**Change Control Management Roadmap Mile Marker Definitions (082525)**

Based on the Change Management story, future projects, and the PCN Project, here are five milestones in the Change Management roadmap that represent a progression from foundational to sophisticated capabilities:

| **Milestone** | **Comprehensive Description** | **Associated Projects** |
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| **1. Unified Change Foundation** | Establishes the core infrastructure for consistent change management across Molex. This foundational milestone creates a single, modular change framework that all business units can follow while allowing tailored implementations. It includes clearly defined decision rights, governance structures, and role-based accountability matrices. This milestone ensures every group within Molex manages change to a common framework, eliminating the fragmentation where different BUs interpret and execute changes differently. | • Global Change Framework (Unified, Modular Tailoring)  • Decision Rights and Governance (BU-Tailored)  • PCN Revamp Project (establishes improved process foundation) |
| **2. Single Source of Truth & Digital Thread** | Creates the data foundation enabling all stakeholders to access accurate, real-time change information from a unified repository. This milestone establishes end-to-end traceability connecting requirements, design, changes, manufacturing, and field performance. It eliminates data fragmentation and version conflicts while providing complete audit trails. The digital thread ensures that change information flows seamlessly across departments with everyone working from the same current data. | • Single Source of Truth (SSOT) for Change  • Digital Thread Traceability (End-to-End)  • Quality Compliance Integration  • Configuration and Variant Management Maturity |
| **3. Intelligent Impact Analysis & Automation** | Implements real-time visibility of change impacts across all affected areas, with automated propagation of approved changes at the correct effectivity points. This milestone includes role-specific notifications that provide targeted information to stakeholders based on their responsibilities. It ensures changes are captured accurately, compared to previous releases, and that updates flow automatically to all relevant documents and systems, preventing manual errors and delays. | • Real-Time Impact Visibility  • Seamless Propagation to Documents/Systems at Right Effectivity  • Role-Specific Change Notifications and Experience  • Integrated Readiness Gates (Validation and Readiness) |
| **4. Closed-Loop Feedback & Learning Integration** | Establishes bi-directional communication channels that capture feedback from manufacturing, customers, and suppliers to drive continuous improvement. This milestone includes early warning systems that detect emerging issues and automatically trigger change requests. It integrates historical learnings (QNs, 8Ds, FMEA mitigations) to inform current decisions, ensuring lessons learned are systematically applied. The PR process becomes a tool for tracking learning and changes rather than just filing reports. | • Closed-Loop Feedback (Start with Manufacturing, Then Expand)  • Customer Feedback Integration  • Early Warning and Monitoring  • Institutional Knowledge Reuse |
| **5. Extended Enterprise Intelligence** | Achieves the most sophisticated level where external partners (suppliers, customers) seamlessly participate in change processes with secure, role-appropriate access. This milestone includes AI-powered capabilities like ARIA-CM that can analyze patterns, predict conflicts, and provide recommendations based on historical data. It enables proactive change management where the system monitors performance, detects deviations, and suggests optimizations automatically. The change process becomes a competitive advantage, supporting rapid iterative development while maintaining quality and compliance. | • Extended Enterprise Collaboration (Suppliers/Partners)  • AI-powered change assistant (ARIA-CM from the story)  • Advanced analytics for pattern detection  • Automated conflict resolution and recommendations |