



#1 Specify the benefits you expect.

#2 Create a communications plan.

#3 Determine the degree of change needed.

#4 Prepare the organization for change.

#5 Communicate, educate, and evaluate continuously.

Top 5 Tips for Organizing for the Cloud

You're ready to reap the rewards. Is your organization ready to deliver?

The technical and business advantages of the software-defined cloud era are well understood. But all too often, a critical aspect of adopting the cloud model is overlooked: The organizational impact. The fact is, the transition to the cloud changes roles, skills, processes, and organizational structures. Yet many IT leaders become so focused on the vision or the technological requirements that they lose sight of whether their IT staff is properly prepared for the new world. Here are 5 key tips to help you prepare for—and execute—a successful move to the cloud.

#1. Specify the benefits you expect.

Every company's motivations for adopting cloud-based operations are different, but whatever they are, they should be clearly defined, documented, and communicated to all stakeholders—along with expected results from a business perspective and a technical perspective. Some of the most common business impacts of the cloud model include:

- **Higher agility and efficiency:** Cloud initiatives enable automation and orchestration of key IT services, which in turn make it possible for IT to deploy services the business needs faster, with less cost and risk.
- **Better decision making:** An integrated cloud operations team can faster and more operationally driven decisions about IT infrastructure and processes.
- **Increased focus on higher value initiatives:** Moving to the cloud can allow the IT organization to shift resources from repetitive tasks to innovation initiatives.
- **Faster response to business needs:** The cloud service model can help streamline everything from the service definition to the service delivery process.
- **Improved ability to meet service level agreements (SLAs):** The focus is on managing proactively, so services can be delivered reliably and predictably.

#2. Assess your operational readiness—honestly.

Many organizations discover that they lack the understanding, skills, or the best-practice guidance and training needed to move from their current organizational structure, culture, and mindset to one optimized for a service-driven cloud operating model. An early operational readiness assessment and a prioritized and actionable roadmap are essential to crafting a transition plan that minimizes risk and dramatically increases the chances for success.

#3. Determine the degree of change needed.

The move to the cloud impacts many stakeholder groups in many different ways. Make sure you understand the magnitude of the change required to transition to a service-driven operating model. It is advisable to undertake a skillset and career path assessment of your IT operations staff to determine who among the existing staff are best qualified and have the desire to fill both operational and change leadership roles in the new operating model.

#4. Prepare the organization for change.

Organizational change can be disruptive and is often met with inertia or resistance. To help overcome this, IT leadership has to not only embrace and drive the transition but socialize and evangelize it within IT and line-of-business stakeholders. IT leadership also needs to consider ways to incentivize individuals to begin thinking more horizontally, both from a systems perspective and to foster greater collaboration across traditionally siloed functional teams. Modifying each individual's annual review criteria is a key technique to achieving this.

#5. Communicate, educate, and evaluate continuously.

There's a big difference between being "willing" to adapt and actively embracing change. For companies that are successful with the cloud model, that difference is constant communication and advocacy among all stakeholders. A few specific suggestions:

- **Enlist sponsorship at the executive level.** Find an executive sponsor who can actively communicate and enforce a cloud-first deployment policy with customers and support the implementation of services to support the policy.
- **Educate the ecosystem.** Make sure all key stakeholders know their role and are continuously educated to ensure they have the requisite level of knowledge to successfully fulfill their role.
- **Know your processes.** When you begin planning your move, thoroughly review and update your IT processes to be more lightweight while providing the appropriate level of governance.
- **Plan for a pilot.** In many cases, especially with cloud tenant operations, it makes sense to begin with a pilot implementation with a willing and supportive business unit. This can validate the approach while affording the opportunity to evaluate and refine before scaling up.

Reference

Download the white paper [Organizing for Cloud](#) for more information on the organizational impacts of transformation from multiple perspectives and insights and advice about how to prepare for—and execute—a winning transformation strategy.

Learn more

For information about the specific offerings and capabilities of VMware Professional Services please visit www.vmware.com/consulting.

