

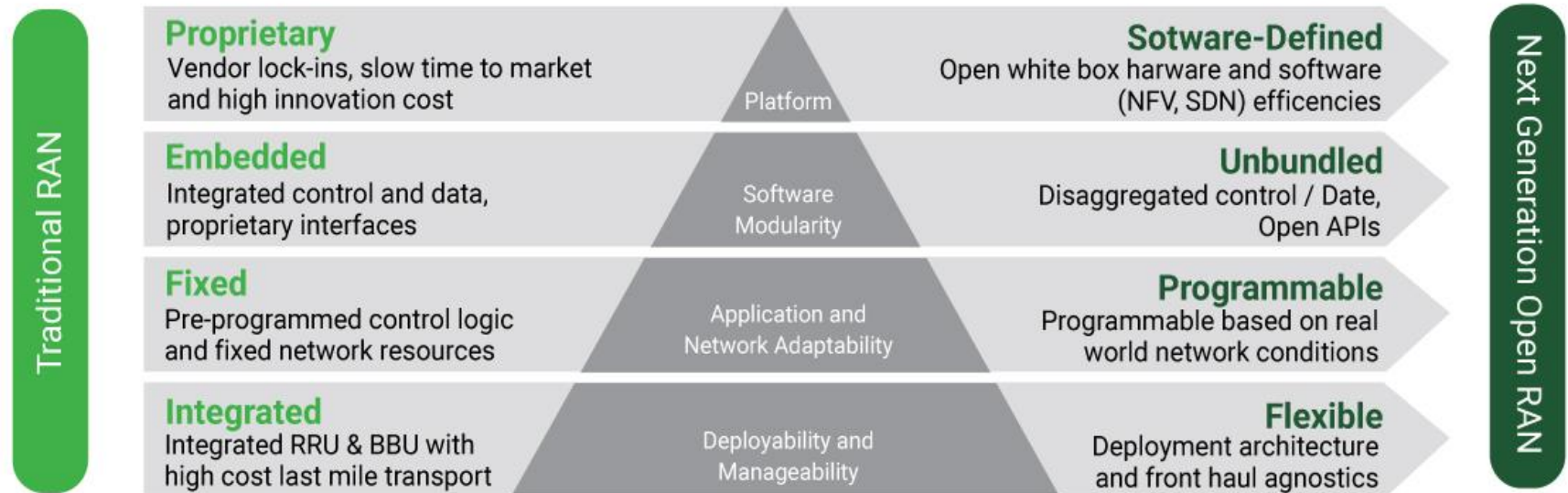
TELUS Network Transition from tRAN to oRAN

Change Management Process Dashboard Overview



Advantages of oRAN over tRAN

Traditional RAN vs Open RAN





Project Overview

- Transition 1022 network sites to oRAN
- Timeline: Nov 2023 - June 2025
- Budget: \$2.04M
- Focus Provinces: Ontario, Alberta, Manitoba, Saskatchewan, Quebec, New Brunswick.



Change Management Strategy

- Two Phases:
 1. Pilot Project (Nov 2023 - Jan 2024):
18 of 22 planned sites transitioned.
 2. Implementation Phase (Feb 2024 -
June 2025): 431 sites transitioned.
- Success Metrics: Network Quality

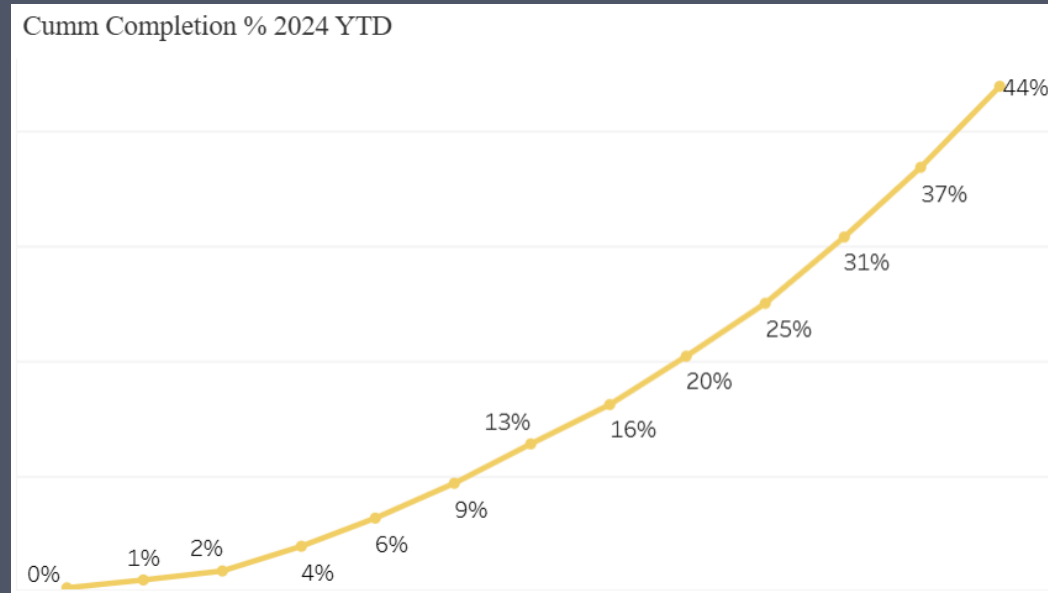


Dashboard Overview

- Focus Areas: Technology, Budget, and People.
- Monitors site progress, budget usage, and team engagement.
- Visualization tools include maps and graphs.

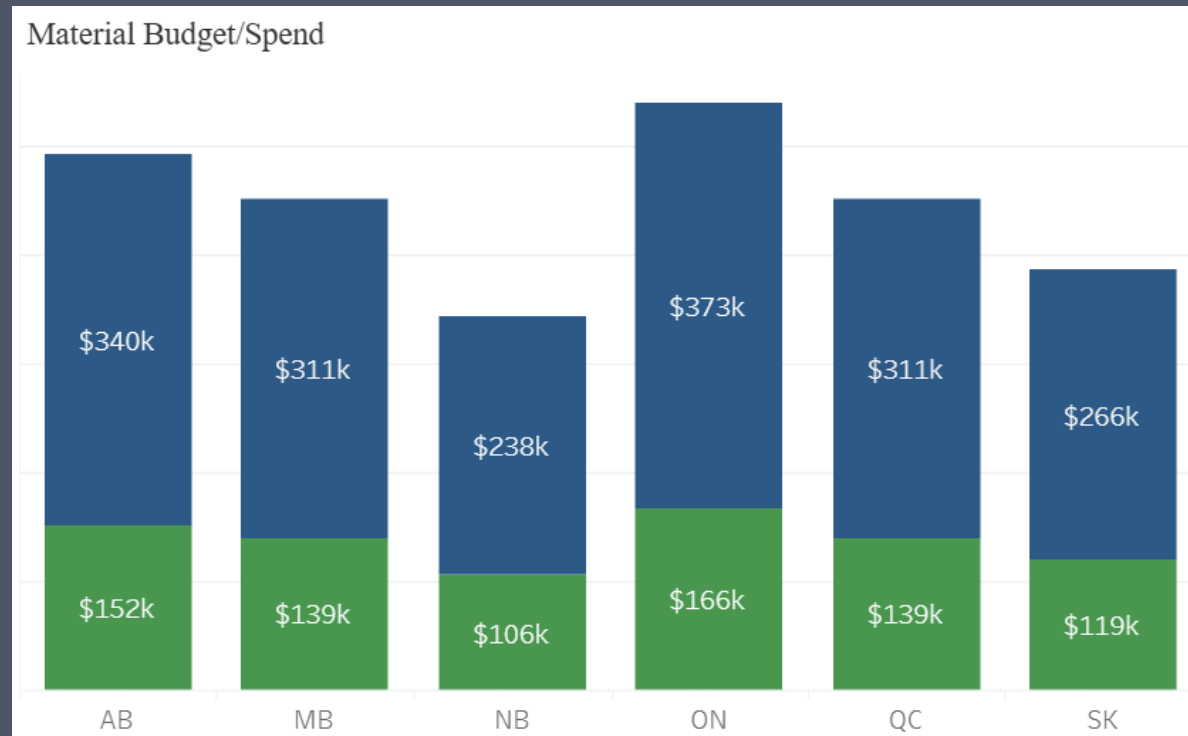
Technology Dashboard

- Canada map showing completed sites per province.
- Line graph: Cumulative progress by month.
- Double bar graph: Sites completed vs. planned by year.



Budget Dashboard

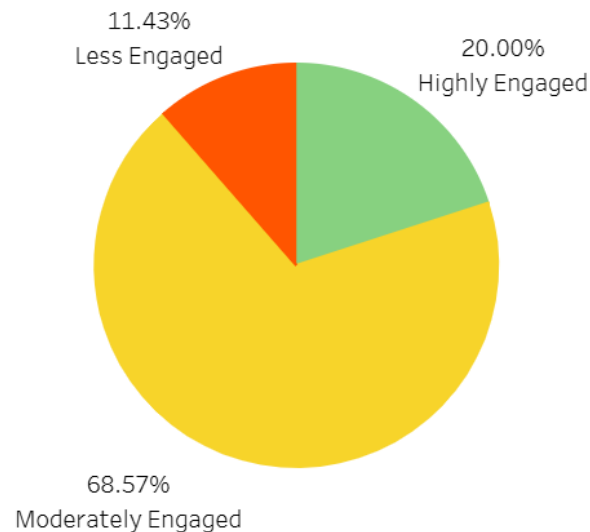
- Bar graph: Planned vs. actual budget for hardware/software.
- Training budget comparison by province.



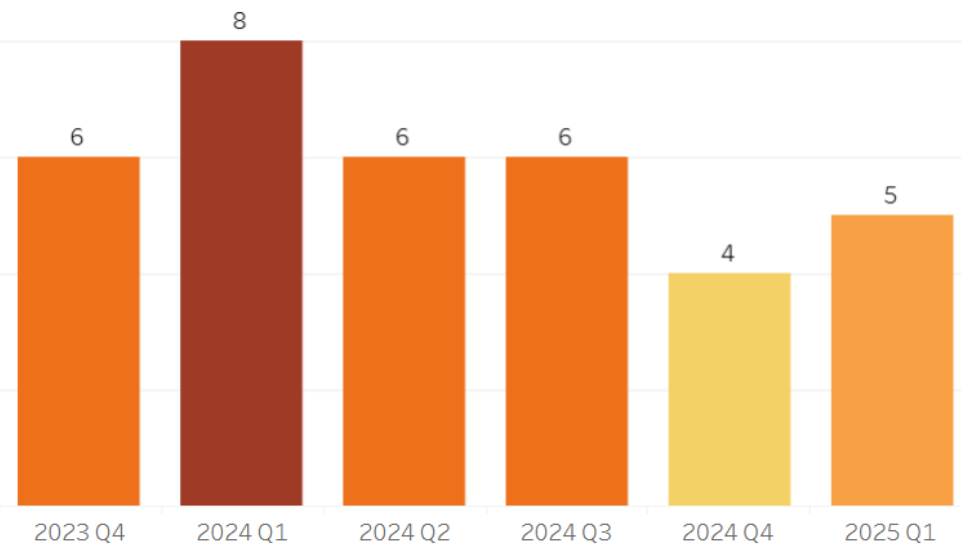
People Dashboard

- Employee training completion tracked.
- Engagement scores through surveys.
- Performance metrics tied to installation and configuration tasks.

Desire (Engagement)



Knowledge (Training)





Project Outcomes

- Avoids monopolistic vendor dependency.
- FLeXibility with cloud-based technology.
- Adoption of oRAN ensures cost efficiency and better network performance.
- NQI improved in Q3 2024 after parameter adjustments.

Challenges and Learnings

- Embracing the new innovation and culture, impacting people's skills & behavior.
- Optimizing network parameters to improve Network Quality Index (NQI).
- Scaling training for 35 employees.
- Budget adherence across multiple provinces.



Conclusion

- Project is on track with 449 sites transitioned.
- Dashboard insights support informed decision-making.
- Anticipated completion by June 2025.



References

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