The M★GIC Message

Mississippi's Accountability System for Government Information and Collaboration

December 2019

Completed Activities

- ✓ **SME Kickoff**
- ✓ **Identified SMEs**

Ongoing Activities

- ○ **Continue Iteration One Workshops**
- ○ **Change and risk management activities**

Upcoming Activities

- ➢ **Special Newsletter to Answer your Initial MAGIC Phase II Questions**

4 W's of Iteration 1

What?
A series of workshops where the SMEs and BPOs will review today's business processes and develop the business processes for the new system.

Who?
Over 100 State employees volunteered to be a Phase II Subject Matter Expert (SME). The Business Process Owners (BPO) will also be involved in the process.

Why?
The workshops are important because they define how MAGIC will be configured for all agencies to use for their HR/Payroll processing.

When?
The workshops started on December 3 and will continue through May.

MAGIC Goal

It is important to remember that the MAGIC project is much more than a technology project. The goal is to fundamentally change the way the State of Mississippi does business by adopting the best practices that new technology makes possible.

MAGIC A – Z : *26 Things To Know!*

A   *Activate* is the implementation approach that will be used during the implementation. It is made up of 6 phases: discover, prepare, explore, realize, deploy, and run.

B   A *Business* process is how a certain function will be processed in MAGIC.

C   *Cloud Computing* is storing computer data on multiple services accessed through the internet.

D   *Deliverables* delineate milestones in the project. The Iteration One workbooks and testing plan are two examples.

E   *End-Users* are state staff that will use MAGIC to process their HR/Payroll duties.

F   *Flexibility* is the ability to react quickly and embrace change. As MAGIC moves forward, it will be important for all end-users to be flexible.

G   *Governance* is the structure within which decisions will be made during the implementation.

H   *Human Capital* are the people resources available to the State to perform work.

I   *Iteration* is the process or repeating a process to generate successful completion of a project. We will have 3 iterations to complete the system design.

J   *Job Role* level security defines what a person will be able to and see within MAGIC.

K   *Knowledge Transfer* is the process of learning from others. Our knowledge transfer process will follow a "train-the-trainer" approach.

L   *Lifecycle* process support is part of SAP's Product Lifecycle management for integrating SAP with other business suite applications.

M   *Manager Self-Service* will enable managers to access data and complete processes related to their management roles.

N   The MAGIC Message *newsletter* will be one of the main ways communication is sent to the end-users.

O   *Organizational Change Management* includes all activities required to ensure the State is prepared for MAGIC.

P   Project *phases* are the periods with different project objectives.

Q   *Quality Management* is an iterative process of ensuring MAGIC will identify, quantity, assign, mitigate, and monitor core project components.

R   *Role-based* security is the concept of granting MAGIC end-users access to their functions within MAGIC based on their job responsibilities.

S   *SucessFactors* is SAP's cloud-based HR and payroll modules.

T   *Train-the-Trainer* is the training model that will be used. It involves the project team training certain users who will then train other users.

U   *User Interface* is the visual definition of communication between MAGIC and the end-user.

V   *Validation* of legacy data converted from SPAHRS will be an integral task for agencies. It will ensure the legacy data has been correctly configured for the new system.

W   *Workflow* is the process of sending documents in the system for the appropriate level(s) of approval.

X   *XML* is an extensible markup programming language used to share data across a variety of information systems.

Y   *Year-End* is the process of moving processes and information from one fiscal year to another.

Z   *Z/OS* is the platform the operating system MAGIC Phase I runs on. SPAHRS will continue to interface with MAGIC Phase I until all agencies are migrated to Employee Central Payroll.
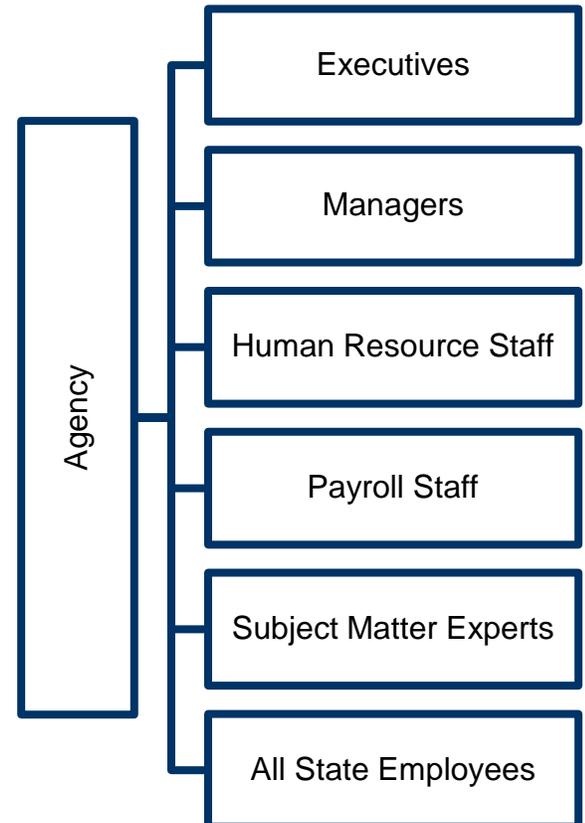
MAGIC Stakeholders

Who is a MAGIC stakeholder? Stakeholders are future users of MAGIC who have vested interests in how MAGIC will work. Since all state employees and citizens seeking public information are potential users of MAGIC, "stakeholders" is a very large group.

A key component of the MAGIC stakeholder population is found within Mississippi's state agencies. Every state agency has multiple categories of MAGIC stakeholders who will be affected in different ways by MAGIC's implementation. Some state employees will use MAGIC for the majority of their work tasks. Other individuals will use MAGIC primarily to check their leave balance or view their pay stub information.

The diagram to the right shows categories of MAGIC stakeholders within each state agency. Every state agency stakeholder group will need different information at various points throughout the MAGIC project to successfully fulfill that group's project role. The goal of the MAGIC project team is to develop just-in-time communications with the content customized for the specific stakeholder group that is the intended audience.

Stakeholder communication is a two-way process. The MAGIC project team will also be requesting assistance and information from specific stakeholder groups within state agencies as input to the design, configuration, and implementation of the MAGIC system. Your effort and support in responding to these requests are greatly appreciated.

Agency
- Executives
- Managers
- Human Resource Staff
- Payroll Staff
- Subject Matter Experts
- All State Employees

First Workshops

The first iteration workshops are for Organizational Management, a component of Employee Central. The workshops began on December 3. Listed below are the two main areas and their specific topics. We will communicate the outcome of the workshops in the coming months.

Position Management	**Foundation Objects**
Position Object	Organizational Structure
Propagation Rules	Job Structure
Position Transfer vs Position Reclassification	Pay Structure
Position & Budget	Location Structure

December

activity: word scramble

See if you can unscramble these MAGIC words (Hint: All the words can be found in the newsletter).
Then, use the circled letters to unscramble the bonus phrase. The answers will be provided in the next newsletter.

NHMUA ICALTPA

LKDEOWNEG ERSFNRTA

ILEILXFBITY

VAIALTNIOD

PEYOEMEL CANRELT

ATNCILOO ETRSCTRUU

TGPARPOONIA EURLS

NARONAOATLGIIZ TCREUTRSU

NOITOSPI NAMAEMGNTE

ERIITONAT NOE

Bonus Phrase __ __ P __ __   H __ __ __ D __ Y __

---

1 More Thing…

We are working on a special newsletter to answer your initial MAGIC Phase II questions. If there is something you want to know, please email your questions to mash@dfa.ms.gov.

Below is the answer to the activity
from the November newsletter.