

Dear Fellow State Employee,

Centralization of IT, procurement, and human resources for all Executive Branch Agencies into single statewide entities under the direction of the Department of Administration (DOA) has been working through the Discovery Phase.

Since Governor Gianforte and I announced moving forward in June, DOA's State Information Technologies Services Division (SITSD), State Procurement Services Division (SPSD), and State Human Resources Division (SHRD) have been meeting directly with Montana agency leadership and staff representatives to develop a detailed understanding of unique functions, agency needs, and current practices – all while working not just to hear but understand concerns so we can successfully navigate as "One State" to move forward.

Common Discovery Phase themes in all topic areas have been:

- The imperative to not lose agency culture
- The need for consistent and frequent communications/updates
- The willingness to come to the table open, honest, and with complete transparency
- Healthy communications of skepticism regarding the initiatives
- Expression of willingness to do what it takes to make the initiatives successful

If you have any questions or feedback on the process so far, please participate in the Centralization Survey. You can also direct questions to DOADirector@mt.gov.

NEXT STEPS:

Note: You can find supportive information at centralization.mt.gov.

- Human Resources and Procurement have completed their Discovery Phases and are moving into their service model and organizational structure development.
- Through their integration, IT will continue their Discovery Phase with Slalom. Slalom is a human-centered business and technology consulting company that specializes in strategy, technology, and business transformation. Slalom has approximately 12,000 employees across 12 countries and works with clients in all industries, including government, education, and non-profit organizations. They will lead workstreams in program management, organization and talent, IT capabilities, technology and data, and organizational change management.

UPCOMING EVENTS:

- DOA will host the 2025 Annual Procurement Symposium for procurement professionals on October 20, 2025.
- DOA will host the 2025 Annual Human Resources (HR) Symposium for HR professionals on December 4, 2025.

You have heard this from me before, but it bears repeating – thank you for the work you do for the State of Montana, your fellow employees, and your respective agencies. I appreciate your willingness to be open and honest as we work through this efficiency initiative.

Best,
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