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Merry Christmas and a Happy New Year from everyone at Millennium Consulting

UPCOMING EVENTS 2020

List of planned events in 2020 from Millennium Consulting: PAGE 11



MILLENNIUM NEWS

2019 HAS BEEN AN EXCITING YEAR OF GROWTH FOR MILLENNIUM CONSULTING!

Millennium Go-Live on Unit4 Financials

After 25 years of running their finances on Quickbooks, Millennium finally found the time around implementing everyone else's systems, to do their own! The Millennium Finance Department spent a lot of 2018 designing the perfect U4F system for Millennium's Consultancy business which went live in January 2019.

Finance Director Stuart Saffery said, "Coming from QuickBooks we have found the amount of features on CODA enables us to have a much better handle on our day to day business activities, it enables more in-depth reporting and has more breadth for investigating transactions. Control account reconciliations can be done a lot easier, as can banking. It should also be mentioned about the way we implemented CODA, migrating from QuickBooks. This was all completed in house within the space of a few months, and the process went exceptionally smoothly. The other huge advantage is CODA EXCEL. We have a monthly management reporting pack that is totally automated at the front end, meaning that you can design your own reports and with very little coding knowledge create an automatic spreadsheet pack. Having used ERP systems in the past (SAP), CODA EXCEL is one of the finest, neatest reporting systems available."

Unit4 Travel & Expenses

During the year Millennium became the global reseller of Unit4 Travel & Expenses, Time Management and People Planning. Aside from the Nordic countries, this means that Millennium are Unit4's exclusive global reseller and implementation partner for these products. 2019 saw Millennium running many webinars and client demonstrations for Travel & Expenses and implementing their first new T&E customers. As part of our policy of practicing what we preach, Millennium have also been implementing the Unit4 Travel & Expenses module and will go live early in the New Year before moving onto the implementation of Unit4 Time Management.



Millennium Europe

After the appointment of ex-Unit4 Italy Managing Director Daniel Acton-Bond as Millennium's European Managing Director in 2018, 2019 saw the opening of the Millennium Europe company and the hiring of two more experienced ex-unit4 Italy Consultants Sauro Zani and Roberto Orlandi. In 2019 Millennium also took ownership of the Unit4 Italian Localisation product used by many U4F customers around the world.





'TIS THE SEASON FOR AI

AI organising Christmas may sound like something from the future, but according to research by Accenture, artificial intelligence now plays a role in festive planning for the majority of UK residents.

In a survey of 2,000 people living in the UK, the company found that over two thirds would be making use of AI in at least one Christmas-related activity.

However, 60% of people do not realise they are actually using AI due to the unseen manner in which it is integrated into applications. Only 24% said they planned to use AI, despite many more doing so.

"AI has become part of everyday life for many people, albeit often without them knowing what's under the bonnet of their technology," said Emma Kendrew, Artificial Intelligence Lead at Accenture Technology UK.

"However, trust issues still exist that are preventing some people using technology that has an AI label on it."

The survey found that 70% of us will be making use of e-commerce platforms for Christmas shopping that are built on AI. In this space, while there are visible AI technologies, such as Enki for ASOS, much of the use of AI happens behind-the-scenes where the average user is unaware of its existence.

A similar phenomenon happens in music or video streaming services, which will be used by 67% this Christmas, providing recommendations using AI to help users choose what media to consume.

For many of us, Christmas also means a trip home or to friends, and 30% of us make use of AI-powered travel apps or smart cars to make the journey.

In terms of AI applications that we are actually aware of, voice assistants such as Alexa or Google Assistant is the most prominent, with 19% of UK residents planning to use the technology.

Despite its role in festive planning, many of us remain unconvinced about the trustworthiness of AI. Just 20% said they would trust AI for Christmas planning, while 31% believe it would be unhelpful and 25% are concerned about ethical issues.

For Accenture, an AI Christmas shows how the technology can be trusted.

"AI takes some mundane chores off our hands and frees us up to focus on more important things – not just at Christmas but all year round," said Kendrew.

"Part of bridging that trust gap is showing people the many benefits that AI can bring – and playing a prominent role in so many Christmas celebrations could do a lot to change perceptions."





HYPERLOOP 2020 FROM DUBAI TO ABU DHABI, IN 12 MINUTES!

The Hyperloop is a super fast train that travels at the same speed as an airplane and is built for the transport of people and goods.

The challenge at the Hyperloop, as already anticipated, arises from an idea by Elon Musk Tesla patron, SpaceX, The Boring Company, a challenge that was then collected by other competing industries with each other, with the only goal to speed up the times, and win the race of the first Hyperloop ecosystem in the world.

The hyperloop technology is based on the vacetrain from vacuum train, which literally means vacuum train, which is nothing but the evolution of the already widespread solution levmag, magnetic levitation train.

The Arab Emirates will be the first country to provide such a service: from Dubai to Abu Dhabi 140 km in 12 minutes, at a speed of 1,200 km / h.

According to the creators of the project, the super train will be able to transport 3,400 people every hour (24 million in a year) between Dubai and Abu Dhabi, in 12 minutes.

Each capsule will accommodate a maximum of 28 passengers.

In the cabins there will be no windows but digital screens, so as not to create problems of disorientation.

ANDREW BAILEY SELECTED TO REPLACE MARK CARNEY AS GOVERNOR OF THE BANK OF ENGLAND

Andrew Bailey has been appointed as the next governor of the Bank of England.

Mr Bailey is currently chief executive of the Financial Conduct Authority (FCA), the City watchdog.

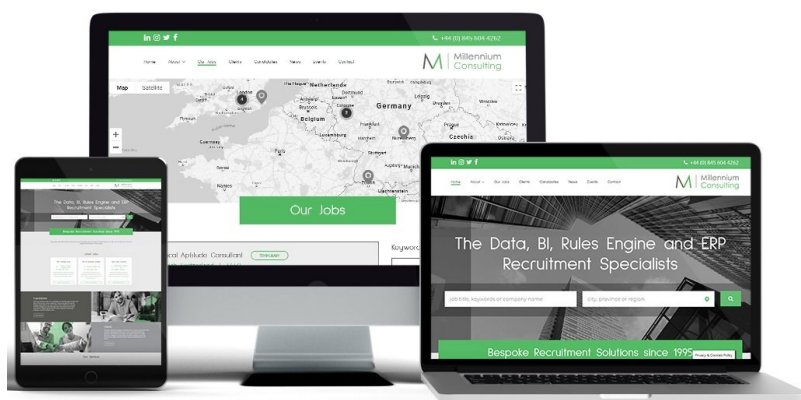
He will become the 121st governor of the Bank of England on 16 March, taking over from Mark Carney, and will serve a full eight-year term.

The search for the new governor began in April and Mr Bailey, who spent more than 30 years at the Bank, was seen as an early favourite for the job.

INTRODUCING OUR NEW RECRUITMENT FOCUSED WEBSITE

After months of hard work, we are delighted to announce the launch of our new Data, BI, Rules Engine and ERP recruitment focussed website www.millenniumresourcing.com.

Our goal with this website is to incorporate our new branding to create a user-friendly job search function and provide more information on our recruitment services for both clients and candidates.



The new interactive site gives better access to our latest jobs, news articles and events and provides current and prospective clients with useful information about our services.

We hope you enjoy our new uncluttered, modern design that is easy to navigate, and more user-friendly.

Our www.millenniumconsulting.co.uk website will continue to provide information for our consultancy services for Change Management and ERP implementation and upgrades.

We'd love to hear your thoughts and feedback.





SOFTWARE

SELECTING AND SECCESFULLY IMPLEMENTING ERP SOFTWARE

Enterprise Resource Planning (ERP) software has progressed a long way in recent years with digital, cloud and artificial intelligence solutions entering the market and competing with traditional on-premise offerings. Emerging technologies together with corporate growth have fuelled demand for ERP solutions that automate business processes leading to reduced headcount and supporting corporate growth. The appeal of shared services, requirements of enhanced management information and post M&A corporate restructuring are also amongst the reasons why organisations decide to implement new ERP platforms.

Project Sponsor

Introducing new ERP is a considerable challenge requiring strong, effective project sponsorship from either the CFO, CTO or another member of senior management. The sponsor will provide the link between the delivery team and the Board of Directors and will oversee project governance. They will need the authority to promote change, ensure the delivery team has the resources needed and that the necessary controls are in place which will guarantee the project is successfully delivered within the planned timescales and budget.

Large change programs are likely to encounter resistance and a key role of the sponsor is to secure buy-in and support from the impacted parts of the organisation. Strong influencing skills are needed as even with the best business case, resistance to change can risk project failure. The sponsor supports the project manager overcoming political and resourcing challenges, provide high level backing, communicates project closure and the results to the wider organisation. They will also act as an escalation route if needed and arbitrate/resolve any areas of disagreement.

The Project Team

Project teams is typically a mix of software vendor consultants, third party systems integrators and internal personnel. The software vendor will provide in-depth software applications expertise whilst the systems integrator will focus on wider change management issues, new business processes and interfacing with third-party applications. The internal project team will be familiar with the organisation and the legacy business processes and will be able to contribute from an operational/ business perspective.

Software Selection

Having agreed upon the need for a new ERP platform, sufficient time should be given to specifying and selecting the most appropriate software product. In most cases external support will be needed as internal staff are unlikely to have the necessary experience and time available and may not objectively view the available options.

Initially a period of analysis and requirements gathering is needed leading to the production of the Request for Proposal (RFP). A list of potential vendors with products meeting business specifications will be sent the RFP and a short list chosen and vendors requested to demonstrate their products. A proof of concept (POC) may take place to evaluate the software under realistic conditions with authentic dummy data.



SELECTING AND SECCES- FULLY IMPLEMENTING ERP SOFTWARE Continued...

Vendors should be assessed not only on the suitability of their software but also on their long-term product road map, financial strength and future viability. Selecting the wrong product can be costly particularly if the vendor is acquired by a third party and their software deemed surplus to requirements and decommissioned.

The cost of implementing new ERP will include new computer hardware, software licences, external consulting fees and time devoted to the project by the internal team.

Existing hardware may be retained but may not have sufficient processing power to operate the new software. Overall implementation costs can be as much as 5 times the software licence fees depending upon configuration and hardware required. Other costs to consider include the effects of disrupting existing business processes and reduced management information whilst the deployment is in progress.

Project Management

Effective project management is essential to determine the scope, quality, budget and timing of the program and may involve the use of Prince, Agile or Waterfall project methodologies. Software vendors and consultancies may prefer their own internally developed project management methodology which will incorporate resource planning and milestone definition to ensure deadlines are achieved and bottle necks avoided.

Target Operating Model

The new ERP solution will be developed in line with a new Target Operating Model (TOM) and a prototype built and tested before the final design is agreed. It is essential that finance employees are involved with the systems design as their buy-in and involvement will contribute to the ultimate success of the project. The system can be built adopting either a standard out of the box approach or with customisation although this will depend upon the complexity of the business requirements and the amount of flexibility needed. Extensive customisation can lead to additional implementation costs and may provide challenges with long term support and future upgrade.

User training is needed to ensure the operational knowledge is in place so the system operates effectively. Following the system build process, User Acceptance Training (UAT) and user training will be



needed. Once the design is agreed and finalised then data conversion and migration will take place.

A parallel run with the old system may be performed however this can be costly and a Big Bang approach may be preferred in the interests of cost saving. Following "Go live", support will be needed and a post "Go-live" review carried out to ensure users operate the system correctly and any outstanding performance issues are resolved.

Conclusion

The challenge and likely cost of implementing a new ERP platform should not be underestimated. Successful delivery involves three key areas; People, Processes and Technology. Projects can sometimes focus excessively on technology whilst human aspects of the change program may not be given the attention they deserve. A Change Management strategy and the availability of appropriate skills will help ensure the implementation is accepted and judged a success.

Key issues include; selecting appropriate software; ensuring there is a strong project sponsor and sufficient project governance; engaging delivery focused project management; ensuring internal staff are fully involved and accept the new system; using the new system to improve business processes rather than simply replicating historic ways of doing things; assembling the most appropriate project team – normally a mix of internal personnel and external consultants and ensuring there is sufficient post go-live support to deal with outstanding issues.

Adopting these strategies will lead to; streamlined business processes; reduced employment cost; enhanced management information; ensuring that the organisation is committed to embracing technology to improve overall corporate performance.



VICTORY FOR BORIS. BREXIT – Full Steam Ahead

The UK electorate has spoken and returned Prime Minister Boris Johnson to Number 10 with the biggest Conservative majority in the House of Commons since Margaret Thatcher in 1987.

In his victory speech in central London he congratulated Conservative Party workers and thanked the electorate for the trust they had placed in him, with the Tories having polled 43.6 % of the vote.

He promised again to "get Brexit done by January 31st, no ifs, no buts, no maybes." He also said he was humbled by all those who had switched their vote to the Tories, vowing "we will never take your support for granted".

Mr Johnson called Brexit the "irrefutable, inarguable" decision of the British people and said the threat of a second referendum had now ended.

Addressing his own party he said: *"We did it – we pulled it off, didn't we?"*

The PM pledged to "put an end" to the "squabbles and all that nonsense," confessing: "Because we politicians have squandered the last three years, three and a half years in squabbles. We've even been arguing about arguing, and arguing about the tone of our arguments."

He then reiterated his promise, in addition to delivering on Brexit, to deliver 50,000 more nurses, 50 million more GP surgery appointments, 20,000 more police officers and 40 new hospitals, and stressed the Government would ensure the UK's carbon neutrality by 2050.



The Prime Minister credited his Tories with creating an earthquake, saying: *"We must understand now what an earthquake we have created. The way in which we have changed the political map in this country,"*

"We have to rise to the challenge that the British people have given us. Let's unite this country, let's spread opportunity to every corner of the UK, with superb education, superb infrastructure, and technology."

He concluded in typical Boris style saying, *"Let's get Brexit done. But first, my friends, let's get breakfast done too."*

Later in his first address to his reconvened Cabinet Johnson used the words of Bachman Turner Overdrive's 1974 hit single to tell his Ministers, *"You ain't seen nothing yet"*, as he vowed to work *"flat out"* to repay voters who had delivered what he called a *"stonking mandate"*.

He told his top team, *"The voters of this country have changed this government and our party for the better and we must repay their trust now by working flat out to change our country for the better."*

He continued, *"It was a seismic election but we need to repay their trust and work 24 hours a day, work flat out, to deliver."*

Referring to his pre-election spell in Number 10 between July and November, he added, *"Of course the first 100 days were very busy, 140 days or whatever it was, you may remember it was a very frenetic time – but you ain't seen nothing yet folks!"*

"There is a huge, huge agenda of delivering social justice, of addressing every problem from social care to homelessness, to levelling up and uniting across our country with better infrastructure, better education and technology," he said.

But what next for the Labour Party after a fourth successive General Election defeat?

Leading Labour figures are already engaged in much soul searching, having polled only 32.2% of the vote, questioning the reasons behind their electoral rejection and debating the future direction they should take to win back a higher share of the vote next time round. Various names are being put forward as to who will take over from Jeremy Corbyn but whoever takes up the fight in the new year will have to provide fresh leadership to a dejected party, and unite the disconnect that seems to exist between party activists, the Parliamentary party and the voters if Labour is to mount a serious challenge to a now well ensconced and energetic PM.





POLITICS

TRUMP IMPEACHED FOR ABUSE OF POWER AND OBSTRUCTION OF CONGRESS

The US President Donald Trump has become the third President in history to be impeached.

The House of Representatives voted on 2 articles of impeachment, with the vote falling largely along party lines. All but two Democrats supported the first article on abuse of power, which accused Trump of corruptly using the levers of government to solicit election assistance from Ukraine in the form of investigations to discredit his Democratic political rivals.

Republicans were united in opposing the first charge but it passed by 230 to 197 votes.

On the second charge, of obstructing Congress, a third Democrat joined Republicans in opposition, with the vote passed by 229 to 198.

The impeachment votes set the stage for a historic trial beginning early in the new year in the Senate, which will have the final say on whether to acquit the 45th President or convict and remove him from office. Acquittal in the Republican-controlled chamber is likely, but the proceedings are certain to aggravate the political debate in the US in what will be an election year.

What is impeachment?

Impeachment is the process by which a legislative body levels charges against a government official. Impeachment does not in itself remove the official from office; it is similar to an indictment in criminal law, and thus it is essentially the statement of charges against the official.

Whereas in some countries the individual is provisionally removed, in others they can remain in office during the trial. Once an individual is impeached, they must then face the possibility of conviction on the charges by a legislative vote, which is separate from the impeachment, but flows from it, and a judgment which convicts the official on the articles of impeachment entails the official's definitive removal from office.

Because impeachment and conviction of officials involve an overturning of the normal constitutional procedures by which individuals achieve high office, they are usually reserved for those deemed to have committed serious abuses of their office. In the US impeachment at the federal



Continued...

level is limited to those who may have committed "treason, bribery, or other high crimes and misdemeanours".

Impeachment exists under constitutional law in many countries around the world, including Brazil, France, India, Ireland, the Philippines, Russia, South Korea, as well as the US.

The impeachment inquiry against President Trump was initiated in September 2019 by the US House of Representatives Speaker, Nancy Pelosi. The process followed allegations by a whistleblower that Trump and his top officials tried to pressure Ukrainian President Zelensky to probe Joe Biden, a former Vice-President and a Democratic Party candidate for the 2020 presidential election, and his son Hunter Biden. These are the first presidential impeachment hearings in more than two decades.

Democrats have characterized Trump's impeachment as an urgent action to stop a corrupt President whose misdeeds threatened to damage the country.

"Over the course of the last three months, we have found incontrovertible evidence that President Trump abused his power by pressuring the newly elected president of Ukraine to announce an investigation into President Trump's political rival," said Representative Adam B. Schiff, Democrat of California and the Intelligence Committee chairman, who led the impeachment inquiry.

However far from showing contrition or contemplating resignation, as his predecessors have done in the face of impeachment, Trump has typically gone on the attack, responding:

"Such atrocious lies by the radical left, do nothing Democrats. This is an assault on America, and an assault on the Republican Party!"

Later, as the impeachment votes took place in Washington, Trump took to the stage at a campaign rally in Michigan to brush aside what he called hoax and unfounded charges.

"I'm not worried," Mr. Trump said. "You don't do anything wrong and you get impeached."

"But you know what they have done?" he said of the Democrats. "They have cheapened the impeachment process."

Regardless of the outcome of a Senate trial, the Impeachment vote in the House will put a historic stain on the Trump presidency, based around a half-hour phone call in July in which he pressured Ukraine's President to announce investigations into former Vice President Biden and other Democrats, at the same time



he was withholding nearly \$400 million in vital military assistance for the country.

Congress learned about the call after an anonymous CIA official lodged a complaint in August. With Congress having found out and trying to investigate the claim the President ordered his administration to obstruct their efforts, leading to what the House said was a violation of the separation of powers and a de facto assertion by Mr. Trump that he was above the law.

United in their opposition, Republicans accused the Democrats of misusing the power voters had invested in them to harangue a president they never viewed as legitimate by manufacturing a case against him, insisting the facts against Mr. Trump fell short of impeachment.

After the impeachment votes, Ms. Pelosi would not say when she would transmit the articles to the Senate, indicating she may wait to do so until she gets certain assurances about the fairness of a trial, leaving the timing of the trial in limbo.

Impeachment traces its origins to monarchical England, but the framers of the Constitution confined its use on Presidents to rare occasions, when their actions corrupted the public interest for personal ones. There are only 2 other cases of impeachment against the President, against Andrew Johnson in 1868 and Bill Clinton 1998. President Richard Nixon resigned in 1974 rather than face such a consequence.

Johnson remained in office by a single vote in 1868. Clinton was able to beat the charges, with no more than half of the Senate voting for conviction after more than a month of deliberations. The trial of President Trump is likely to reach a similar outcome given the Republican majority in the Senate. Republicans there have already made clear their views that the case against him is weak and manufactured but they may prefer a swift trial in January to clear the path for the election later in the year.





RECRUITMENT

RECRUITING DATA SCIENCE & AI SPECIALISTS.

WHITEPAPER: : 6 Essential Steps to Secure Your Ideal Hire

Introduction: Getting equipped to compete in the race for data talent

Imagine IT recruitment in the HR manager's ideal world. Your technical lead presents you with a wish-list of the competencies you need to bring on board. You draft and distribute a suitable advert. Shortly afterwards, you are busily cherry picking the most promising developers, engineers and analysts from a well stocked pool of talent. But of course, for most of us, life is rarely that simple. An estimated 91% of UK firms currently struggle with tech recruitment, while key positions are left unfilled. Tech talent is manifestly a seller's market: a situation that isn't likely to change anytime soon.

In the sub-fields of data science, analytics and artificial intelligence, the skills gap is especially wide, with firms regularly citing recruitment issues as the biggest barrier to transformation.

More and more, enterprises and SMEs alike demand the ability to become more data driven; to collate and leverage huge swathes of big data, and to transform their processes through AI. But because these are still relatively new fields, this demand for suitably qualified individuals inevitably outstrips supply.

In the race for data and AI talent, are you able to compete? **This guide is designed to help you do precisely that. We've covered six key areas to focus on: employer branding, role formulation, advertising, sourcing, assessment and onboarding. For each, we've included a to-do list of practical, achievable actions you can take right now to boost your competitive edge and recruit the people your organisation needs.**

Whitepaper available to download January 2020 via
www.millenniumresourcing.com



Upcoming 2020 events



The Millennium Consulting Unit4 Financials Conference



Raising Futures Kenya Golf Day



Our 25th Anniversary Summer Party



Go Karting Event



Schedule of Webinars



Finance Transformation Briefing