

Stakeholder Insight Sessions

Post-session reading material

Release 1

March 2026

Follow up message

These sessions introduced you to Oracle Fusion, our new People and Finance system, outlining key functionality and future ways of working.

Colleagues from across the University took part sharing insights, helping review decisions proposed during the programme's design phase. Feedback forms were used to gather input on several key processes in a structured and accessible way.

There will be further opportunities to see system demonstrations, participate in testing, and access training and support, during launch and after implementation. Follow-up sessions will take place with colleagues from different areas to explore potential change impacts or design considerations.

The sessions did not determine off-system processes or final roles and responsibilities, as these are still being defined. Instead, they form part of an ongoing, collaborative approach to designing and improving the system as the programme progresses.



Did we meet our session objectives?

We **introduced you to Oracle Fusion**, involving you at this critical design stage

We clarified **our need to change** and **benefits** the new system and processes will offer

We provided demonstrations of **the end-to-end system flows** in Oracle Fusion

We received **your input and insights** to help us design and deliver this with you

We gained **advocacy** for this change and **provided you information** to share with your colleagues

A message from the Programme Sponsor

“Thank you for supporting the important design phase of Oracle Fusion, rolling out later this year. I’m grateful for all your time and input.

Your insights into how processes are currently applied and how the change will impact you and your areas is strengthening how we navigate improvements at the University.

Oracle Fusion will be crucial to creating a more streamlined system and aligning us as one university. We’re on the verge of introducing more consistent process but understand this won’t be a simple task.

During the Insight Sessions, we captured many considerations from 175 colleagues about the variations in local processes and your concerns about getting it right. The Future Foundations programme team is analysing your insights to make sure we can address any concerns and make support you with your new People and Finance experience.

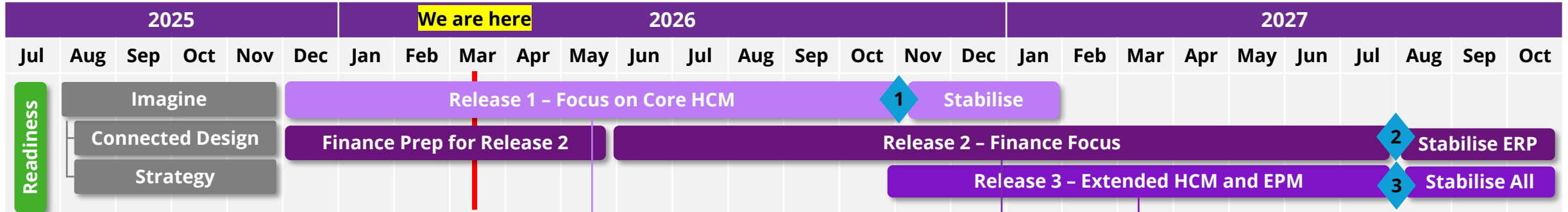
Between now and the November release of People systems, we’ll engage further to gather more insights and test the system with colleagues. We have to get this right and work with you to do so.

Please look out for more opportunities to get involved and share communications with your teams to help us achieve this transformation together.”

Carol Prokopyszyn – Programme Sponsor



High-level programme plan on a page



Scope per Release

Release 1

HCM Focus - November 2026 Go-Live

- **HCM:** Core HR, Absence, Time and Labour, Payroll, and Compensation.
- **Finance:** Expenses (Supported by elements of General Ledger, Accounts Payable, and Cash Management).
- 35 Integrations.

Release 2

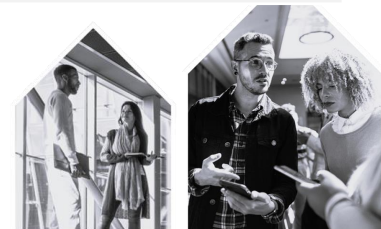
Finance Focus - August 2027 Go-Live

- **Finance:** General Ledger and Sub-Ledger Accounting, Intercompany, Accounts Payable, Accounts Receivable, Advanced Collections, Fixed Assets, Cash Management, Value Added Tax, and Lease Accounting.
- **Procurement:** Self-Service Procurement, Purchasing, Inventory Management, Sourcing, Procurement Contracts, Supplier Qualification Management, and Supplier Portal.
- **Projects:** Projects and Grants Accounting.
- TBC Integrations.

Release 3

HCM Extended & EPM Focus - August 2027 Go-Live

- **HCM:** Recruitment, Talent Management, Learning, Communicate, & Touchpoints.
- **EPM:** Financial Planning and Budgeting, & Workforce Planning.
- TBC Integrations.



What's happened on the programme so far?

Strong foundations already in place

We've nearly completed our activity for Release 1, working closely with subject matter experts (SMEs) across the university to shape how the system will work in practice.

Listening first: Stakeholder insight sessions

We've begun by running sessions to hear your needs, challenges, and priorities to make sure the programme understands real-world ways of working

Testing with users: SIT and UAT

We'll carry out System Integration Testing (SIT) and User Acceptance Testing (UAT), with colleagues involved to make sure everything works as expected before launch.

Go-live for Release 1: November

The new system will go live in November, marking a major milestone for the programme.

Now starting wider engagement

We're moving into the next phase - engaging more people across the business so you can get involved early and help inform the journey.

Early look at the system: Oracle Fusion demos

Next, we'll be running demos of Oracle Fusion so you can see how the system will work across the university and what it means for you.

Preparing everyone: Training rollout (Sept-Oct)

Training will be available ahead of go-live, giving you the knowledge and confidence to use the new system in your role.

Ongoing support every step of the way

We'll have clear guidance, support channels, and signposting in place to help you before, during, and after go-live.

we are here

A reminder of the shift in ways of working

Release 1 represents a structural change to how processes operate across the University, putting users at the core of how we design our systems.

Key shifts include:

- ✓ **Explicit data accountability** - Data accuracy becomes operationally critical.
- ✓ **Reduced workarounds** - Processes will be followed as designed.
- ✓ **Standardised processes** - Align to a single University-owned process to reduce dependency on local variations with clearer end-to-end ownership.
- ✓ **Defined approval rules and controls** - Particularly in areas such as absence, payments, and payroll.
- ✓ **Clearer separation of roles** - Managers, HR, payroll and system roles are more defined. This may feel different. This is understood and recognised but necessary for meaningful change.



Central information hub **[Future Foundations Microsite](#)**

All programme updates, key information, and resources are available in one place via our SharePoint site – your go-to source for the latest news and guidance.

Communications

We've been sharing updates to keep everyone informed of our progress, what's coming next, and how you can get involved. We have a more regular, targeted approach coming soon.

Local support through Change Teams

Dedicated Change representatives in each Faculty and University area work closely with teams to provide tailored support and answer questions.

Active engagement across the university

So far, we've delivered 130+ engagement sessions, ensuring colleagues have opportunities to hear about the programme, ask questions, and share feedback.

Two-way communication

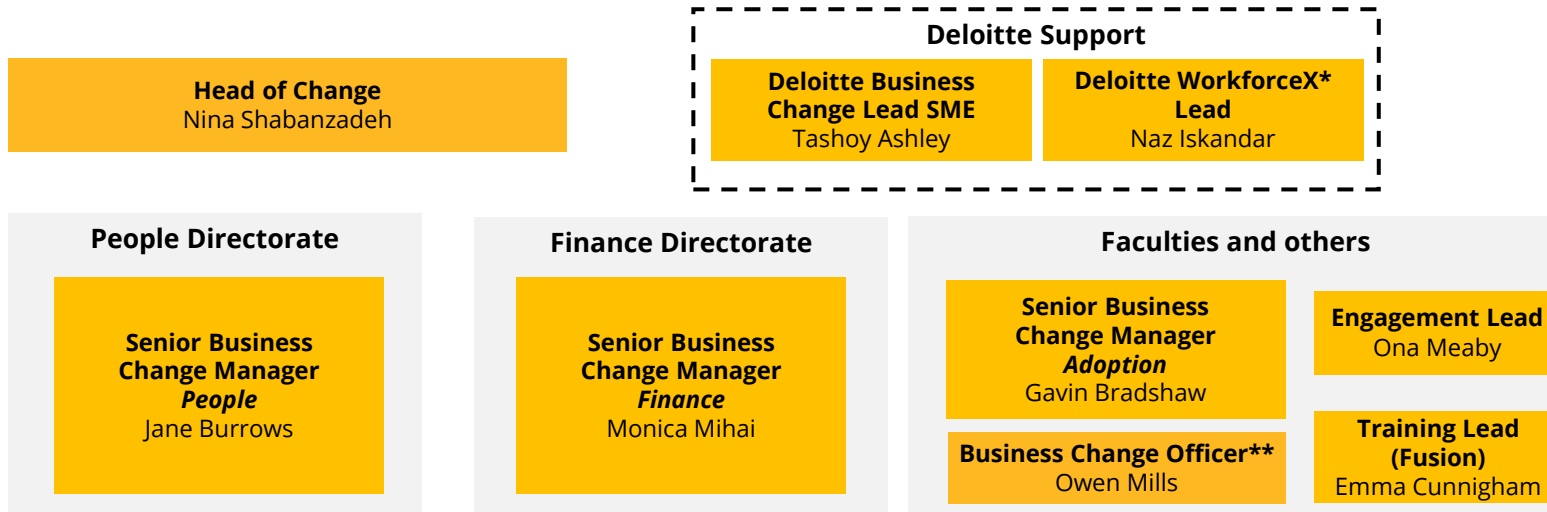
Engagement isn't just about updates – it's about listening. Feedback from sessions and conversations is actively informing how we move forward.

Clear support and signposting

We're making it easy to find help, whether that's through SharePoint, your local change contact, or upcoming sessions and materials.

Business Change team structure

The Business Change team, led by Nina Shabanzadeh, provides business change expertise supporting all areas of the University, including Cultural Institutes and Research. **This is a team structure and does not represent reporting lines.**



**WorkforceX is a digital platform designed to support organisation manage change transformation. The tool offers a single, integrated view of change initiatives, enabling impact assessment, stakeholder management, sentiment measuring and targeted communication.*

***The BCO also supports business change for the Cultural Institutes.*

Faculties

Faculty of Humanities

Operational Delivery Lead
Jo Kaiserman

Faculty Business Change Mgr.
Sophie Theis

Change Champions

Faculty of Biology, Medicine and Health

Operational Delivery Lead
Kelly Salimian

Faculty Business Change Mgr.
Heather Devine

Change Champions

Faculty of Science and Engineering

Operational Delivery Lead
Cassie Barlow

Faculty Business Change Mgr.
David Nevitt

Change Champions

Others

Central/Professional Services

Operational Delivery Lead
Margot Power

Business Change Mgr.
Lauren Mullan

Change Champions

Cultural Institutes

Operational Delivery Lead
Margot Power

Business Change Off.
Owen Mills

Change Champions

Research (All Areas)

Operational Delivery Lead
Fiona Stentafor

Business Change Mgr.
Terri Fairhurst

Change Champions

MANCHESTER
1824

The University of Manchester

**FUTURE
FOUNDATIONS**

Any questions?

Contact the team

Visit our site

uom.link/FutureFoundations



Need help with terminology?

Access the glossary here

