

"We envision CPPA-G as an organization fully equipped with automated, integrated processes that enable easy and reliable access of data for informed and timely decision-making. All this will be made possible through the ERP implementation."

**MOHAMMAD YUNUS DAGHA, CHAIRMAN BOD**

Building blocks for  
**Innovation**  
 through Enterprise Resource Planning Solution



**It all makes sense.** "Best use of IT is fundamental for all business functions and business processes within the organization. The organization's processes automation and IT infrastructure primarily deals with the creation of an integrated enterprise IT environment that supports business needs, automate business processes and allows the company to quickly develop new processes and applications, consequently enabling timely response to the needs and requirements of stakeholders. Considering the crucial importance of automation in the growth of a company, CPPA-G has decided to implement ERP solution and build IT infrastructure to boost process integration, strengthen data accuracy, enhance work productivity, improve security of business information, and facilitate quick and accurate decision-making." **ABID LATIF LODHI, CHIEF EXECUTIVE OFFICER**

**ESSENTIALS OF ERP IMPLEMENTATION:**

**ENTERPRISE RESOURCE PLANNING**

Supply of (ERP Licenses & Media), Installation, Implementation, Training & Support (Product and Onsite) of a Tier 1 (SAP, Oracle or equivalent) commercial integrated ERP System

**USER LEVEL HARDWARE**

To manage and ensure the best usage of ERP System, proper computers, laptops, printers, scanners and other related facilities are planned to be provided to ERP users.

**DATA CENTRE**

When it comes to IT infrastructure requirements, data center is a top priority. It is a business key parameter; not just a facility for information storage and business operations.

**WAN / LAN Connectivity**

WAN & LAN create a fast network that allows for rapid transit of information, ultimately leading to increased productivity and increased satisfaction of users.



**SYNERGY**  
**ERP NEWSLETTER**  
 VOLUME 1. NUMBER 1 .  
 JUNE 2016

**Central Power  
 Purchasing Agency  
 (Guarantee) Ltd.**

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**RIHAN AKHTAR, CFO**

The use of ERP system in the Accounts & Finance department is a great way to maintain and update accounting records, ensuring reliability and precision. As an epicenter of the system, General Accounting helps to capture & integrate transactions, enabling financial influence over the enterprise as a joint system. ERP is a comprehensive, multichannel platform that will streamline & automate financial operations, while providing real-time insight into the overall financial performance of the company. ERP will improve user adoption, reduce costs, and simplify processes. ERP system will enable centralized financial reporting on the organization's core functional areas to be extracted instantly, there by facilitating us to make quick and better decisions.



**ABDUAL REHMAN, GM**

ERP system is not just a tool for managing company's resources, but a new business ideology. Our management and personnel are required to not only have the appropriate qualifications (knowledge of new managerial techniques, standards & their advantages), but also a certain psychological readiness to adopt change. At CPPA-G, multiple stand alone & disintegrated software are being used along with manual record keeping in traditional books. Data and eventually information is scattered and it is complex to build management reports well in time which ultimately impacts on decision making. We earnestly need an ERP system which may provide a process centric solution in complex information structures and help to provide better company-wide visibility & hence enable better collaboration across departments.



**KHURSHID PERVAZ , DGIT**

Enterprise Resource Planning (ERP) is an IS based solution that ensures the availability of right information at the right time and place in the right format for the right person, to support decision making processes at all management levels. This helps organization to achieve highest level of operational efficiencies. Use of multi format and multi storage data compromises information quality with duplication of work and delays. ERP at CPPA-G will resolve these issues through automated processes built on best industry practices and using centralized database (data warehouse) to stream line the information flow to all departments. Data once prepared would be modified & used for management to take appropriate & prompt decisions to meet with Stake holder's requirements.



**NAMET ULLAH, MANAGER ERP**

CPPA-G that has no ERP, is running on different kinds of software & manual record keeping that do not allow interaction among processes, having multiple data models and integrations is very complex & laborious task. Data Centre is not available & existing computers & network infrastructure is scattered and not being used effectively. This is negatively affecting the optimized functioning of organization's business activities. The implementation of Tier 1 Business Application (Oracle, SAP or equivalent) and placement of IT infrastructure will help to resolve these issues & existing resources can be used effectively & efficiently. Information flows constantly and allows to follow processes as per business policy and industry best practices. Business transactions of departments will be registered in a centralized database which will enhance control and ensures the transparency and visibility. A powerfully integrated ERP system & IT infrastructure will enable interactions of departments & stakeholders to eliminate occasional loss of and retying errors. This integration of departments & functions across a company in a single computer system will automate business processes by placing them into a useful format that is standardized and common for the whole organization.



**MUHAMMAD ASAD, MANAGER TAXATION**

Tax calculations, updating records and compliance with Govt. authorities make taxation a complex section. Automation of financial processes will help to automate tax calculations, tax returns, other management reporting and ultimately help to avoid erroneous/omission of transactions and minimize compliance time.



**GHULAM MURTZA, DY. GM**

ERP automatic and coherent work-flow from one department to another is the need of the hour; to ensure a smooth transition and quicker completion of processes. Complete & instant visibility into all crucial processes across various departments of the organization through ERP is necessary for the progression of the CPPA-G.



**ZAFAR JAVED, DG (HR&A)**

HRM system covers personnel management, organizational management, payroll management, time management & personnel development. Performing all functions as per company's HR policy is tough job. We need ERP system which may provide powerful integration of all employee's transactions from hiring to retirement, timely execution of payroll & allow monitoring overall performance.



**JAMSHAIQ IQBAL, DY. GM FIN.**

The end to end integration of processes from receiving of claimed invoices, their verification, preparation of demand, payment of demand and reconciliation with all stakeholders is the biggest requirement of our finance section. Single source of data and information is quite necessary to eliminate the duplicity of work and ensure the authenticity of information. So an ERP solution may help us to overcome our problems and improve the departmental efficiency.



**M. SHABBIR, DY. GM FINANCE**

Detailed calculation & verification of various invoices of IPPs, generation of LD & back feed invoices is quite sensible and eventually a time taking job. This process has increased many fold in the form of late payment interest invoices as a result of circular debt & delay in payments to these IPPs. Further to meet with analytical reporting requires accuracy & quick compilation of information. Manual work is time consuming & need additional staffing. These processing can be automated through an ERP Solution.



**FAROOQ AHMED, MFT**

The office of MFT is the core hub of financial and accounting data of CPPA-G. Corporate payments, collection from DISCOs, disbursement of funds, bank reconciliation, imprest payments, receivables/payables with associated companies, compilation & consolidation of accounts and finally generation of financial statements are the major functions of our department. An ERP solution can only ensure that all activities are perfectly integrated, eliminating data silos and enhanced visibility.



**ATHAR HASHMI, M. IT**

ERP system can reform CPPA-G and make its operations more

efficient with its better collaboration among all departments and easy access to data. Object oriented implementation of ERP will enhance the capability and capacity of CPPA-G towards achieving its goal. Only ERP can provide solution which are difficult for IT department to solve alone. That's why collaboration of IT department with ERP is necessary.



**JAVED ASLAM, M. TECHNICAL**

The most important role demanded from ERP is the real time and accurate delivery of information for decision making. The technical information gathered from IPPs requires to be processed very accurately for future use. ERP has the ability to maintain data with real time access and make it basic need for technical department, because it's the first hand data and all departments processes are linked with technical data. The ERP will modernize the traditional systems.



**M AMJAD, ADDL. M. TECH.**

Technical department is a backbone of CPPA-G which is performing multiple technical activities on spreadsheets or manually. These activities include gathering of metering data from 550 CDPs, verification of capacity and energy data from NPCC and processing of generator's invoices. It is essential to automate these activities to improve the work efficiency, accuracy and productivity. ERP system can integrate these activities and make information available to all stakeholders and reduce duplication.



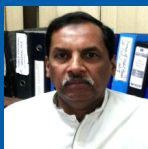
**SABTAIN RAZA, MCA**

With the growth of power market, flawless & fast procedures are the demand of time to which current customized systems or spreadsheets are unable to fulfill. ERP solution can ensure data accuracy, its integration and real time access. ERP facilitates fast processing of information to maintain satisfactory relationship with corporate vendors, customers & emp.



**OMER HAROON, M. STRATEGY**

In order to transit the power market to next phases (single buyer plus to ultimate competitive market operations), ensure transparency, real time information availability and implementation of billing & settlements system, ERP implementation will prove to be a major **building-block** for CPPA-G. All the best!!!



**M AMIN, ADDL. M. TECH.**

Technical department is using several soft wares' to full fill its needs, but still there is a need of a system which can integrate all systems. ERP has the ability to integrate all systems and provide the reports for further analysis. The ERP system will streamline our processes and make easy to sort out differences of verified invoices. On the other hand the adjustments can easily sort out with the help of ERP. The ERP is need of the company and it must be fulfilled.



**WAQAR HUSSAIN, ADDL.M. IT**

ERP system integrates all business functions; it decreases level of inconsistency information from different systems. Using an ERP system to standardize business processes will improve CPPA-G's operation. IT Department has the application of knowledge, skills, tools and techniques to a broad range of activities in order to meet the requirements of the ERP project .



**SHOUKAT ALI, DM IT**

ERP is first and foremost means of saving time. It does this by automating processes that tend to be un-useful. The IT department has the ability to provide the real time support to ERP system and remove the system flaws which create barrier in ERP implementation. The integration of ERP and IT will lift the CPPA-G efficiency and effectiveness.



**NOMAN RAFIQ, COMPANY SEC.**

Existing power crises & future market changes have emerged as a critical organizational diversity in the contemporary business environments. This diversity will define the ability of CPPA-G to meet the requirements, expectations, and preferences of its stakeholders and markets. These goals can only be achieved once CPPA-G builds its capacity to automate its back office operations supported by IT infrastructure.



Staff - Office of Manager Finance & Treasury



**AAMER RASHID, DM IT**

IT department is trying its best to meet with automation needs of CPPA-G but there are still many areas which require strong controls, processes integration using centralized database. ERP will help us to fulfill these req. and also ensure the completeness, accuracy and reliability of data.



**AMIR BASHIR, DM FIN.**

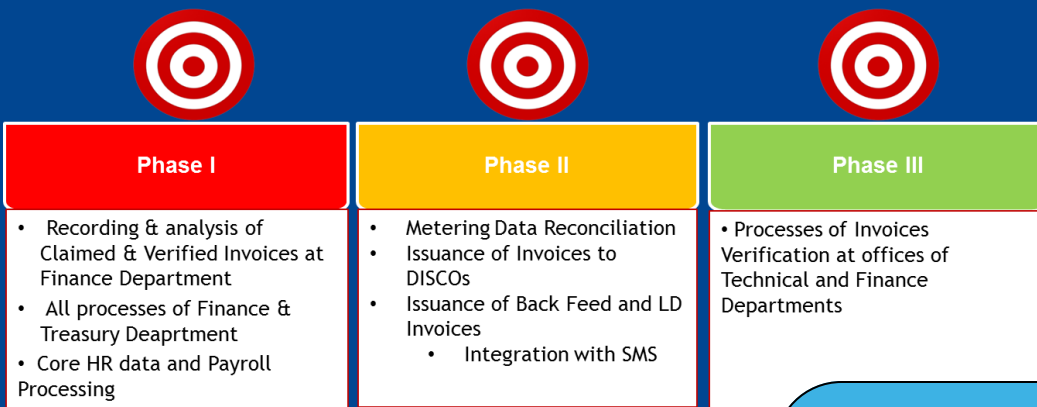
Our department has to look after the financials transactions of CPPA-G. Whether it is billing, settlements or company's internal expenses. ERP system may help us to record all transactions, provide quick & accurate reports for better transaction tracking flow.

## ERP IMPLEMENTATION STRATEGY

Considering the importance of the project, we must ensure to build time factor into the enterprise's road map and also make sure that senior management should understand the commitment ERP will require. ERP implementation is not a by-the-way project. It is concluded as per the best industry practices that ERP implementation is a journey and not the final destination and hence an implementation strategy must be selected according to the needs of the organization and not just showing to the world. If all the plans of transition will go right then specific business and business processes are aligned anyone can see dramatic positive impacts on business operations.

Further, when implementing an ERP System, management commonly faces an unwanted attitude from potential users for one reason or another, they resist the implementation and rollout process. The management should, therefore, proactively deal with this problem instead of reactively confronting it.

In the light of above, a phase wise scope of ERP Implementation is being adopted in order to cater the large scope of work and change in organizational culture. ERP System will be implemented in the following phases:



### Benefits Realization Depends on People, Not Technology.

Organizations implementing ERP solution need organizational change management for the following reasons:

- A new ERP system affects an entire organization, no matter how large or small the company.
- Employees' day-to-day tasks may change and with that, comes a learning curve.
- An ERP implementation brings more exposure to and interaction with new processes and data.
- People can't embrace what they don't understand, so communication is vital for presenting information about the features of the new system and how it will benefit employees.
- Employees also need information on why the organization moved to a new ERP system and how will it help the organization overall.

CPPA-G management needs to focus on CM strategy which comprises of Executive Buy-in, organizational behavior, Employee engagement, Communications & Trainings. Adhering to these five change management principles will help to mitigate the challenges that our organization may face.

## WHAT IS SUCCESS FOR ERP PROJECT:

Coming together is a beginning; keeping together is a progress; working together is **Success**.

Forget about the consequences of failure. Failure is only a temporary change in direction to set you straight for your next **Success**.

**Success** is a combination of thoughts, words and actions. However, Luck plays a role in Success! But it is only temporary! So don't take it for granted!! It takes continuance endurance, hard work to attain success and does not happen overnight!!

**Success** usually comes to those who are too busy to be looking for it.

