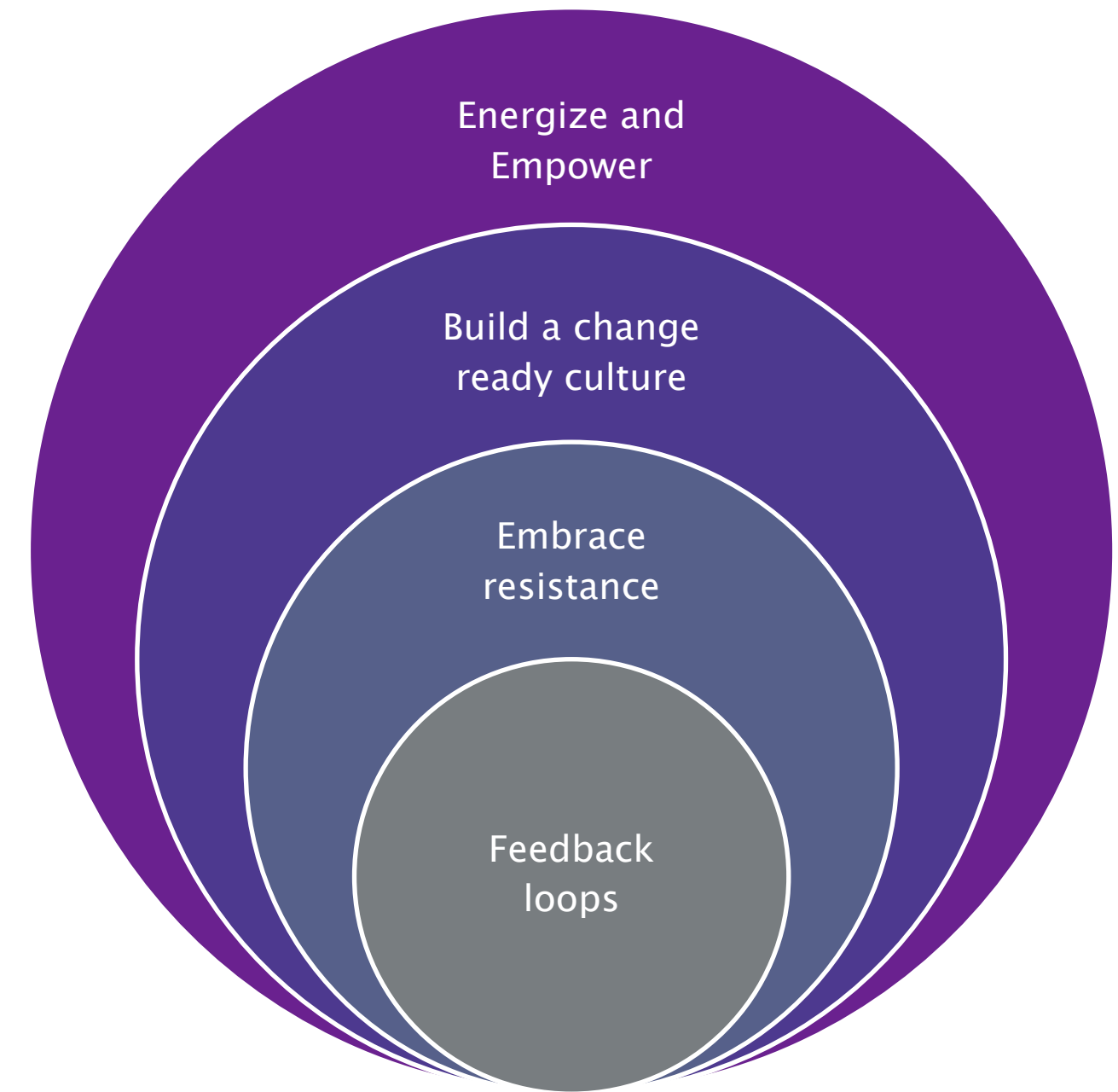
Agile Project Management enabled by Jira



Value Stream Mapping enabled by Mural

Organizational Change Management: Team and company engagement

- Strategic focus with agile execution
- What plan?
- Deliberate communication and engagement
 - Surveys
 - Change Network
 - Readiness Network
 - Sponsor engagement
 - Project Team alignment



Organizational Change Management: How?

