



SAS Updates: Ensuring a Successful Transition to SAS!

Beta Testing: SAS software is undergoing a series of automation tests to validate system requirements and the results of recent testing indicate an overwhelming success! The most recent testing milestone was *Beta Testing*, conducted at the VOLPE National Transportation Systems Center in Cambridge, Massachusetts. SAS Transition and Readiness Team (START) Members from all AFS specialties tested over 80 percent of SAS automation requirements during *Beta Testing* with an outstanding cumulative pass rate of 97 percent. We are on schedule for final User Acceptance Testing in January 2014.



Introduction to SAS: Flight Standards is committed to ensuring that we are a well-trained workforce in preparation for SAS. Prior to implementation, all members of AFS will take the Web-Based Training (WBT) course *Introduction to SAS*. This course provides a high-level introductory overview of SAS. The *Introduction to SAS* course has been approved by AFS-500 and made available to START Members and our Field Support Program Office partners. Due to the positive feedback generated from these early users, the course is scheduled to be available for all of AFS in October 2013. Future communications will detail the exact availability dates and procedures for accessing the WBT.

Communications

- **SAS News:** In case you missed the premier edition of SAS News, select the following link, [Welcome to SAS News](#), to learn valuable information about the What, Why, How, and When of SAS. After the page loads, select Publications, Other Documents, and then SAS News.
- **SAS News Now (SNN) Video:** Select the following link to view [What is SAS and Why – A Leadership Perspective](#). Future editions of SNN including features on SAS benefits, SAS implementation, and START are coming soon to a theater (or a computer) near you.
- **SAS Briefings:** Your local START Members will continue to highlight important SAS updates and information on the transition to SAS.



Leadership Corner
Larry Bird, Division Manager,
Flight Standards National Field
Office, AFS-900

“SAS is a closed-loop business process that allows us to assess the design and performance of an air carrier or air agency’s systems. It will help us determine if the risk controls we have are adequate, and if they are not, it will help to determine what risk controls we should put in place. SAS allows us to leverage the use of FAA resources. In a time of constrained resources and budgets, it’s imperative that we maintain the high-level of safety oversight that we always have. The SAS standardized processes are designed to help each of us perform our jobs in a way that keeps this the safest aviation system in the world.”

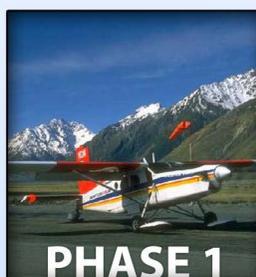
Managing the Change to SAS

Change Management Defined: Change management is the strategic mind-set that helps individuals make a personal transition from a current condition to a future state.

As the FAA continues to address emerging issues and challenges, it is important to have a plan for anticipating and managing change. The FAA migration to SAS presents a change management challenge to the business processes and the people who support the mission. Because people accept change differently, AFS has a plan to guide employees along the journey to SAS. Beginning soon, you can expect an increased flow of communication about SAS and the changes taking place. This clarity and transparency is at the foundation of the change management process and will ensure everyone is aware and informed about the new SAS processes and procedures as they are deployed.

Challenges and Barriers: Many people do not feel comfortable with change and would prefer to keep things as they are now. To help overcome the fear, anxiety, and resistance associated with change, active involvement of senior executives, front line managers, office managers, and peers is necessary during the process. As partners in this process everyone is vested in the successful adoption, deployment, and integration of SAS.

Approach: AFS will use a three-phased approach to manage the transition to SAS within the FAA.



PHASE 1
The first phase is aimed at getting ready. It answers the questions about how much change management is needed for the transition to SAS, who is impacted, and who is being prepared for change.



PHASE 2
The second phase focuses on implementing plans that are integrated into the SAS deployment. Communication, outreach, and training activities are designed to promote an awareness of the need for change, build the desire to support the change, and deliver knowledge on how to change.



PHASE 3
The third phase creates specific action plans for ensuring that employees sustain the change to SAS. This includes measures to evaluate how well employees are performing their jobs using SAS tools and celebrates SAS success.

Your Input is Vital!

To leave comments or questions about SAS, send an email to 9-AWA-AFS-900-SASO@faa.gov or contact your office START Member.