



**NUAC Programme
Definition Phase Final Report**

**Appendix 6
Integration Strategy**

Work Breakdown Structure for the Implementation of the Scenarios

FEBRUARY 2007



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1 Introduction

This document contains the work breakdown structure for the implementation of each scenario. The main conclusions and findings regarding the Integration Strategy workstream are presented directly in the Final report.

2 Integration work breakdown structure for Merger Scenario

Integration must be designed around the benefit areas outlined in the business case chapters. Below the recommended work breakdown structure for the Merger scenario integration is described:

Install new business model:

- Agree concepts/solutions for main NUAC areas (i.e. Business model & case, governance & targets, safety, military, operation, regulatory, air space, a.o.)
- Create new legal entity and governance structure.

Deliver agreed business case benefits:

- Validation of Business Case
- Integrate corporate functions and processes
- Integrate and optimize operational functions and processes including central operations support functions and processes
- Integrate and optimize technical functions and processes
- Integrate IT systems and reduce ATM/CNS and administrative IT costs
- Rationalize infrastructure and general overheads.

Manage the Integration Programme thoroughly:

- Resolve all HR matters
- Create effective leadership team and strategic direction (strategy & governance)
- Communicate with all stakeholders
- Manage merger to successful outcome (change and benefit management).

3 Integration work breakdown structure for NUAC/SKAANE scenario

Integration must be designed around the benefit areas outlined in the business case chapters. Below we have described the recommended work breakdown structure for the NUAC/SKAANE scenario integration:

Install new business model:

- Agree concepts/solutions for main NUAC/SKAANE areas (e.i. Business model & case, governance & targets, safety, military, operation, regulatory, air space, a.o.), and concept for Service Level Agreements (SLAs) between the three legal entities (Naviair, LFV/ANS and NUAC/SKAANE).
- Create new legal entity and governance structure for the shared NUAC subsidiary company.

Deliver agreed business case benefits:

- Develop, integrate and optimize operational functions for FL +285 (En-Route services in the above 285 feet airspace blocks)
- Agree SLA's content and targets for central operations, technical and administrative support functions and processes.
- Agree SLA's content and targets for Naviair approach service provision to South Sweden.

Manage the Integration Programme thoroughly:

- Resolve all HR matters
- Create effective leadership team and strategic direction (strategy & governance)
- Communicate with all stakeholders
- Manage programme to successful outcome (change and benefit management).

4 Integration work breakdown structure for Alliance scenario

Integration must be designed around the benefit areas outlined in the business case chapters. Below the recommended work breakdown structure for the Alliance scenario integration is described:

Install new business model:

- Agree Alliance concepts/solutions for key areas (i.e. Business model & case, governance & targets, shared service areas, a.o.).

Deliver agreed business case benefits:

- Validate Business Case
- Align corporate processes (HR, ATM training and Business development)
- Align non core technical processes (ATM system development, maintenance and supervision)
- Optimize operational functions and processes
- Integrate and optimize relevant technical functions and processes
- Optimize the use of ATM/CNS systems and infrastructure and administrative IT
- Rationalize general overheads.

Manage the Integration Programme thoroughly:

- Resolve all HR matters
- Create effective leadership team and strategic direction (strategy & governance)
- Communicate with all stakeholders
- Manage merger to successful outcome (change and benefit management).