Roadmap: From the Ground Up

1. **Build the Foundation**
   - Root causes of frustrations and inefficiency must be solved with needed foundation.
   - Begin immediately with qualified project teams and program oversight.

2. **Lay the Cornerstones**
   - Certain cornerstones are needed, based on foundation, before processes can be solved.
   - Begin in parallel with foundation using collaborative teams and oversight.

3. **Fix Process Pains**
   - HR-Payroll and HR-EPAFs are dependent on, and could change with, foundation and cornerstone pieces.
   - Continually report progress; begin as soon as possible.

4. **Add Finish Work**
   - BPA and Purchasing improvements are more narrow in scope, less widely felt, dependent on foundation and cornerstones.
   - Include in project teams; convene purchasing summit.