

Driving Power BI adoption in your organisation

Lessons from Napoleon Bonaparte



Who is talking

- BI consultant at Sparkle
 - 5 years of Power BI
 - Development
 - Governance
 - Coaching
 - training
 -



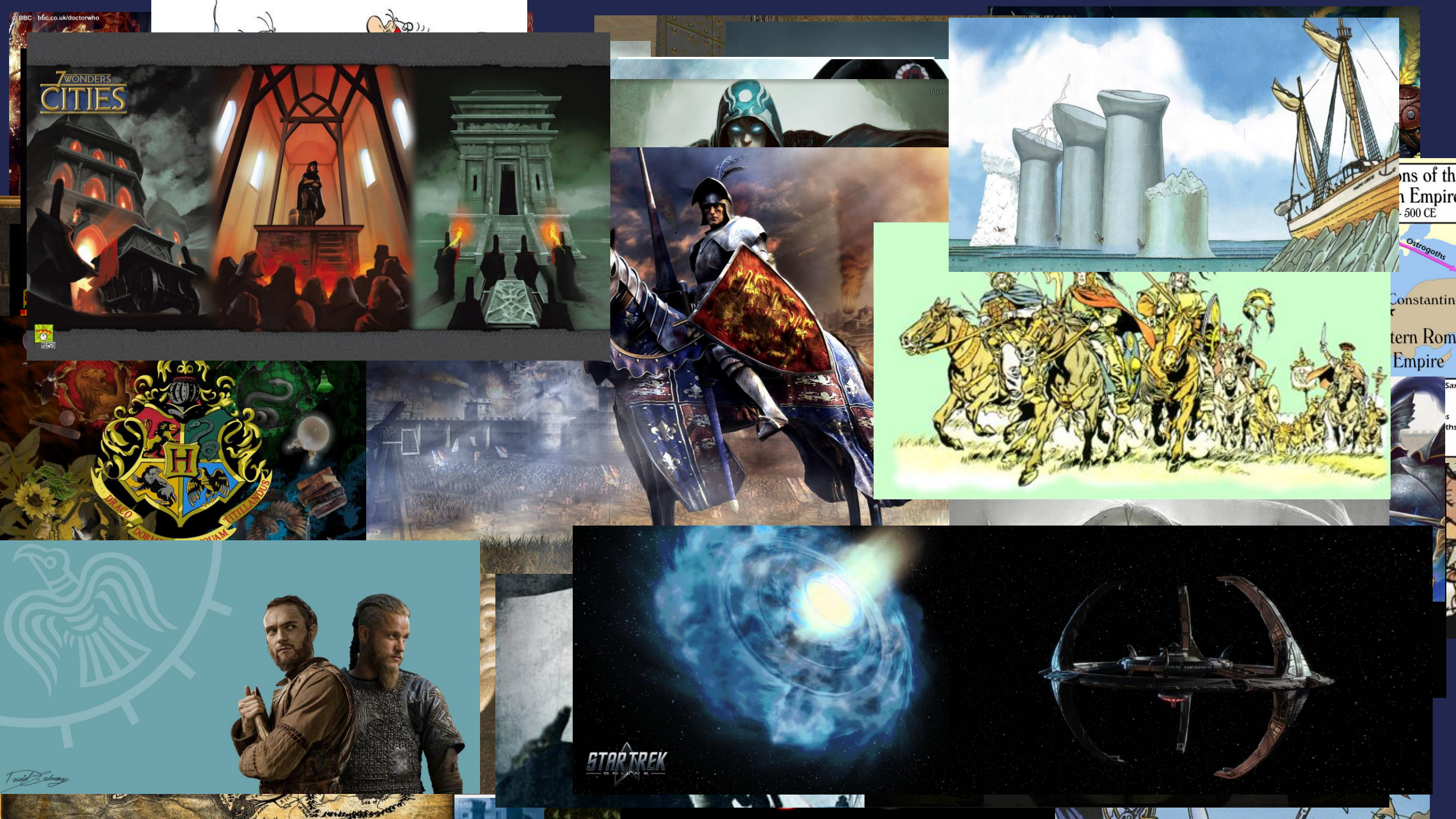
Jo David



Who is talking

History passionate
Gaming fan (boardgames, pc,...)
Miniature painting
Recently got a 3D printer
A bit of a nerd



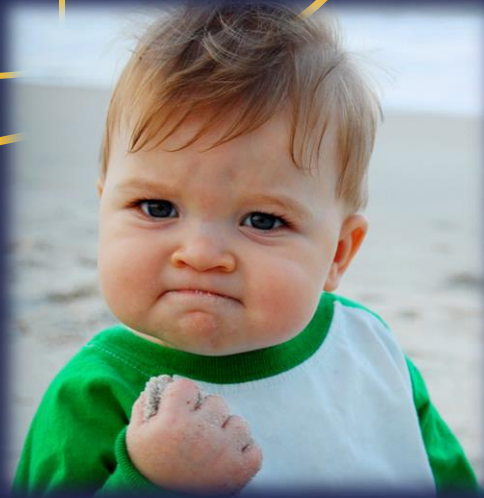


Session objectives

- Get the roadmap out there ✓
- Prove roadmap = good tool
- It is not a static list of checkboxes
- People are the corner stones
- Let people know my name ✓
- Talk history ✓
- Calm my nerves ✓

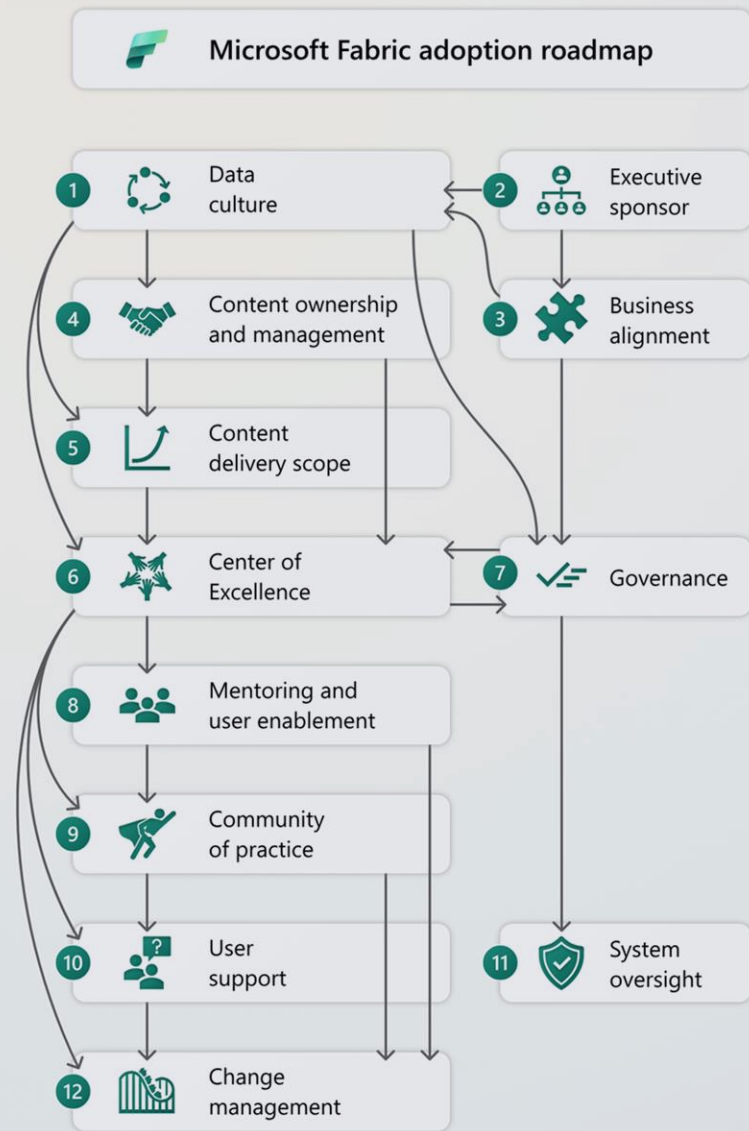
3/7

4/7



How to adopt Power BI successfully

Simple:
use the Microsoft Fabric adoption roadmap



Roadmap explanation



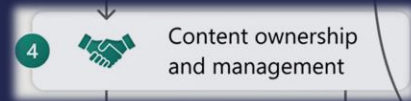
Right way of thinking for the change



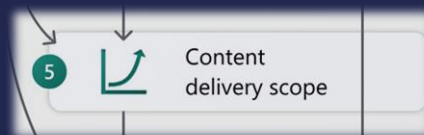
Gets shit done



All noses in same direction



Who does what + responsibility



Who is the target

Roadmap explanation



Create consistency, guiding, mentoring,...



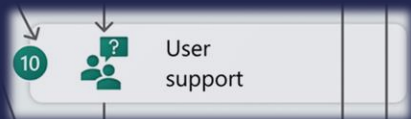
Rules, agreements, requirements



Enabling users and mentoring them



Sharing knowledge via champions

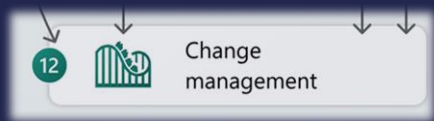


resolving issues and answering questions

Roadmap explanation



Day to day administration



Make the change seamless

- Prove roadmap = good tool



How does Napoleon fit in?

A success formula = a success formula

He Implemented this, causing his rise

He made errors, causing his fall (and other failures)

As always: History is a teacher, not a step-by-step guide



His history

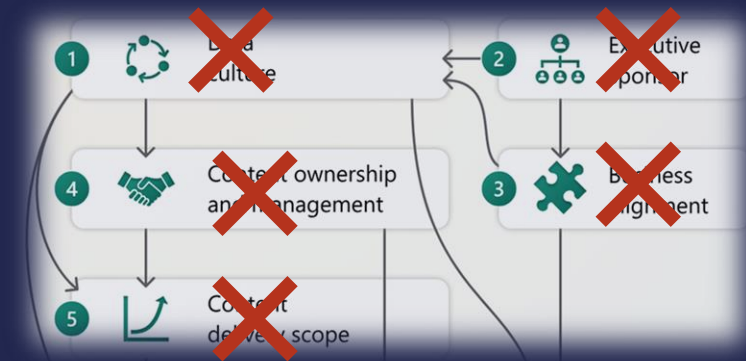
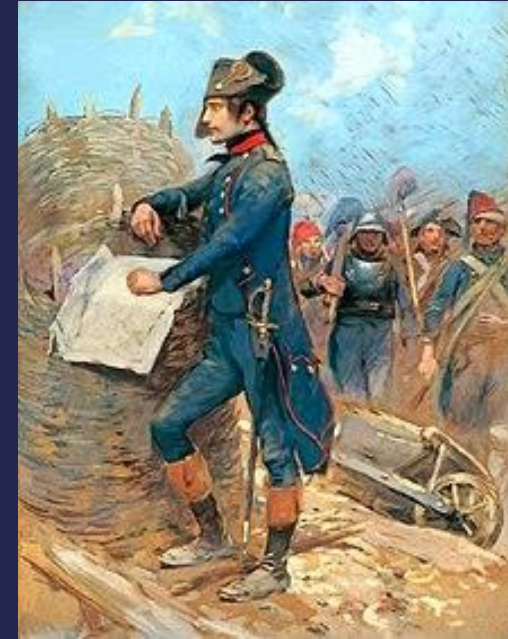
Early history

- Corsican
- Nobility
- Goes to Military
 - Artillery
 - Reads ferocious
- Fierce anti-French
- Disillusioned with



Siege of Toulon (1793)

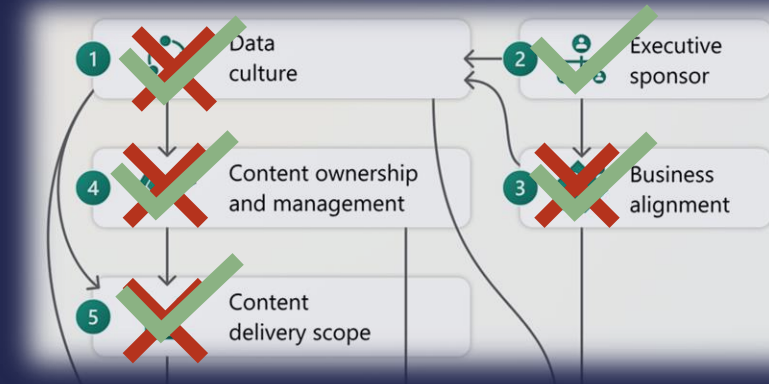
- No competent officers
 - Organizes artillery himself
- He gathers cannons
 - from 10 to 100
 - Without asking his superiors
- He directs attacks
 - Gets too few soldiers (1)
 - The General panics (2)
 - Succeeds (3)



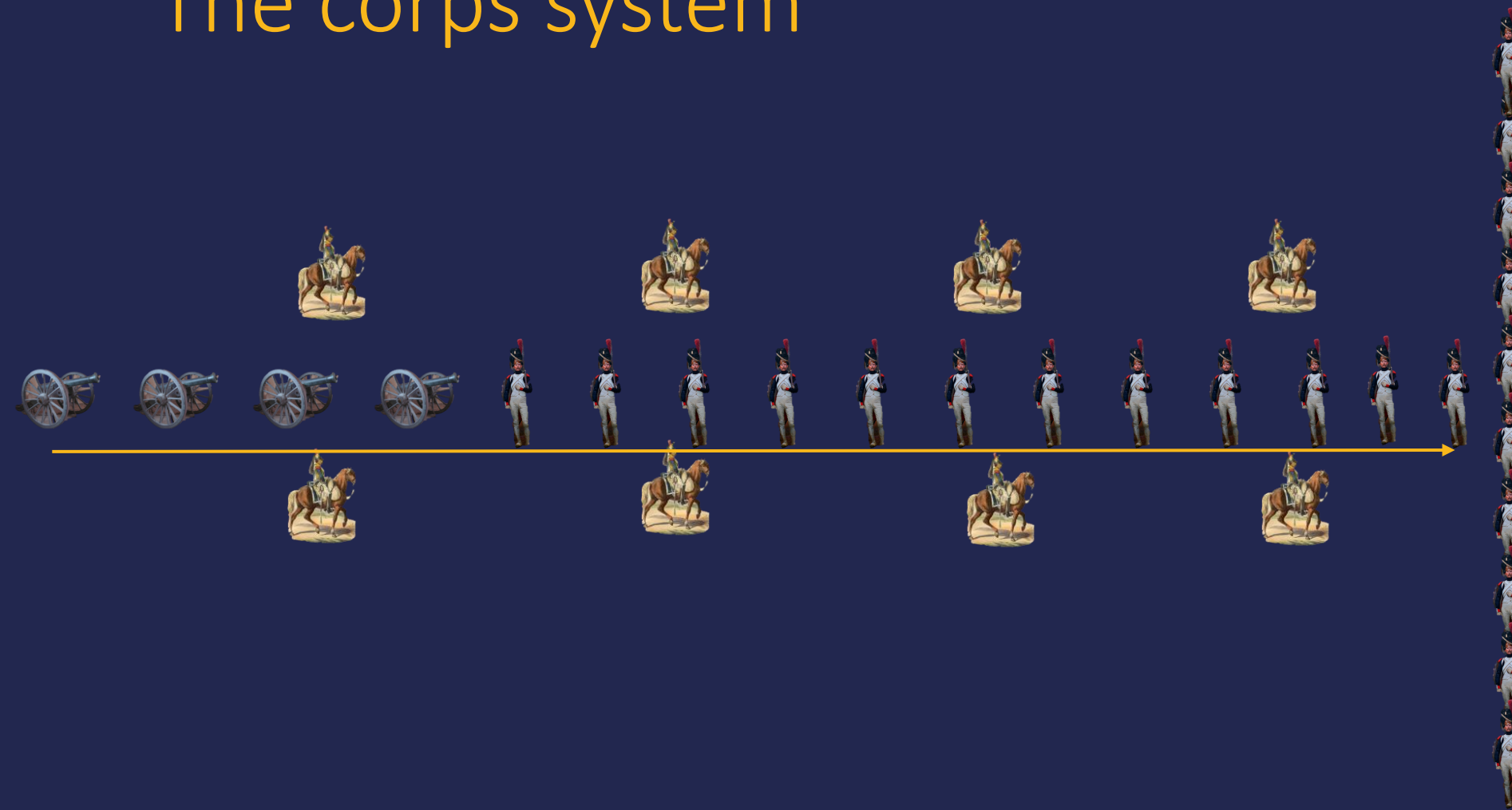
Fun fact: General O'Hara is the only officer to surrender to both Napoleon and Washington

Italian campaign (1796-1797)

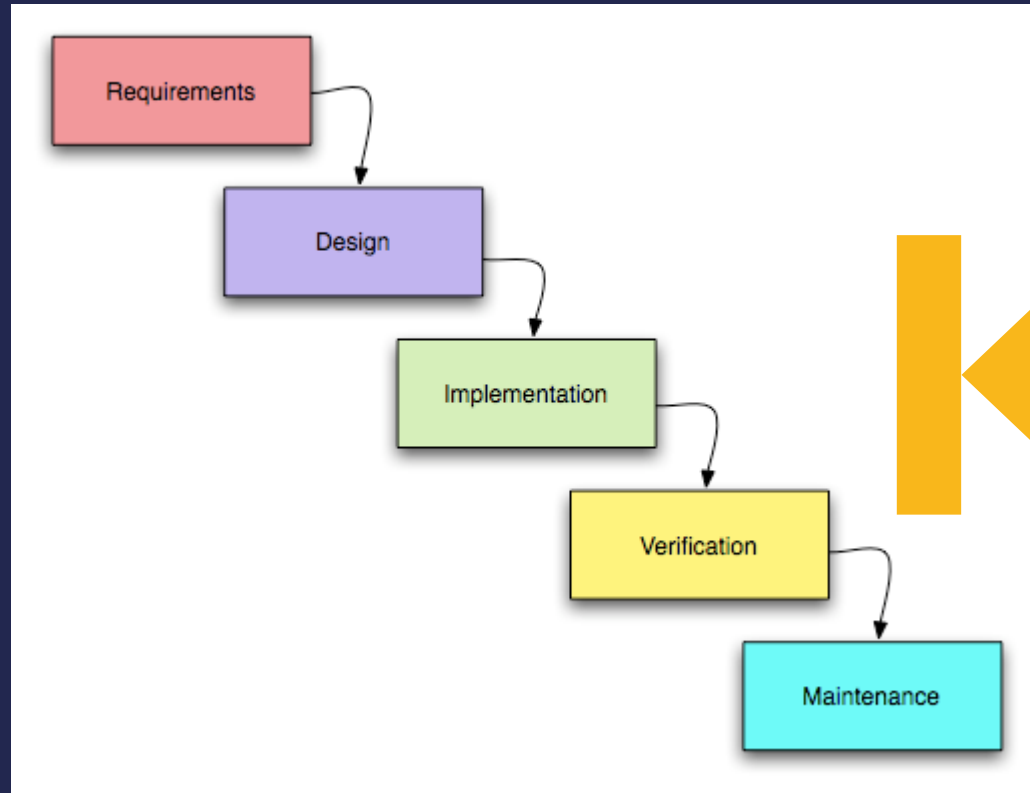
- Starting position
 - There were no officers for his troops
 - Troops were demoralized
 - Supplies were bought at high prices
 - Soldiers were not paid
 - No uniforms
 - No official supply lines
 - The ideas of the enlightenment are present
 - He organised his army into Corps



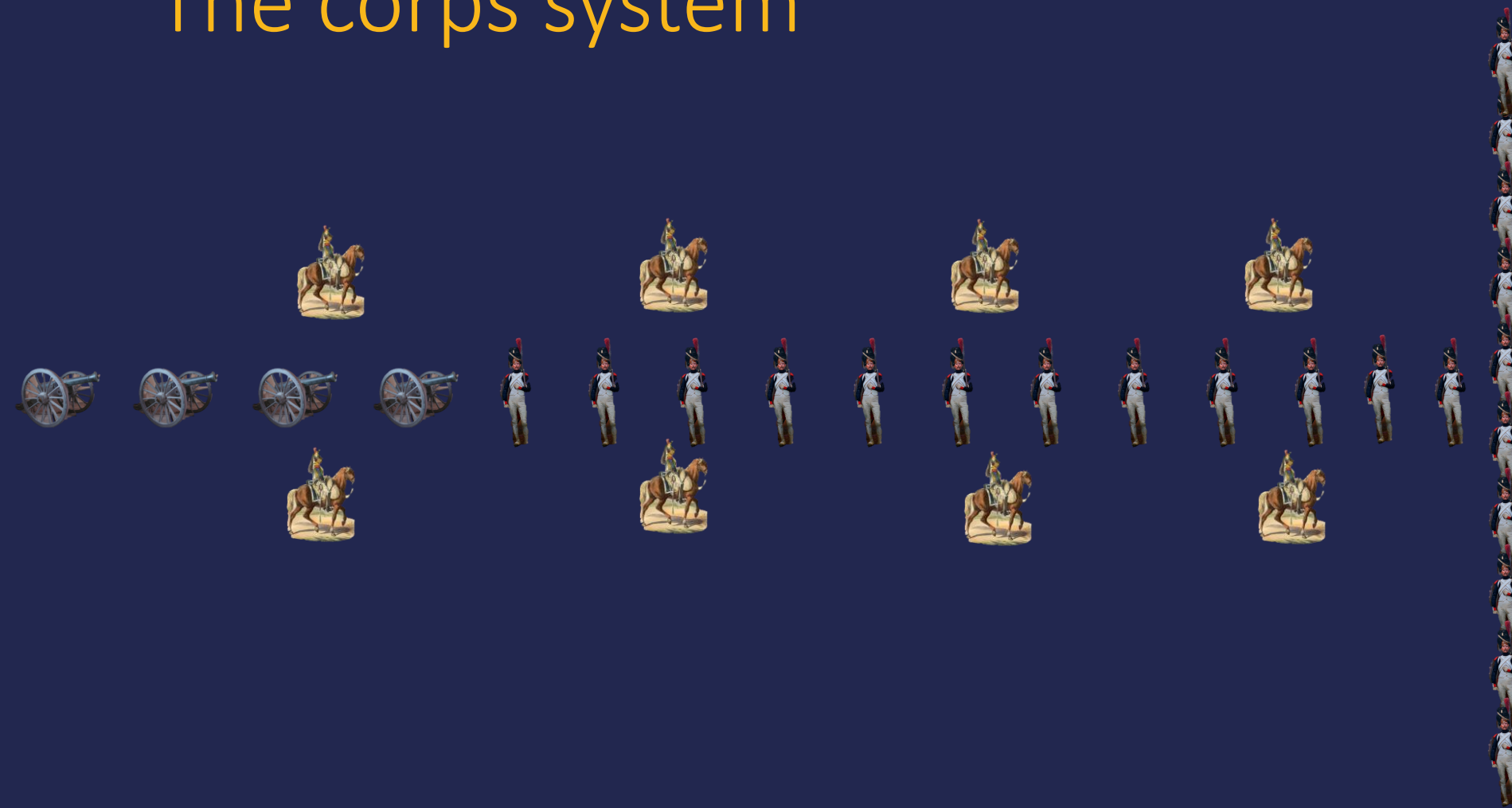
The corps system



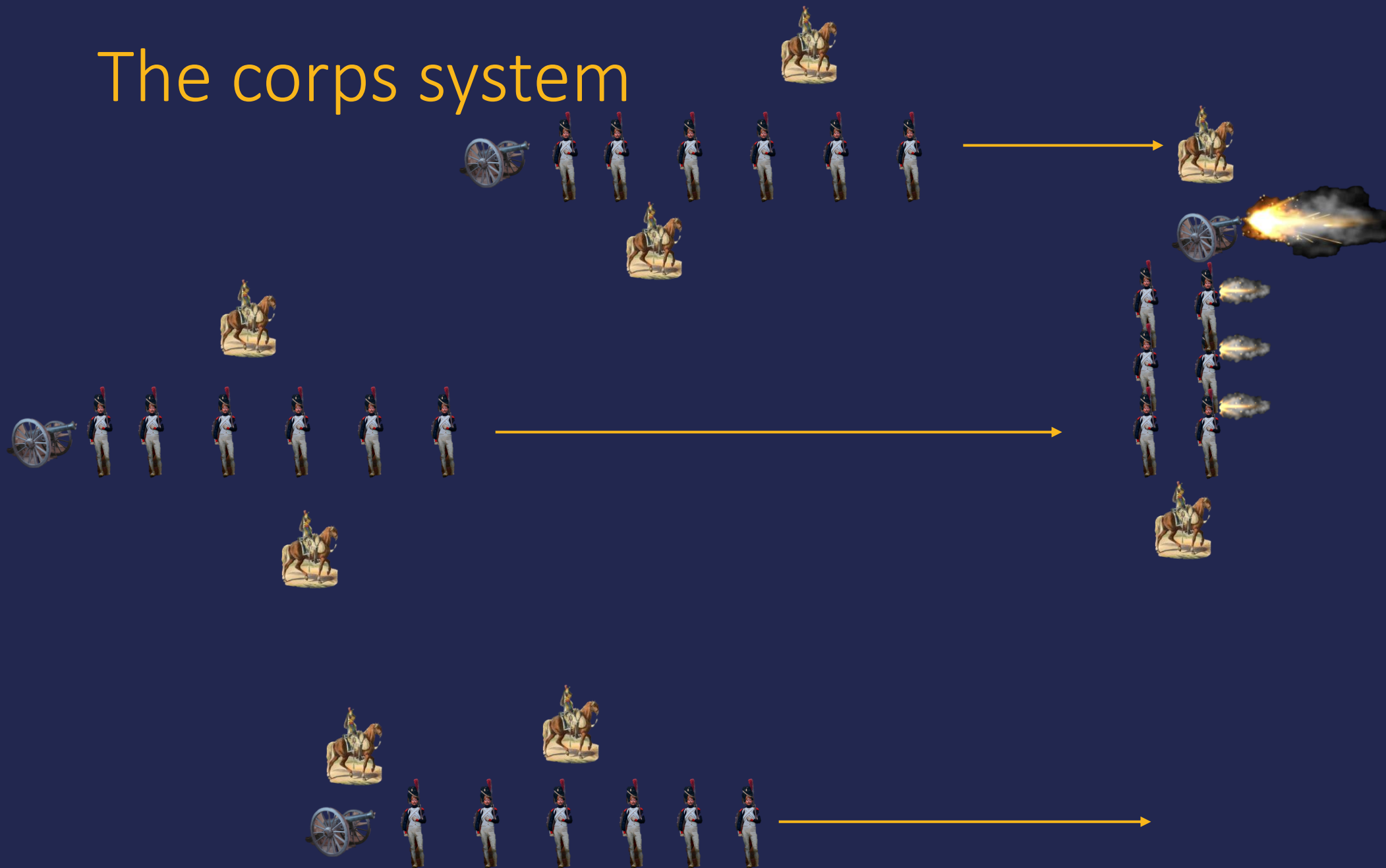
The corps system



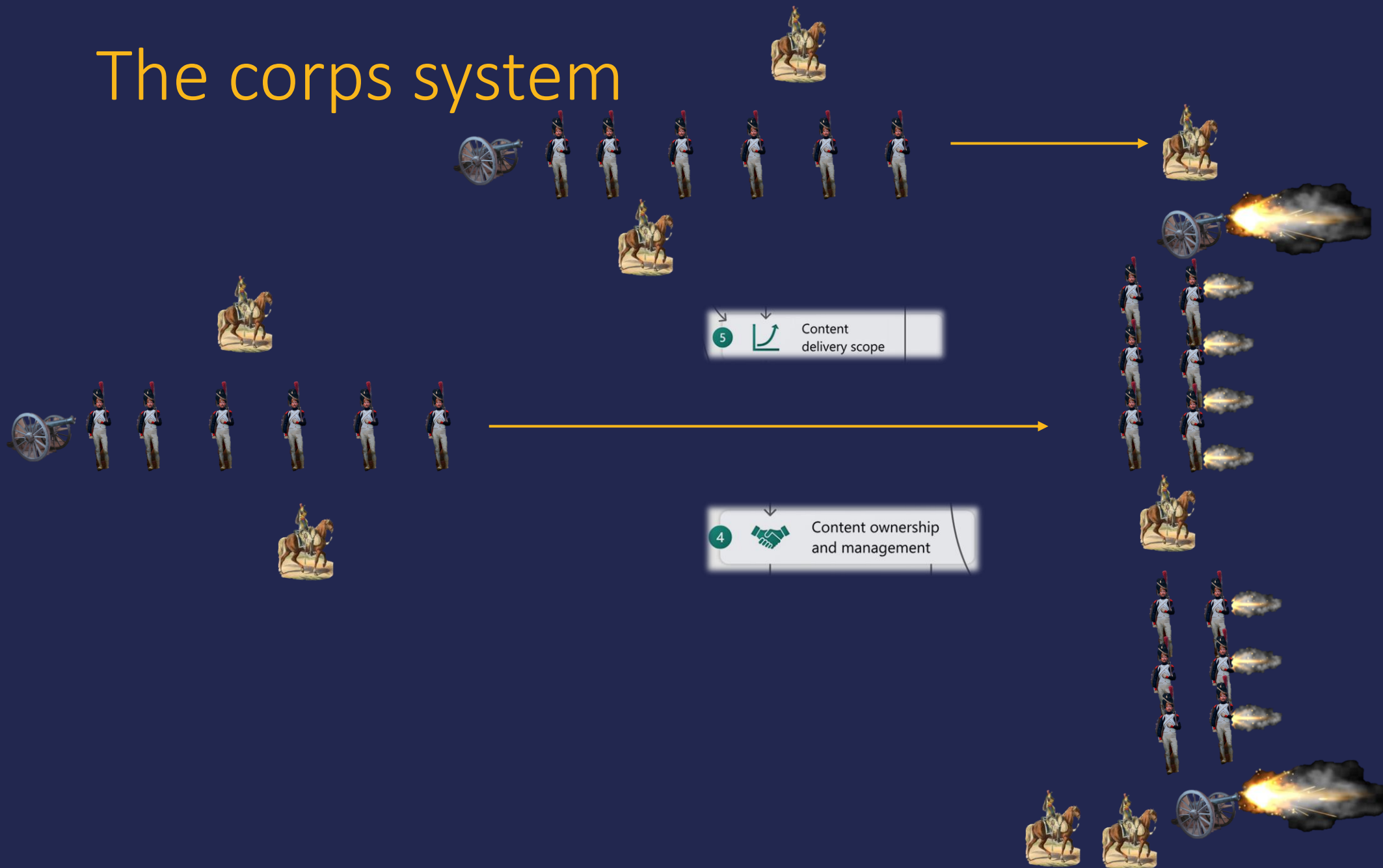
The corps system



The corps system



The corps system



Army roadmap checkup

Enlightenment

Corps system

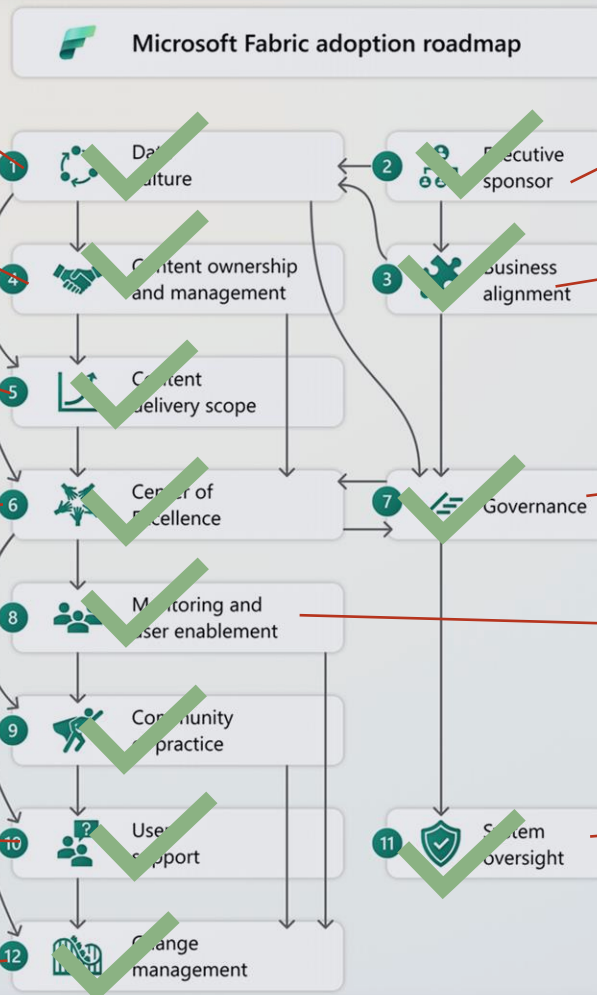
Corps system

Veterans

The soldiers & officers
practice what they learnt

Soldiers help each other

Regiments & army
structure clear



Napoleon

His core officers agree

Officers (after the 2 got
court-martialed)

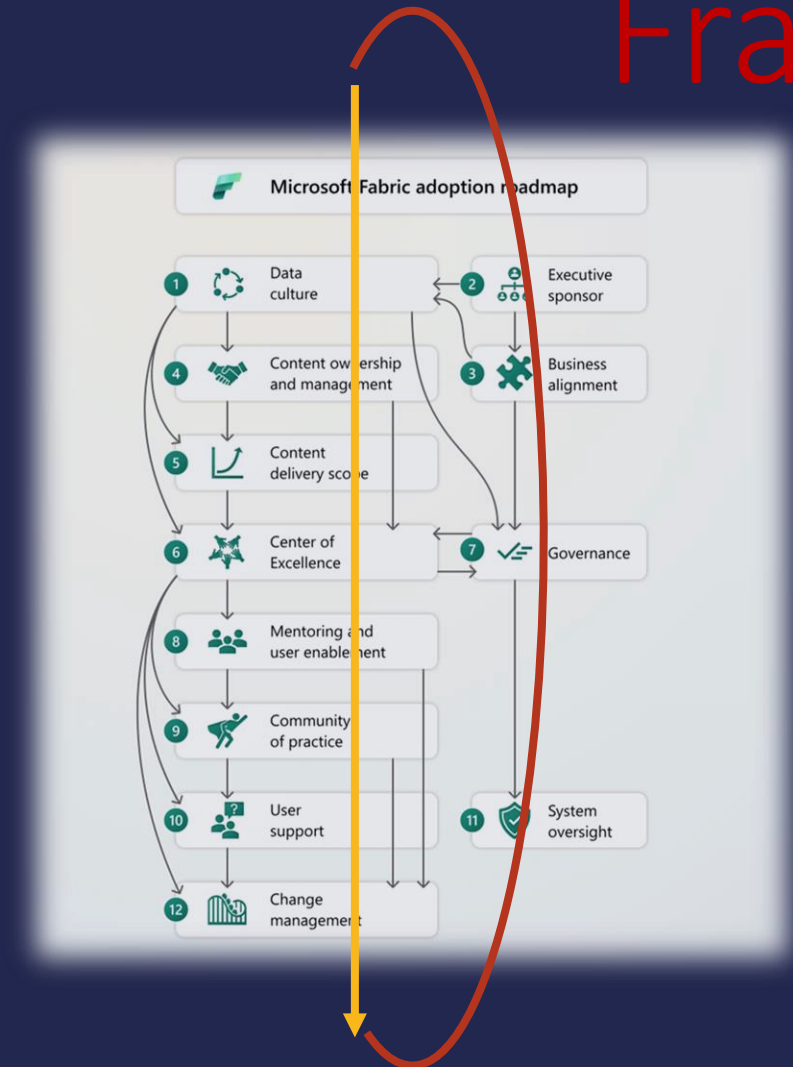
They got enough chances
to fight & veterans

The army administration

Army

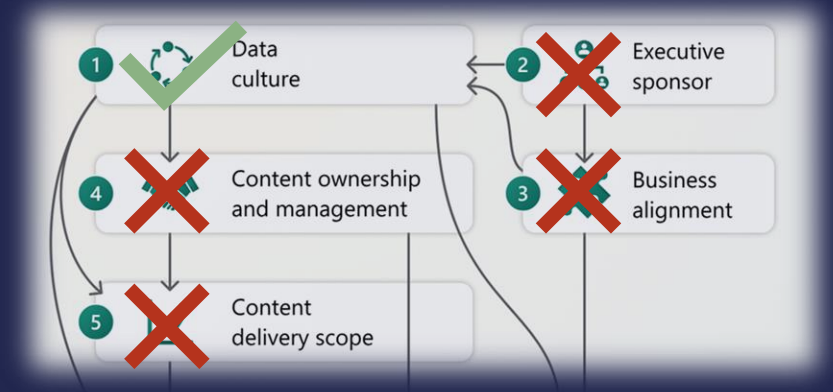
France

- Get the roadmap out there
- Prove roadmap = good tool
- It is not a static list of checkboxes
- People are the corner stones
- Let people know my name
- Talk history
- Calm my nerves



Internal “Campaign” (1798-1815)

- Many generals with own ideas
- Finances broken
- émigrés (fled aristocrats)
- Religion banned
- Family is jealous



Internal “Campaign” – Executive sponsor



Gets shit done

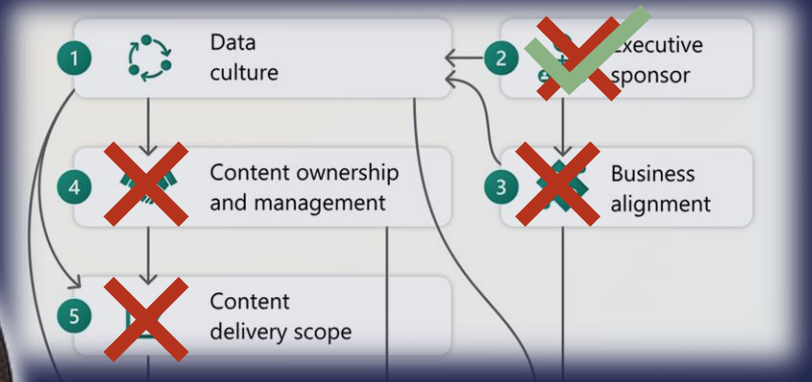
- First consul



- Consul for life



- Emperor



Internal “Campaign” – Business alignment



All noses in same direction

- Family

- Gives kingdoms

- Generals

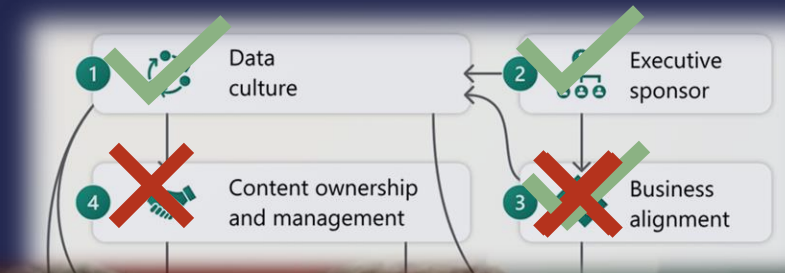
- Marries them off
 - Gives lands and titles
 - Promotions

- Ministers & Marshals

- Hands out 13 former Venetian regi



René Auberjonois

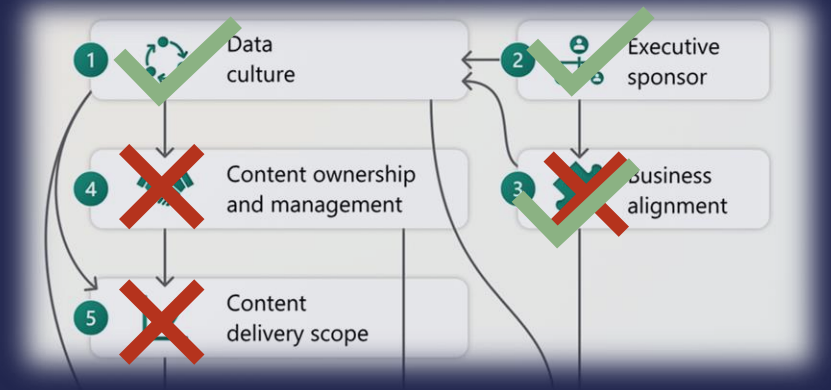


Internal “Campaign” - Business alignment

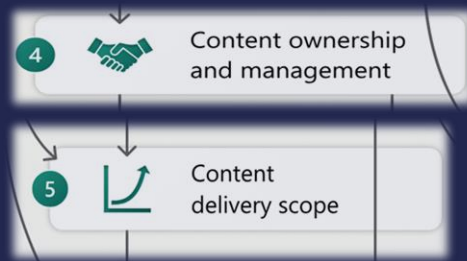


All noses in same direction

- émigrés
 - Promised them amnesty (1802)
- Religion
 - Agreement with the pope (1801)
 - Bourbon restoration no longer needed



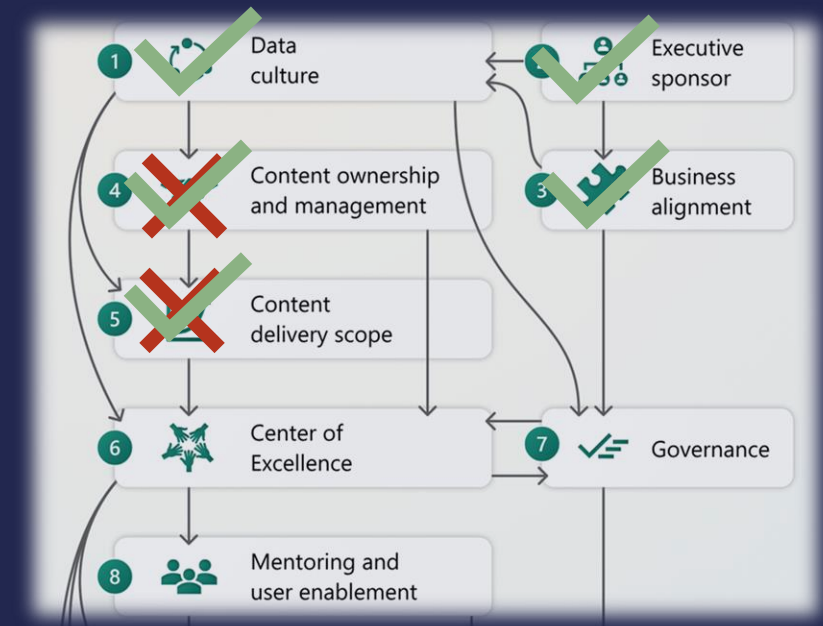
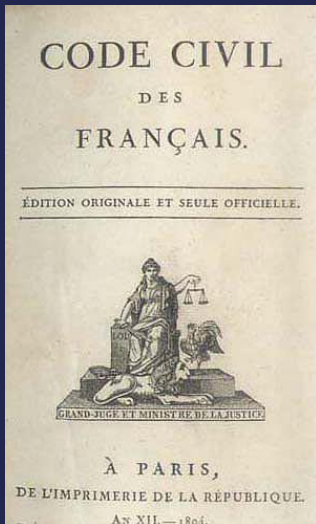
Internal “Campaign” – ownership & scope



Who does what + responsibility

Who is the target

- Administrative reforms
 - Regions > departments > communes
 - Code Napoléon



Internal “Campaign” – CoE & Governance

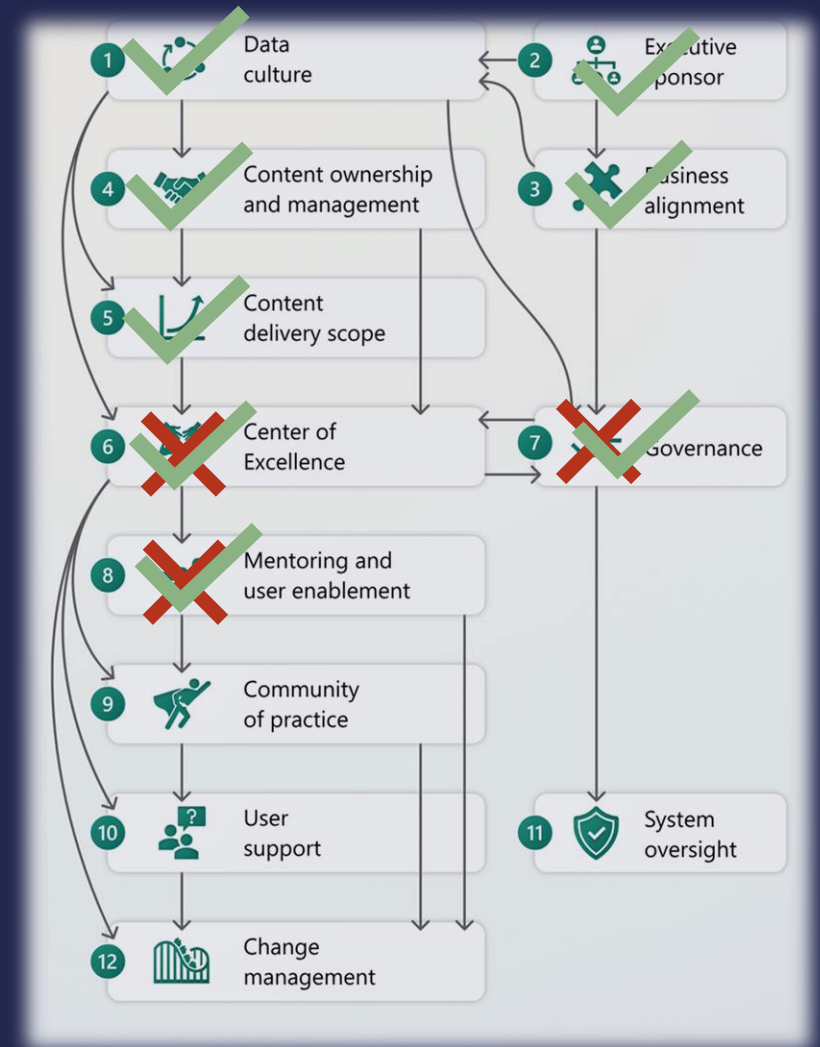


Create consistency, guiding, mentoring,...

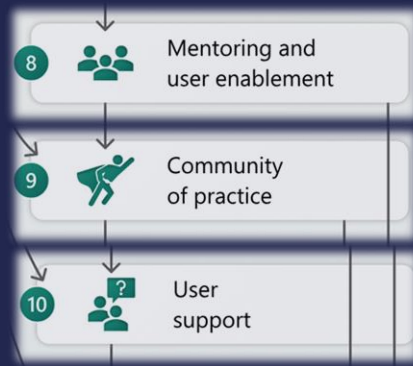
Rules, agreements, requirements

- Educational reforms (1808)

- Primary schools
- Lycées
- Universities

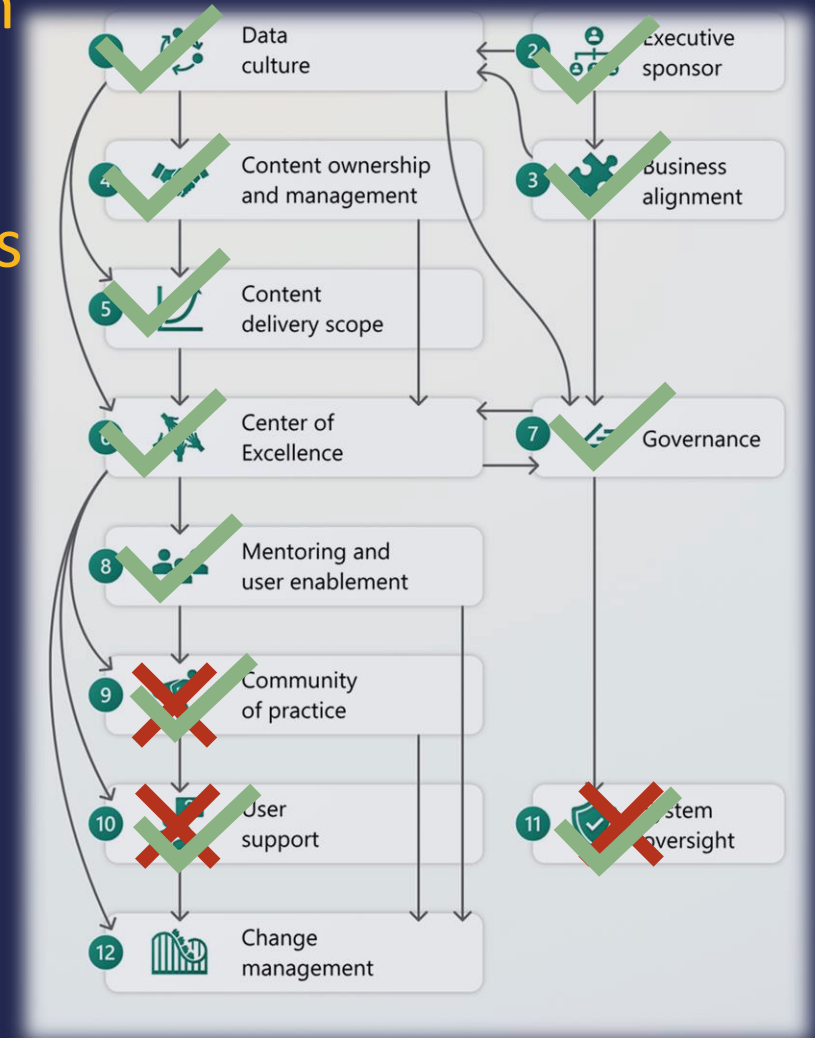


Internal “Campaign” – Community & users



Enabling users and mentoring them
Sharing knowledge via champions
resolving issues & answer questions

- Meritocracy
 - + administrative reforms



France roadmap checkup

Enlightenment

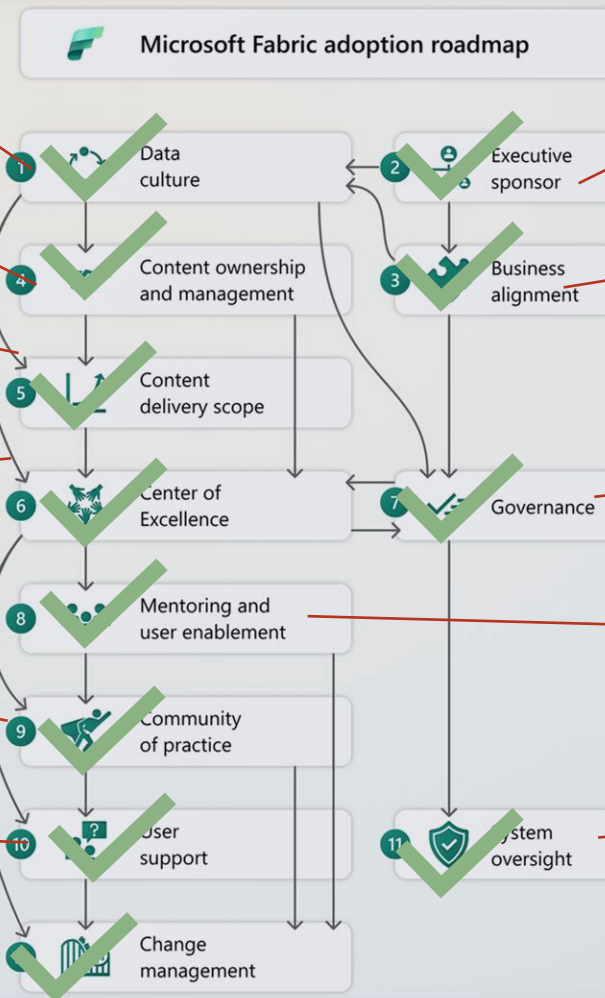
Administrative reforms

Administrative reforms

Educational &
administrative reforms

Meritocracy

Meritocracy



Napoleon

Pope, Émigrés, family,...

Educational &
administrative reforms

Administrative reforms

Meritocracy &
administrative reforms

Army

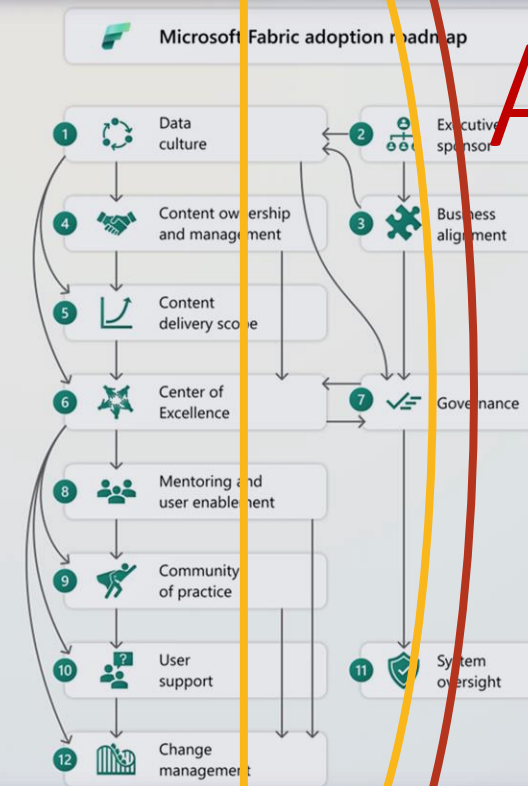
France

Armies

- Get the roadmap out there
- Prove roadmap = good tool

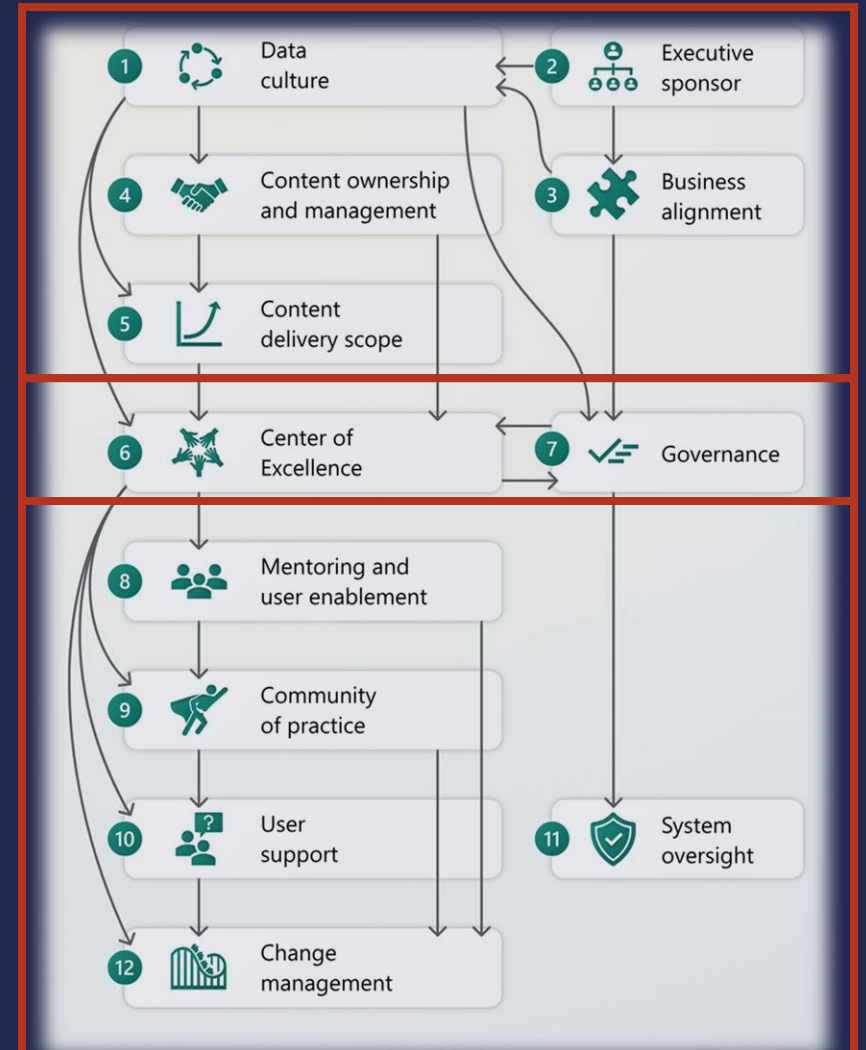
It is not a static list of checkboxes

- People are the corner stones
- Let people know my name
- Talk history
- Calm my nerves



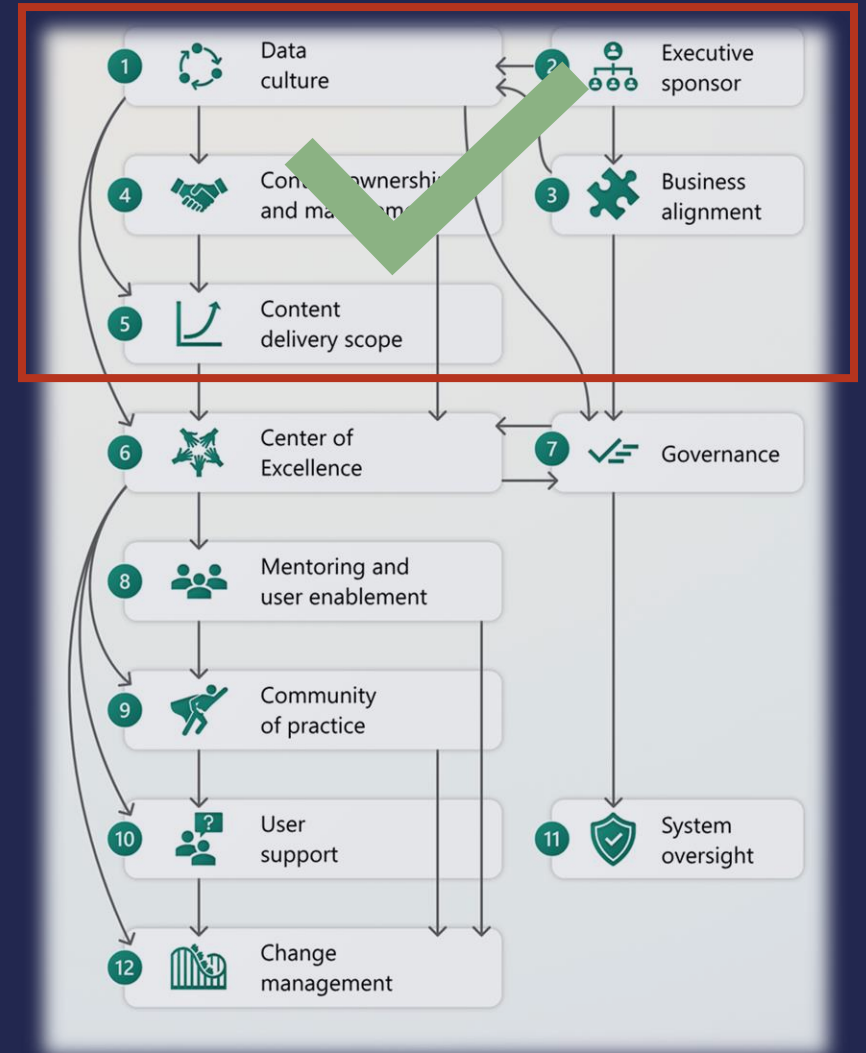
Army “Campaign” (1804-1815)

- Leadership
 - Business alignment
 - Content ownership & management
 - Content delivery scope
- Education
 - Center of excellence
 - Governance
- Army life
 - Mentoring & enablement
 - Community of practice
 - User support
 - System oversight



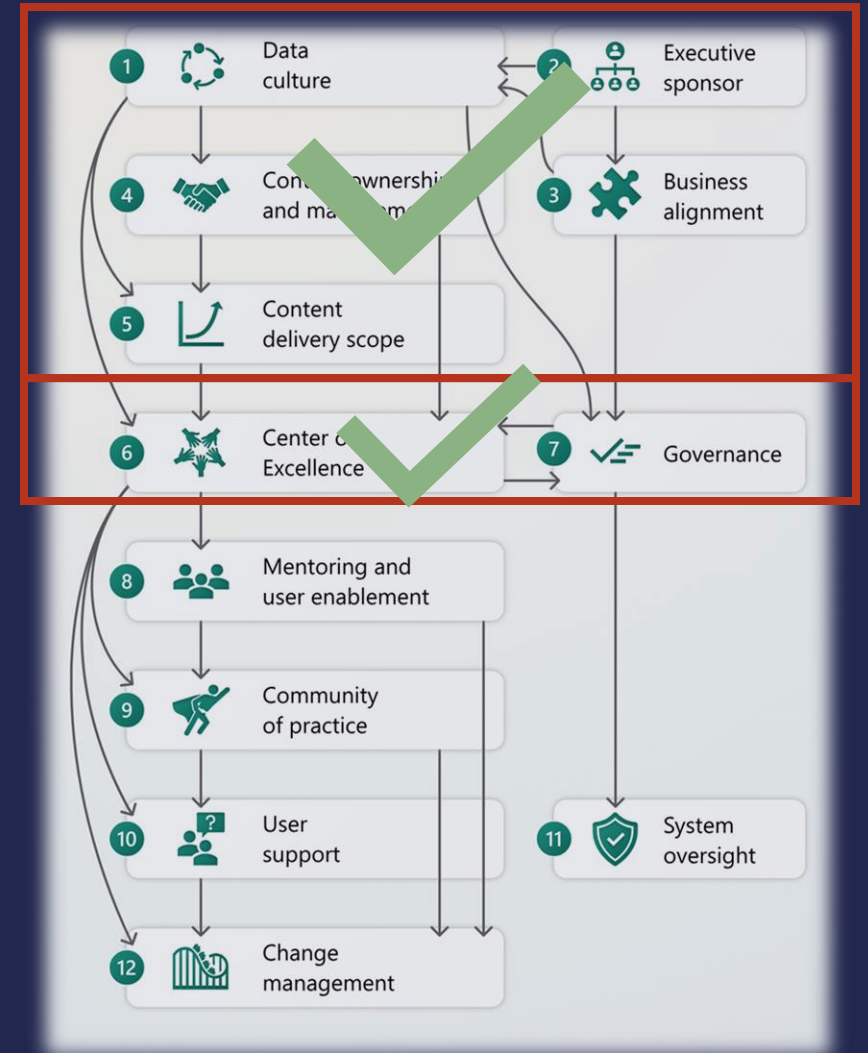
Army "Campaign" - Leadership

- Promoted his own officers
- Bought loyalties
- Removed untrustworthy ones
- Loyalties of armies undercut
- Promised to fight the English
- Installed the Core system



Army “Campaign” - Education

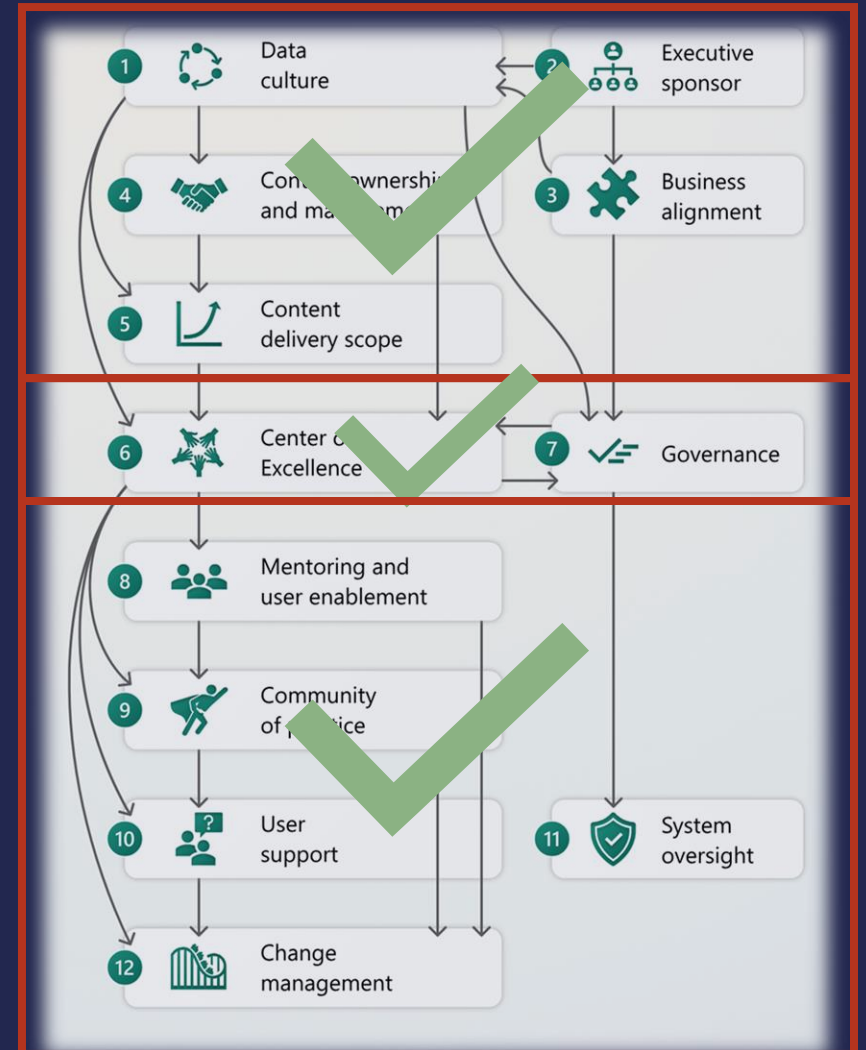
- École speciale militaire (1802)



Fun fact: the French army is the first that introduced ‘target practise’ for soldiers

Army “Campaign” - Army life

- Veterans
- A lot of freedom
 - “The army was always ready to form lines, column and squares without having to be directed by their officers”



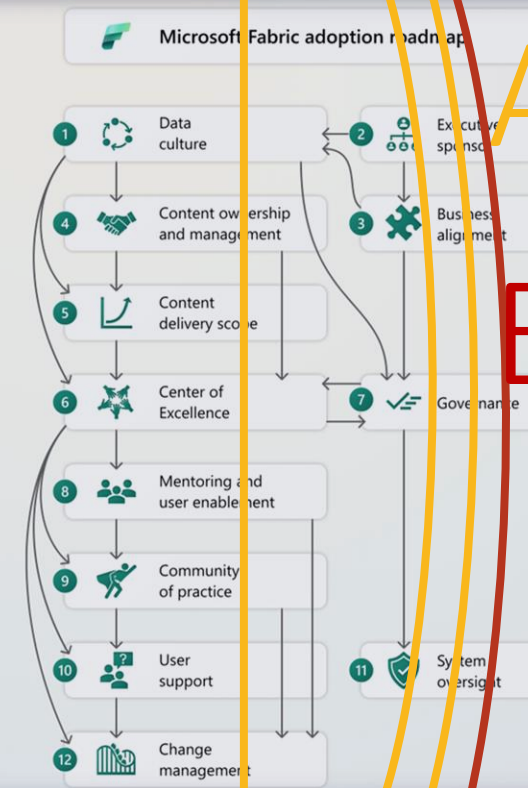
Army

France

Armies

Europe

- Get the roadmap out there
- Prove roadmap = good tool
- It is not a static list of checkboxes
- People are the corner stones
- Let people know my name
- Talk history
- Calm my nerves



Europe roadmap checkup

“Voluntarily”

Enlightenment

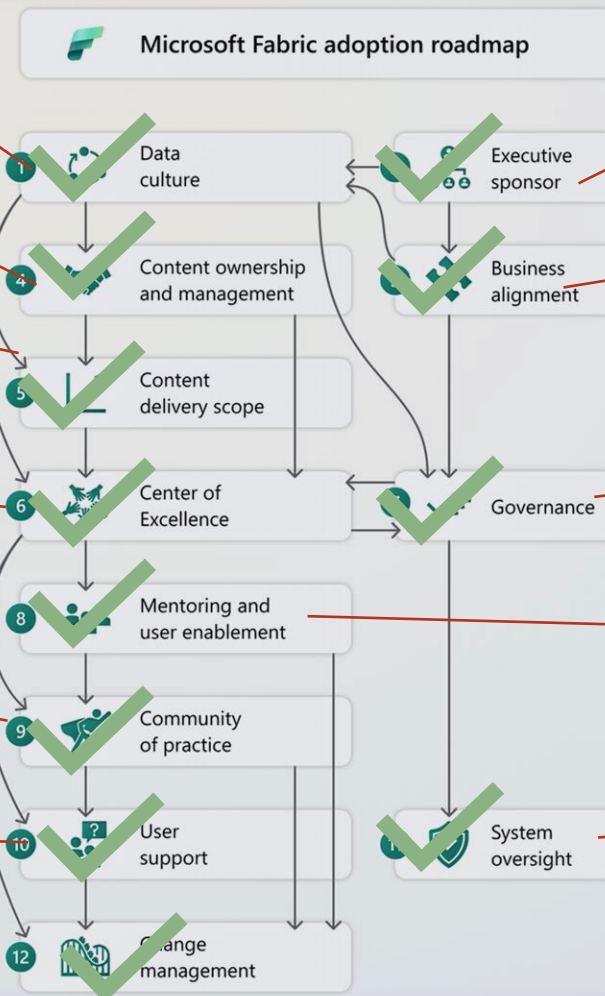
Administrative reforms

Administrative reforms

Educational &
administrative reforms

Allies follow

Allies follow



Napoleon

Allies follow

Administrative reforms

Administrative reforms

Administrative reform
also at allies

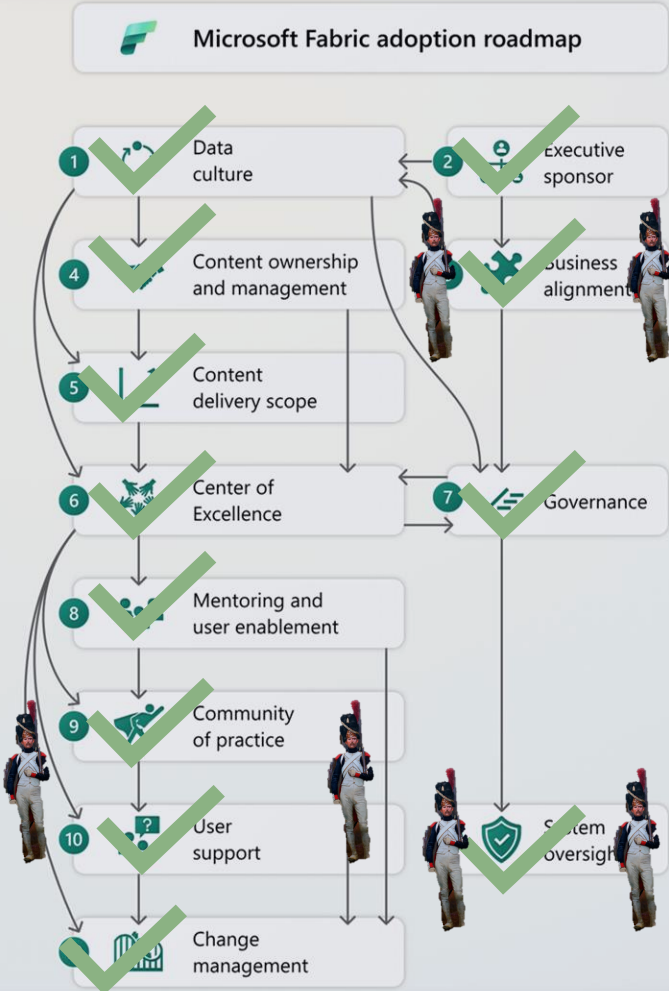
European campaign

- Several wars
 - War of the third coalition
 - War of the fourth coalition
 - Peninsular war
 - War of the fifth coalition
 - Invasion of Russia
 - War of the sixth coalition
 - War of the seventh coalition



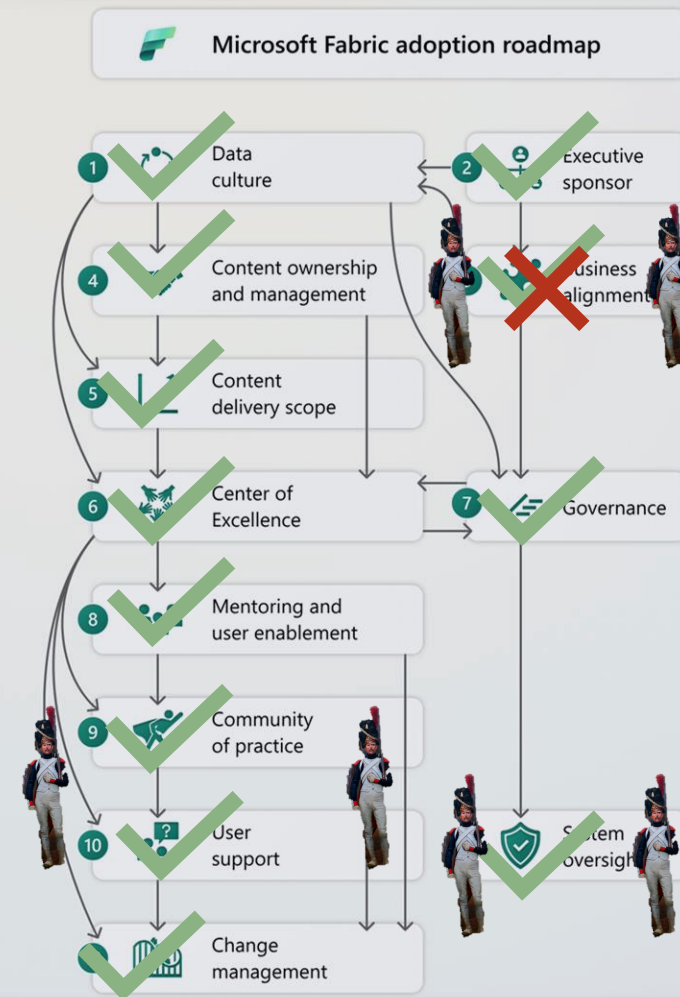
European campaign

- Confederation of the Rhine (1805)
- Continental system
 - Spain/Portugal (1807-1814)
 - Russia (1812)
- Waterloo (1815)



European campaign (1805-1815)

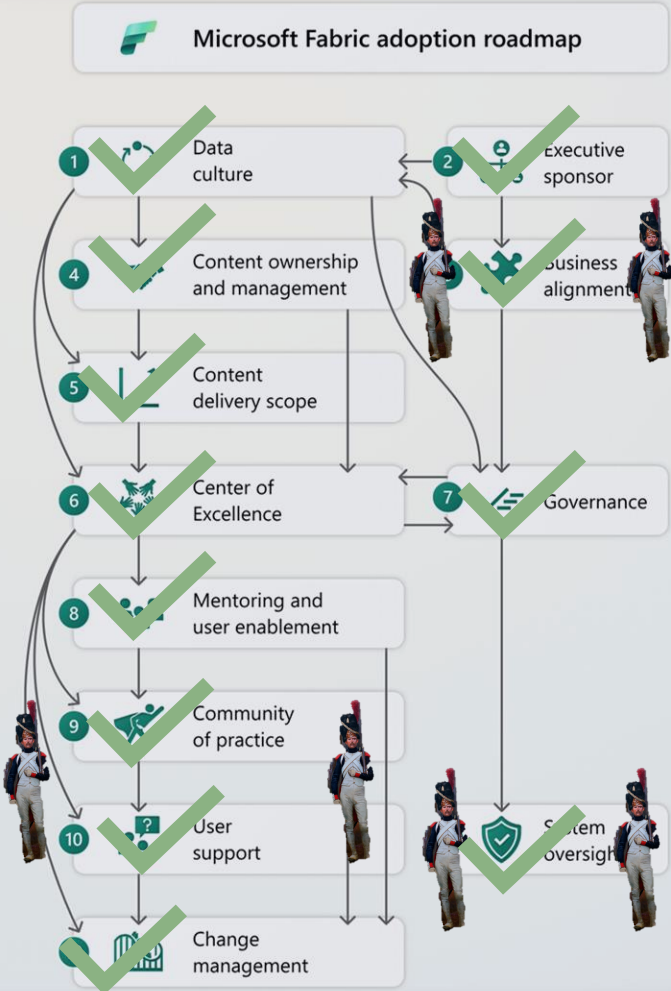
- Confederation of the Rhine (1805)
- Continental system
 - Spain/Portugal (1807-1814)
 - Russia (1812)
- Waterloo (1815)



Fun fact: this caused the emperor of the Holy Roman Empire to become the emperor of Austria

European campaign

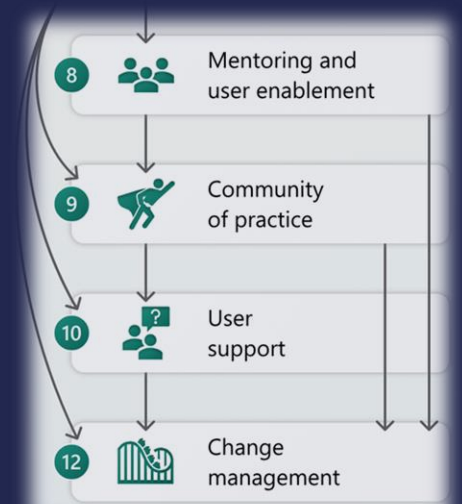
- Confederation of the Rhine (1805)
- Continental system
 - Spain/Portugal (1807-1814)
 - Russia (1812)
- Waterloo (1815)



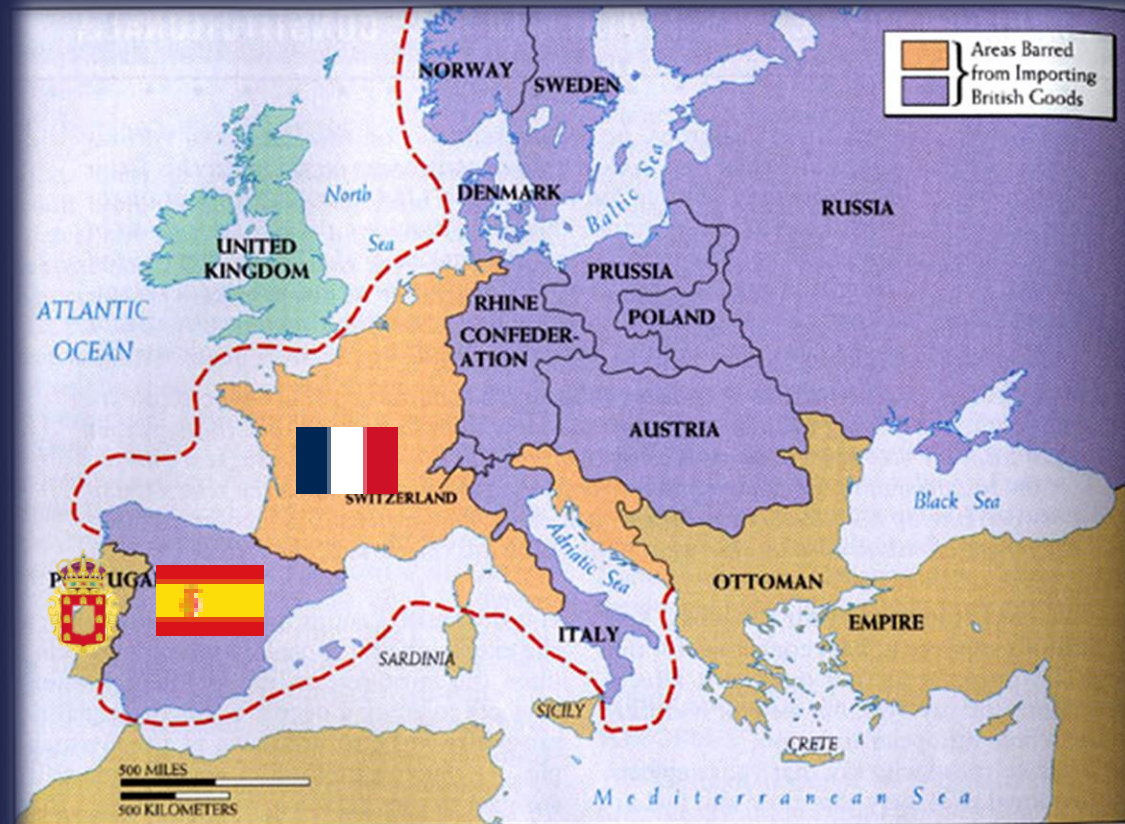
Continental system



MAP 20-1 THE CONTINENTAL SYSTEM, 1806-1810 Napoleon hoped to cut off all British trade with the European continent and thereby drive the British from the war.



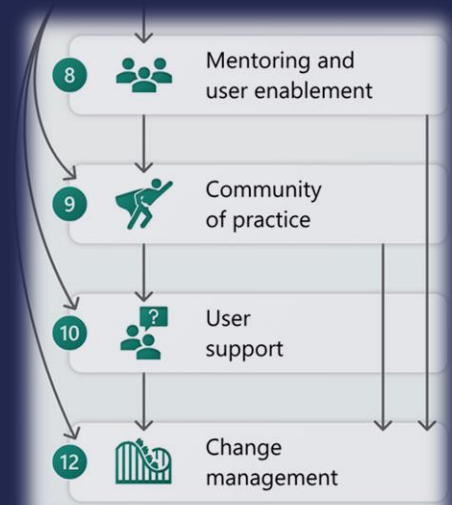
Continental system – Spain/Portugal



MAP 20-1 THE CONTINENTAL SYSTEM, 1806-1810 Napoleon hoped to cut off all British trade with the European continent and thereby drive the British from the war.



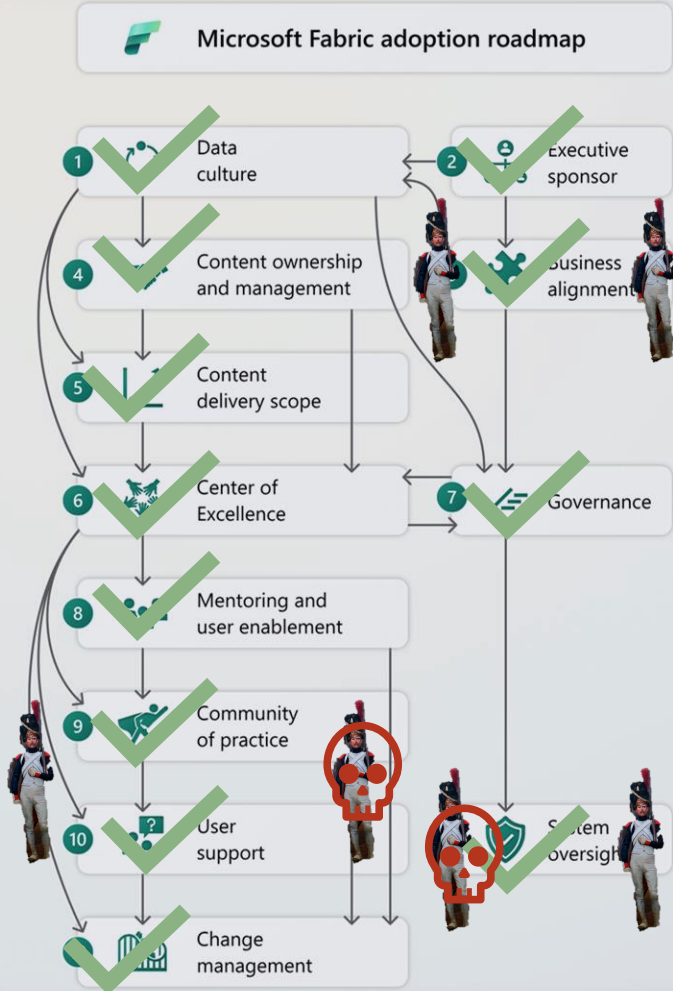
200,000
dead



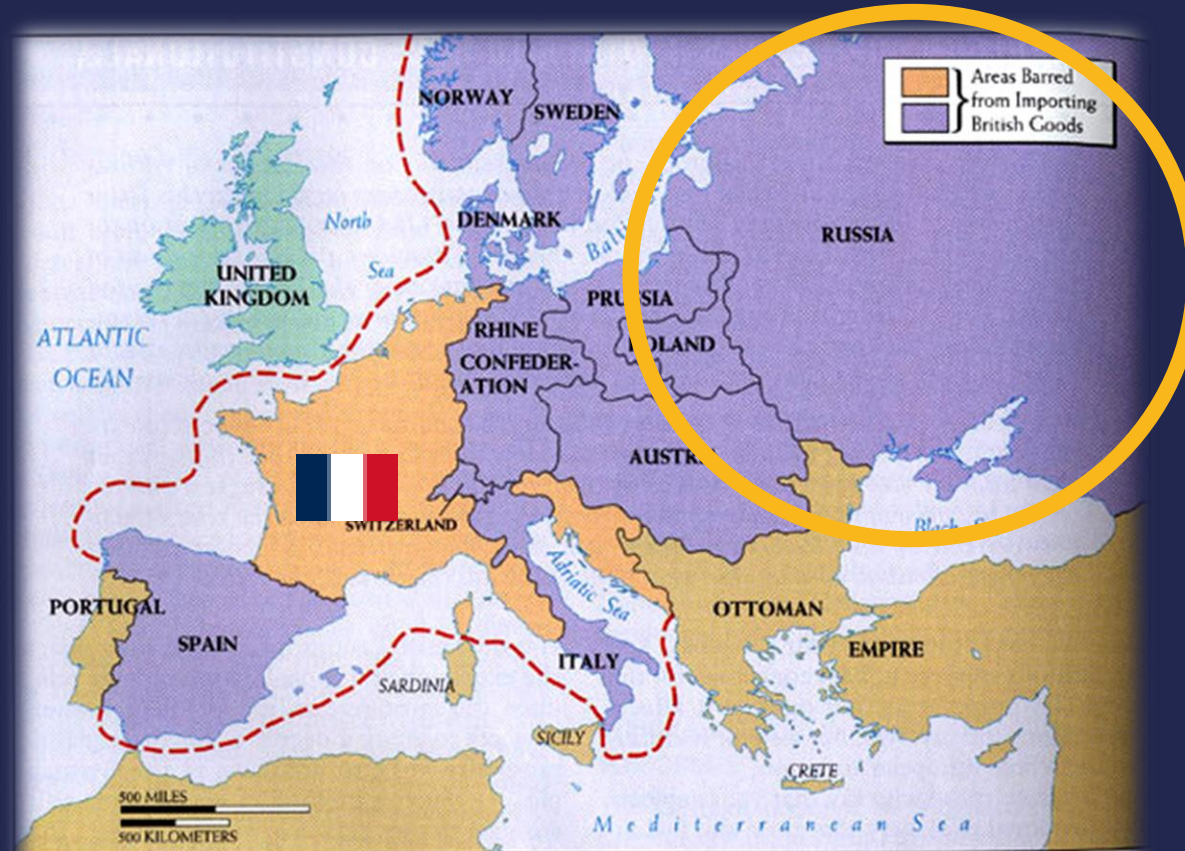
Fun Fact: Sean bean does NOT die

European campaign

- Confederation of the Rhine (1805)
- Continental system
 - Spain/Portugal (1807-1814)
 - Russia (1812)
- Waterloo (1815)



Continental system – Russia

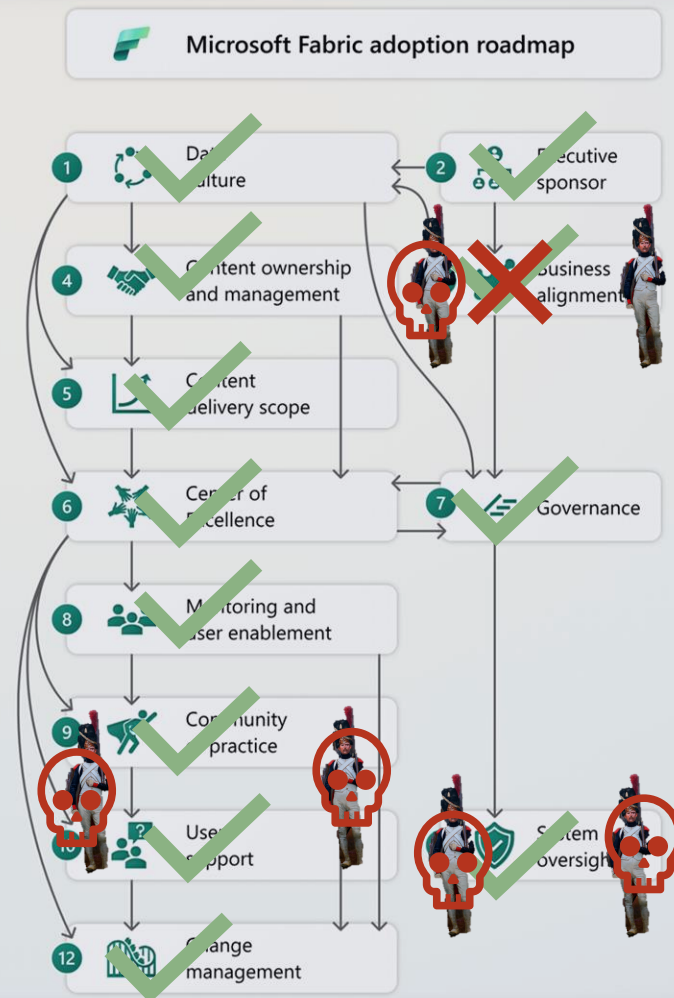


MAP 20-1 THE CONTINENTAL SYSTEM, 1806-1810 Napoleon hoped to cut off all British trade with the European continent and thereby drive the British from the war.

380,000
dead
100,000
captured

European campaign

- Confederation of the Rhine (1805)
- Continental system
 - Spain/Portugal (1807-1814)
 - Russia (1812)
- Waterloo (1815)



European campaign

- Co
- (1
- Co
- W

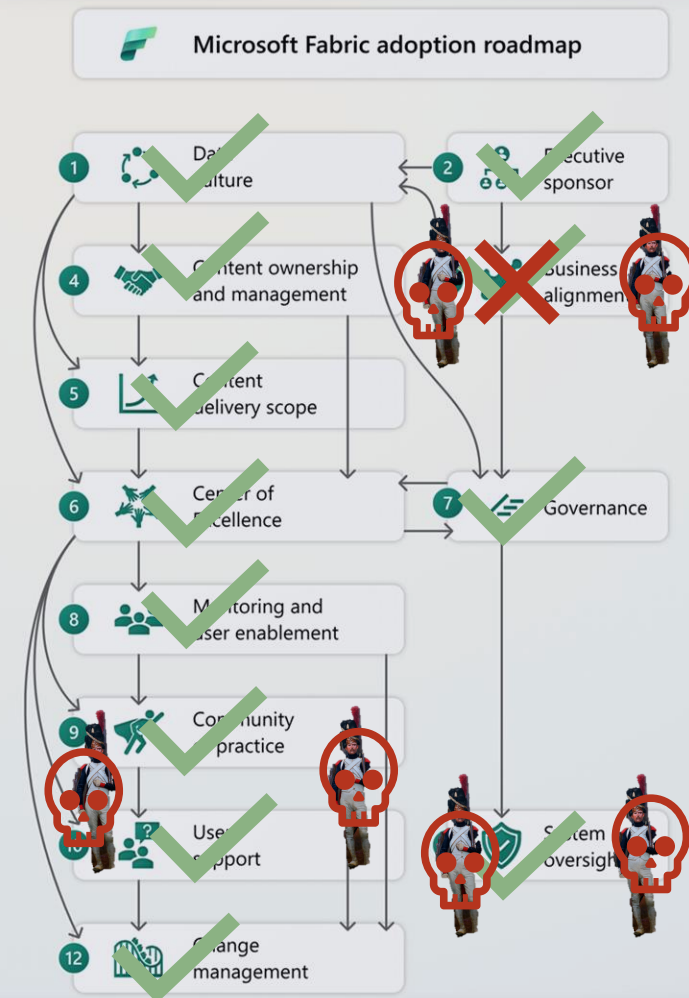
"The absence of some of the most capable of his marshals, particularly Davout, Masséna, and Suchet, was sorely felt. Had they been present, the outcome might well have been different."

-Adam Zamoyski



European campaign

- Confederation of the Rhine (1805)
- Continental system
 - Spain/Portugal (1807-1814)
 - Russia (1812)
- Waterloo (1815)



Europe roadmap checkpoint

Enlightenment

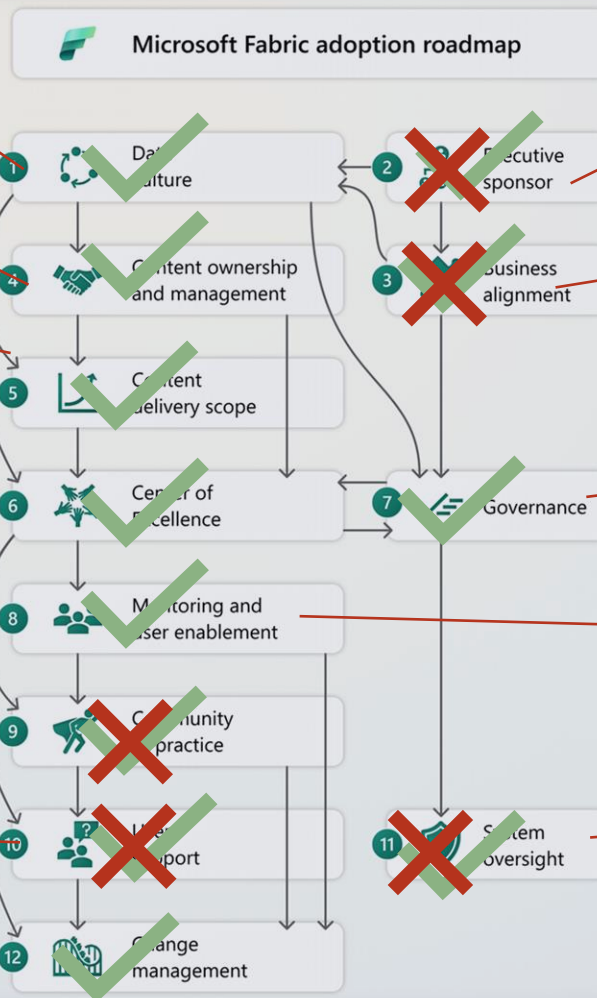
Administrative reforms

Administrative reforms

Educational & administrative reforms

Allies follow

Allies follow



Allies follow

Administrative reforms

Administrative reforms

Administrative reform
also at allies

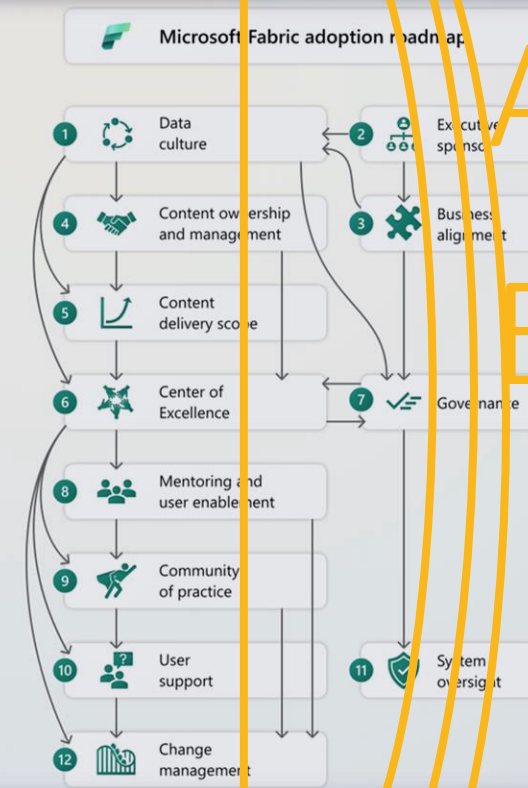
Army

France

Armies

Europe

- Get the roadmap out there
- Prove roadmap = good tool
- It is not a static list of checkboxes
- People are the corner stones
- Let people know my name
- Talk history
- Calm my nerves



Army

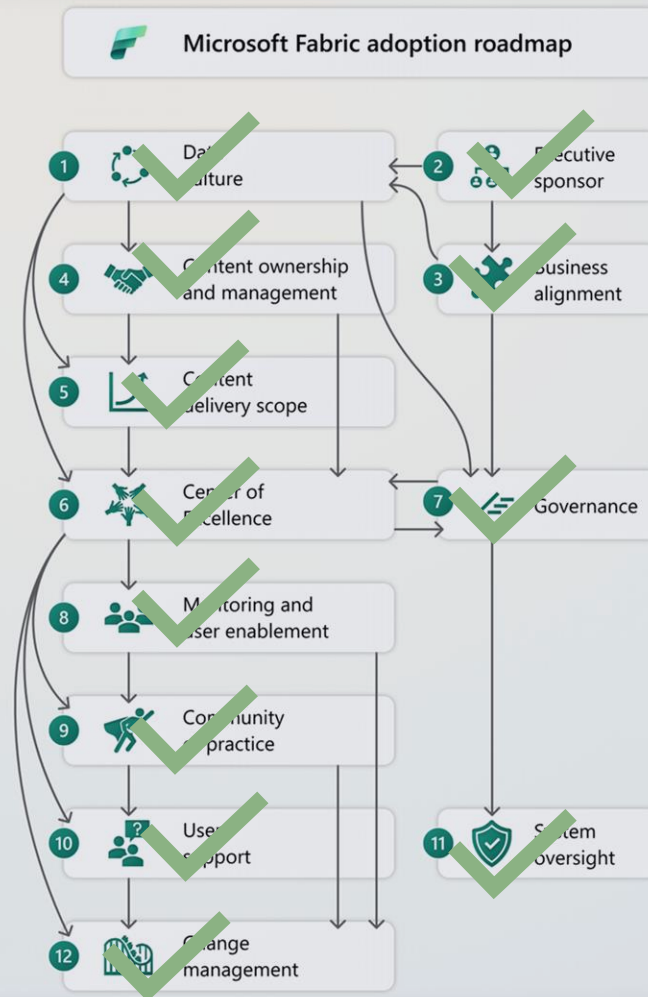
Italy

France

Armies

Europe

The Empire



Limited
scope and
time

Army

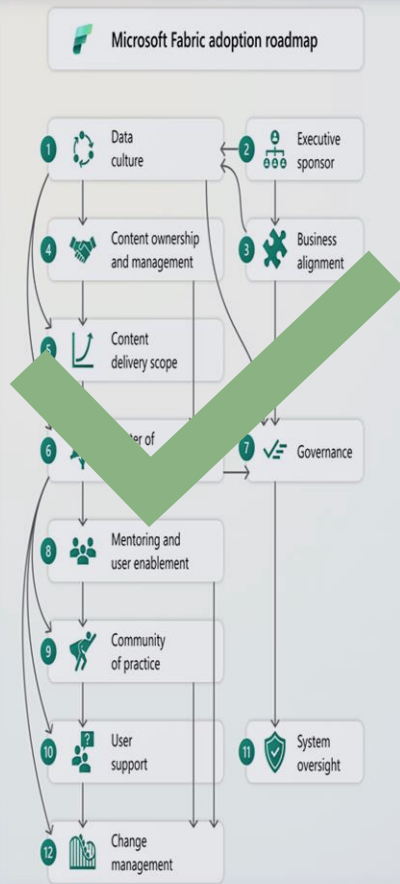
Italy

France

Armies

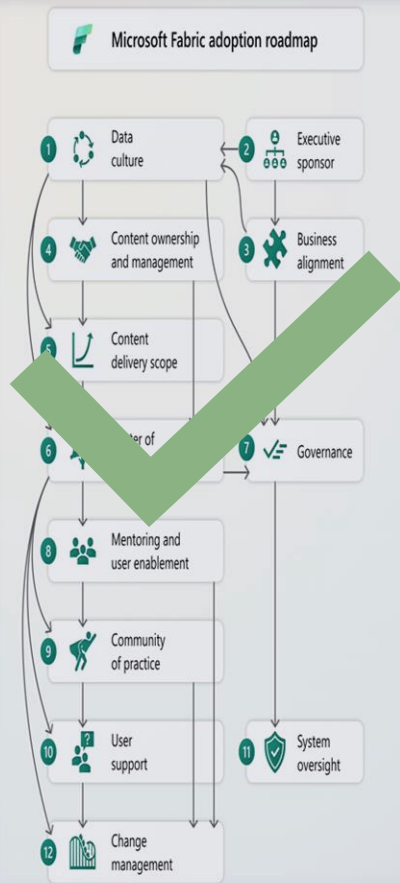
The Empire

Europe



Army

Italy

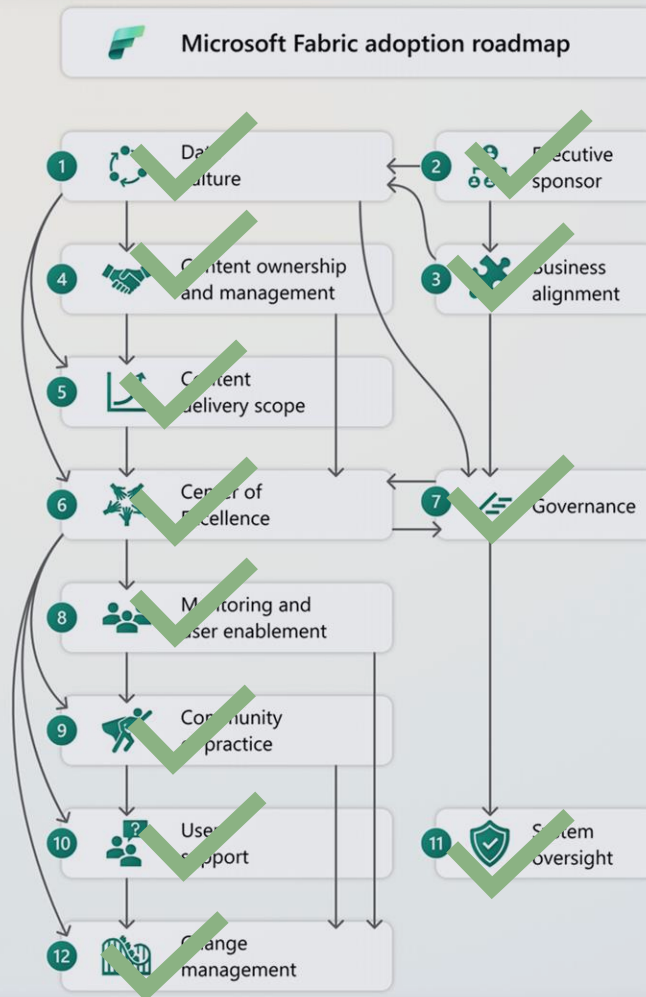


France

Armies

Europe

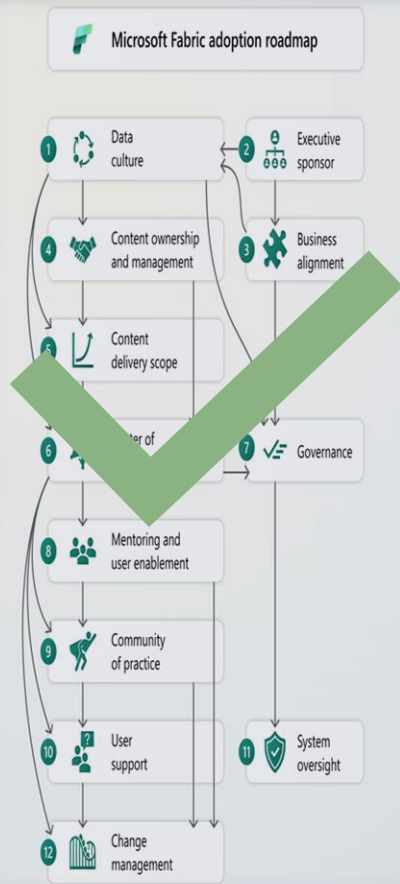
The Empire



Complete
success
⇒ Still in use
(partially)

Army

Italy

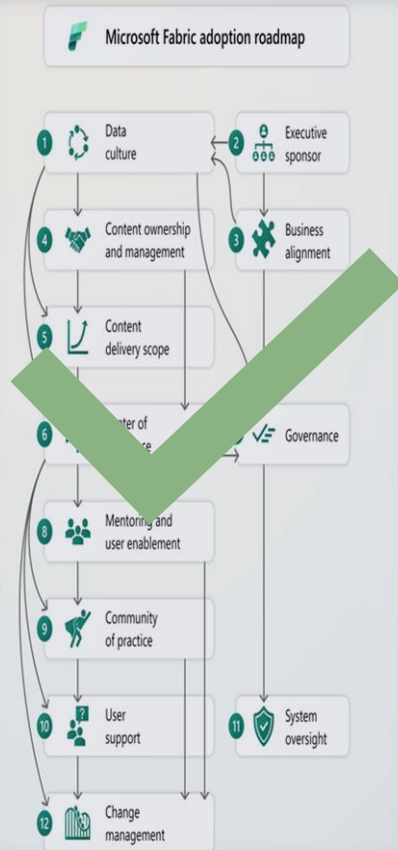


France

Armies

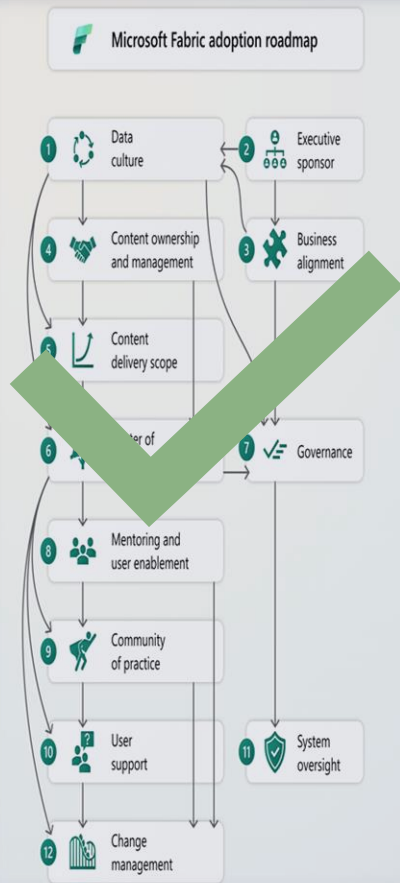
Europe

The Empire



Army

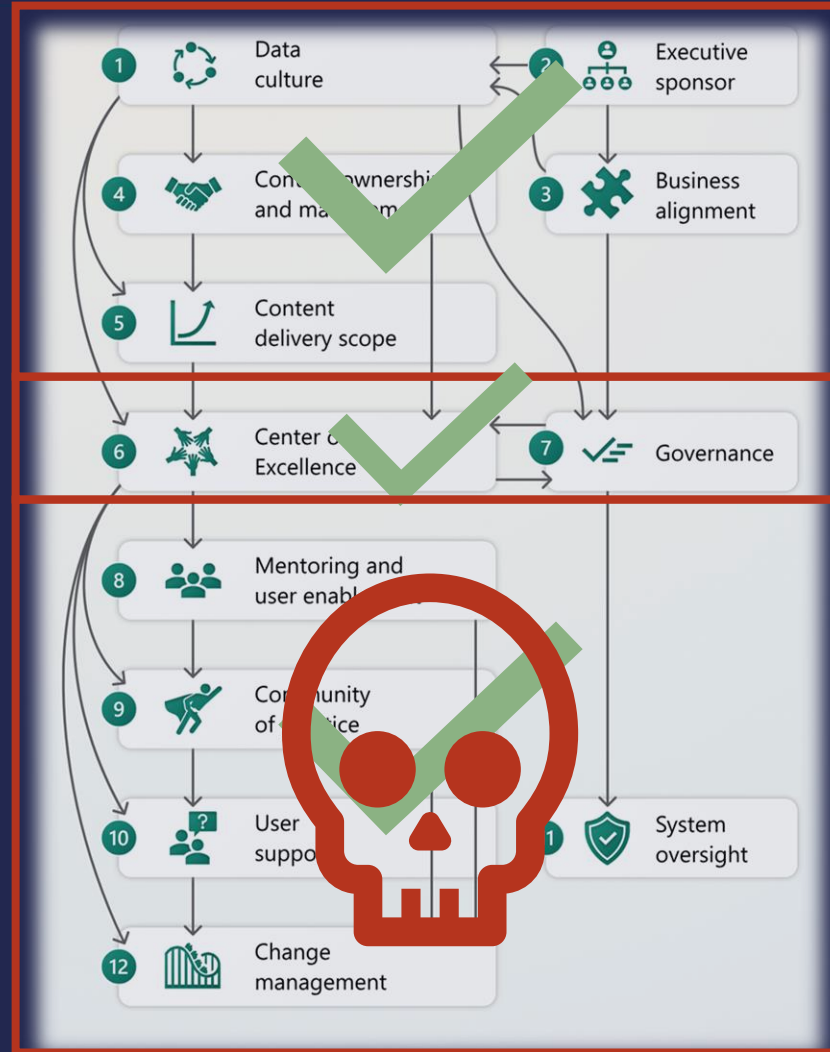
Italy



France

Armies

Europe

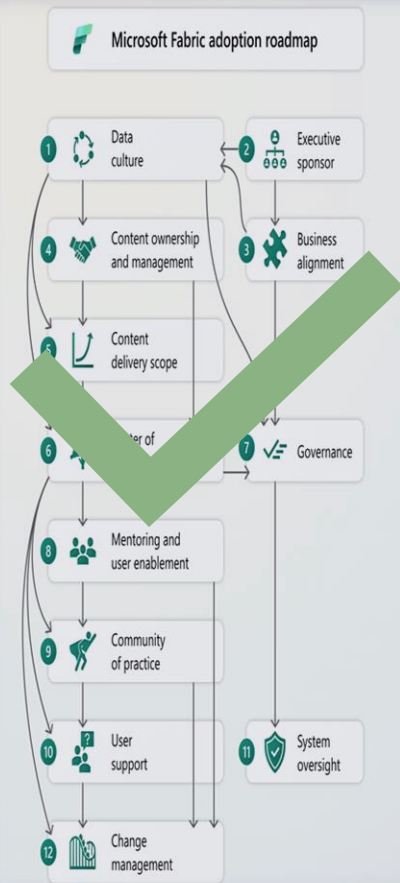


This part is
taken over by
every modern
army

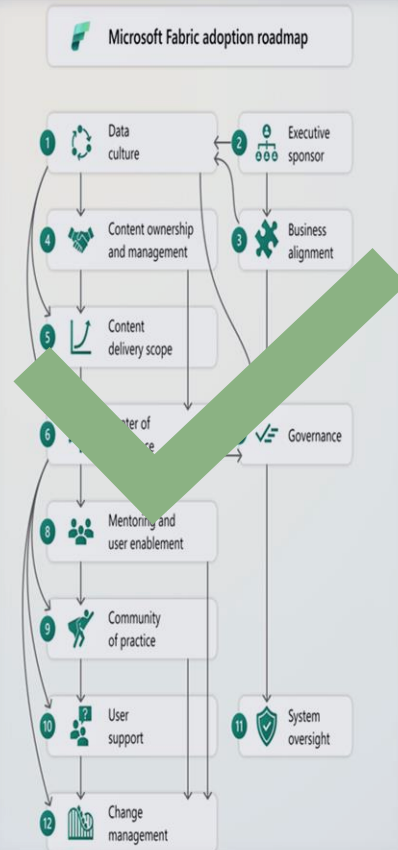
Dead soldiers
don't
implement
change

Army

Italy

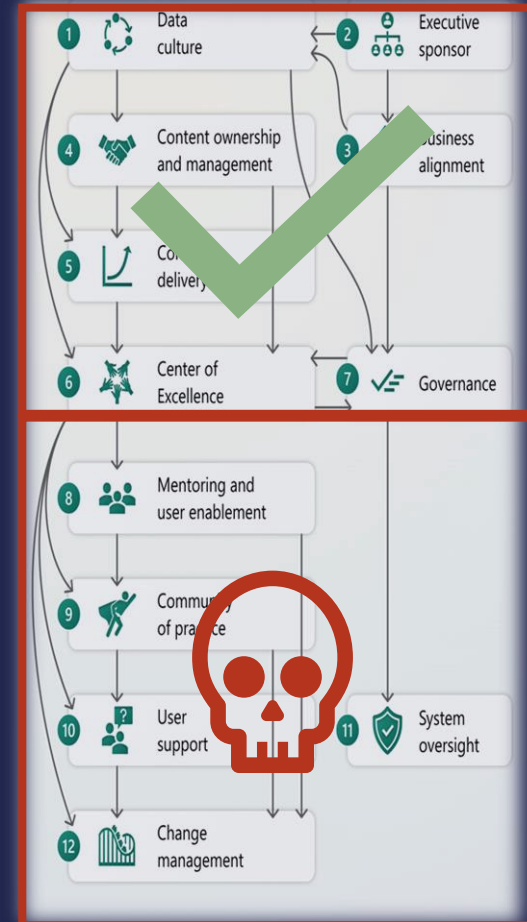


France



Armies

The Empire



Army

France

Armies

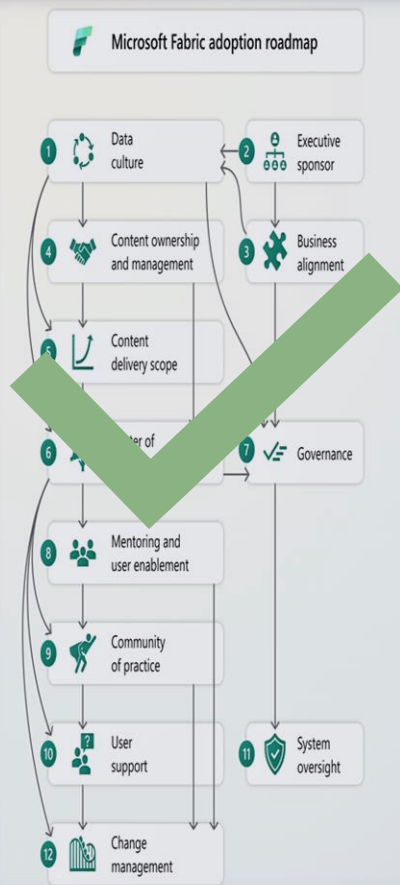
Europe

Italy

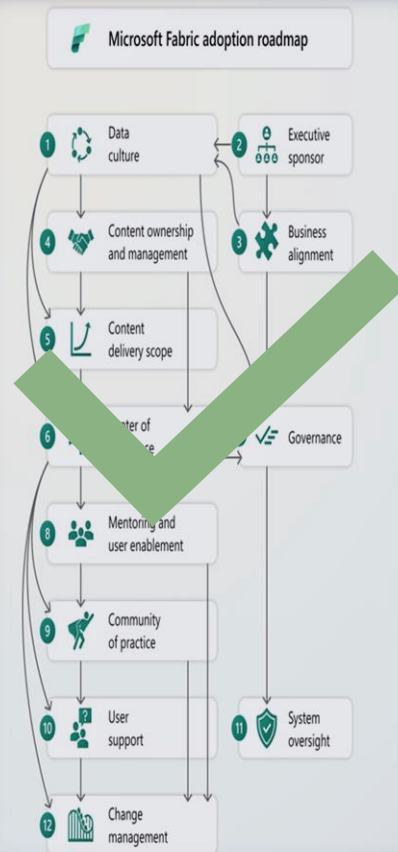


Army

Italy

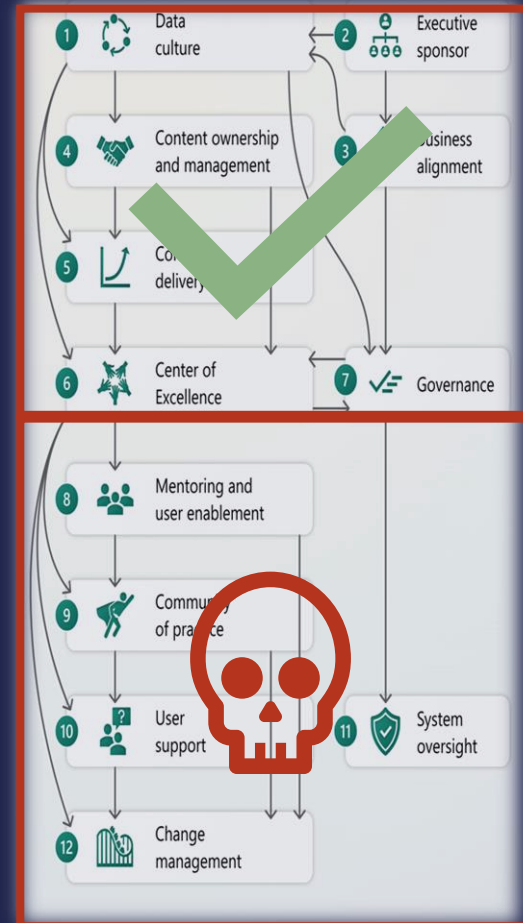


France



Armies

The Empire



Europe

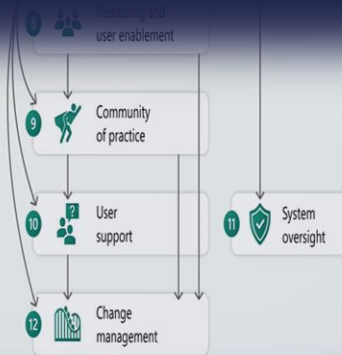


Army

Italy

Microsoft Fabric adoption roadmap

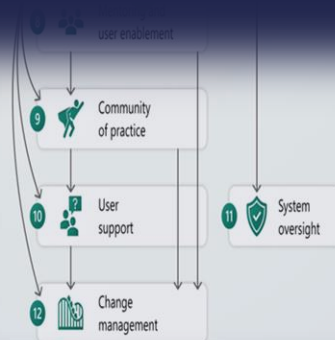
First project



France

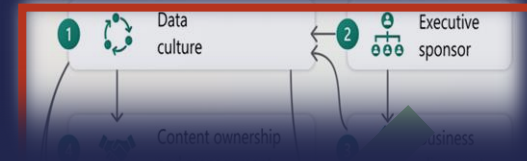
Microsoft Fabric adoption roadmap

Team/
department



Armies

The Empire



Country/region

People leave/
are laid off



Europe

Microsoft Fabric adoption roadmap

Entire company

Key position
leaves



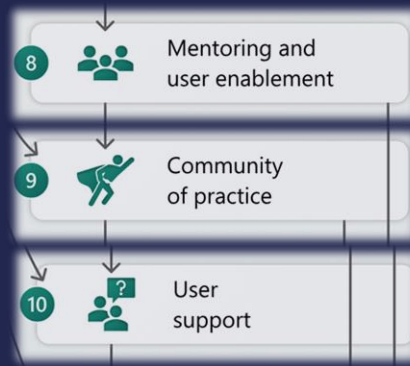
Session objectives

- Get the roadmap out there
- Prove roadmap = good tool
- It is not a static list of checkboxes
- People are the corner stones
- Let people know my name
- Talk history
- Calm my nerves

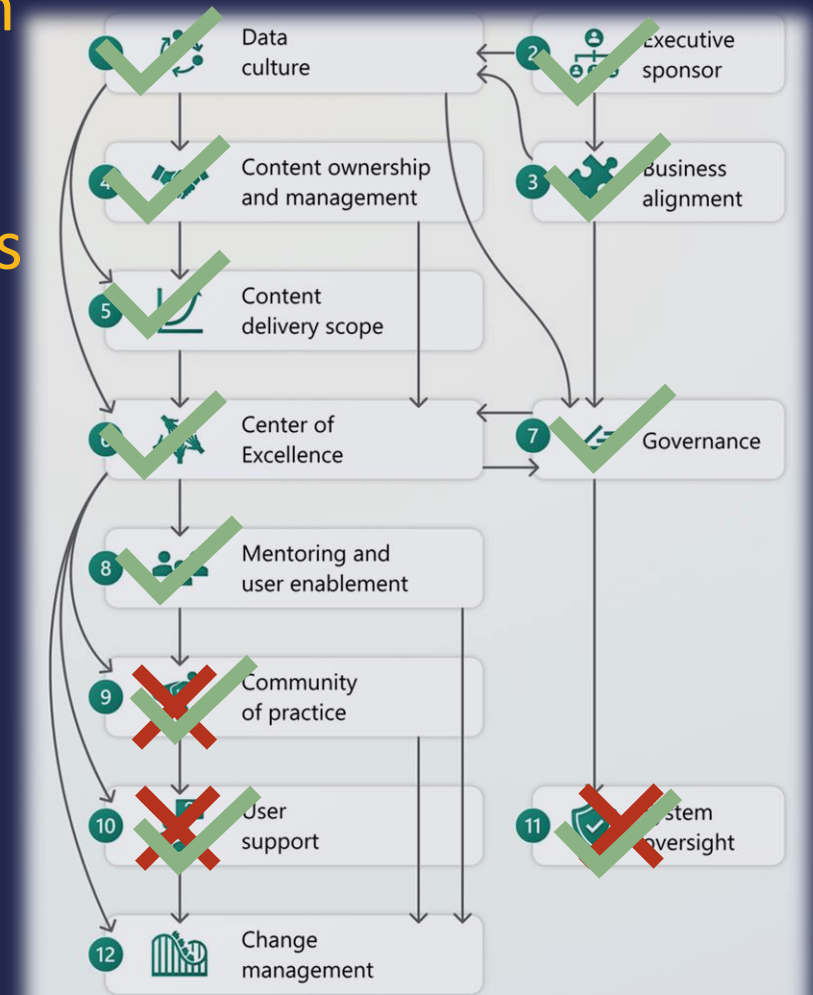
Extra

- MS Roadmap: <https://learn.microsoft.com/en-us/power-bi/guidance/fabric-adoption-roadmap>
- “Napoleon: The man behind the myth” – Adam Zamoyski
- Podcast: “the age of Napoleon”
- “True size of Napoleon’s army”:
<https://www.youtube.com/watch?v=qR0sODDUT8U>
- “The simple reason why nobody could defeat Napoleon”:
https://youtu.be/OLo-K2_AyHs?si=-lWkv5z2S2RlzePs
- “Europeaan tegen wil en dank” – Emiel Lamberts

La Grande armée –Mentoring + practice



Enabling users and mentoring them
Sharing knowledge via champions
resolving issues & answer questions



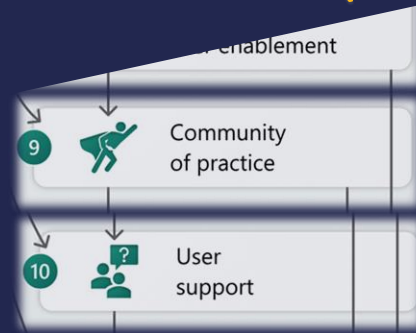
L'Armée des côtes de l'Océan (Until 1805)

Mentoring + practice

Enabling users and mentoring them

Sharing knowledge via champions

resolving issues & answers



- They killed time with:
 - Drill practice
 - Target practice
 - Formation practice
- This was a complete novelty and made the (later) Grande Armée such a force



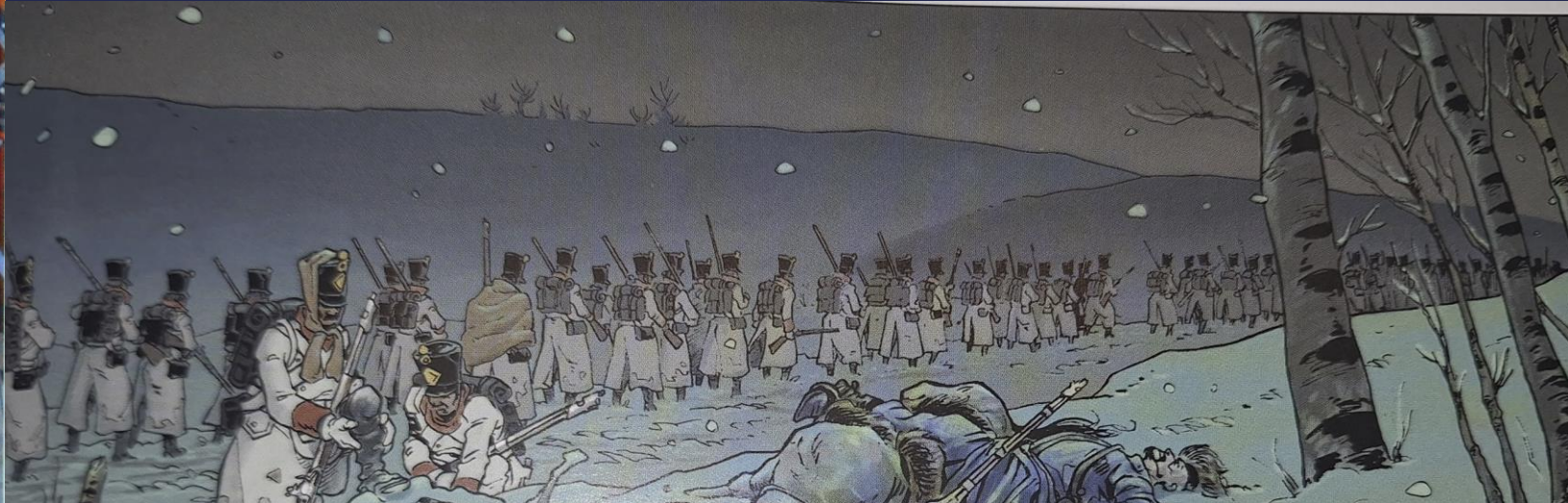
Trust your people – Republican army vs others



The army marched to prevent people from deserting, going slowly and flanked by officers.

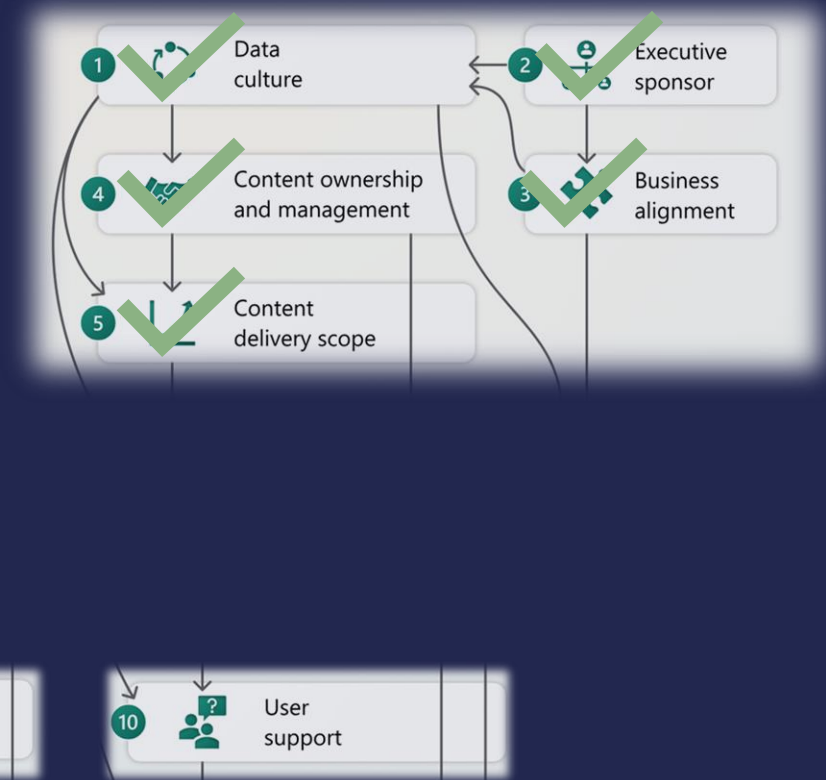


The army was just a mass of men, horse and steel streaming into Germany. Ready on a moments noticed and without orders from the officers



Egyptian campaign (1798)

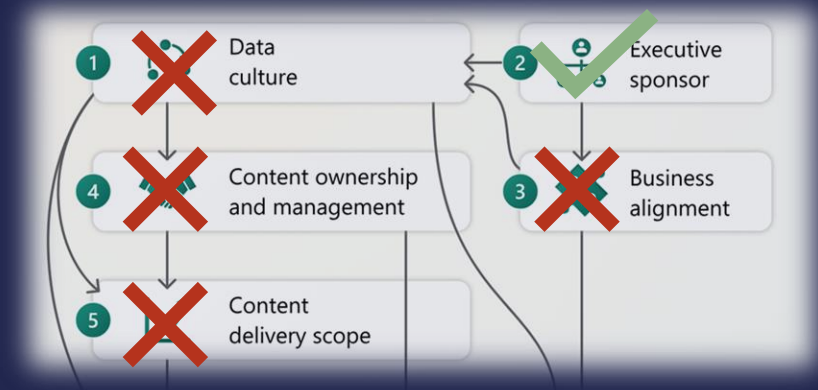
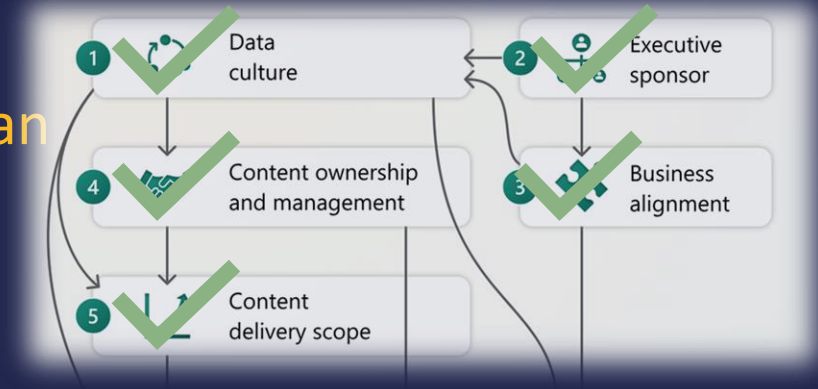
- Initial success
 - European tactics and weapons
 - speed
- His army believes in him
- They know what to do, they've done it before
- They know the goal
- =>Veterans



Fun fact: He left from Toulon, the city he captured in 1793)

Egyptian campaign (1798)

- Supplies blocked by British navy
 - Creating the problem he solved for his Italian army
- He can't convince his new "allies"
 - This is the same issue as with the German states
- Syrian campaign
 - Loss of manpower, like Iberia and Russia
- Propaganda
- Abandons army



Battles of the Napoleonic wars

This Report is a fun project that I created as being distracted while preparing for my session (A fabric adoption roadmap success story: Napoleon Bonaparte)

I got the bulk of my data from Borealis:

<https://borealisdata.ca/dataset.xhtml?persistentId=doi:10.5683/SP3/HIWRLX>

This data was cleaned up with data from

- wikipedia,
- Napoleon-series (<https://www.napoleon-series.org/>)
- Napoleon-empire (<https://www.napoleon-empire.org/en/battles.php>)

I do not claim that this list is completely correct, I had to make some assumptions. For instance I have always taken the larger number if there was ambiguity, so the data is shifted to the extreme.

I hope you have fun with this as I had.

For the images I have no source as I initially created this report to be a personal thing and just added them to make it look a bit prettier.

[Battle timeline](#)

[Napoleon Battles](#)

[battles by war](#)

[Disclaimer](#)

[My LinkedIn](#)