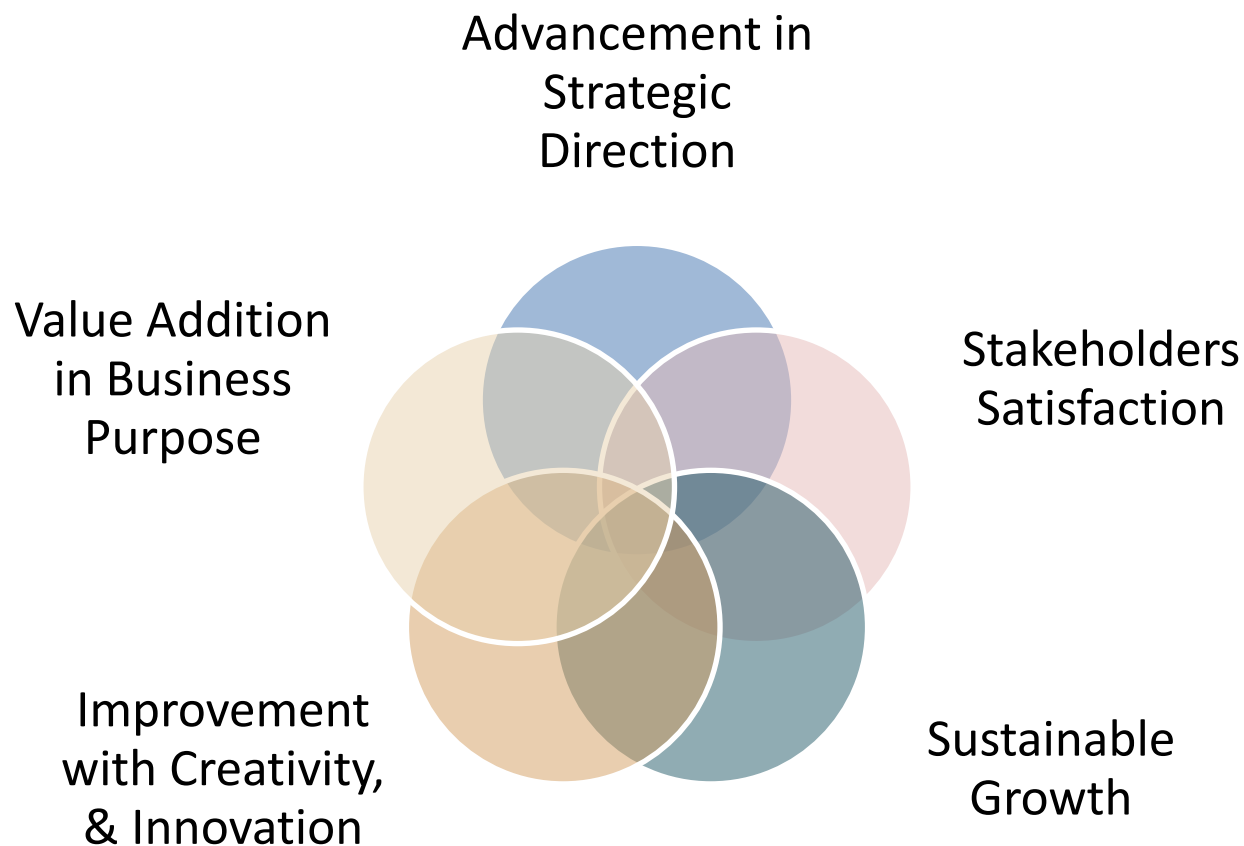**INTEGRATED MANAGEMENT SERVICES**

Organizational Transformation thru Application of Project Management Practices

Agenda

- Requirements of Business Advancement
- Why Transformation thru PM Practices
  - PM Practices
  - Change Management
  - Communication Channels
  - Leadership for Results-driven-management

Business Requirement

Advancement in Strategic Direction

Stakeholders Satisfaction

Value Addition in Business Purpose

Improvement with Creativity, & Innovation

Sustainable Growth

Business Global Challenges

1. A "do more with less" economic climate
2. Expanding global priorities
3. Necessity to enable innovation
4. Growth & Competitive Edge

Organizational Change

Organizational change management requires a commitment to transform an organization from what it is into what it wants to be.

Failed projects can result in huge financial losses for an organization, but a failed strategic initiative has an impact far beyond just the financials. When an organization embarks on change, it's likely that systems, processes, vendors and perhaps even the overall organizational mindset (or mission) will be impacted. Failure to successfully enable sustainable change leaves an organization losing its competitive advantage.

Organizational Competence

Self
Improvement

Culture of
High
Performance

Effcetive
Communication

Dynamism
for Change
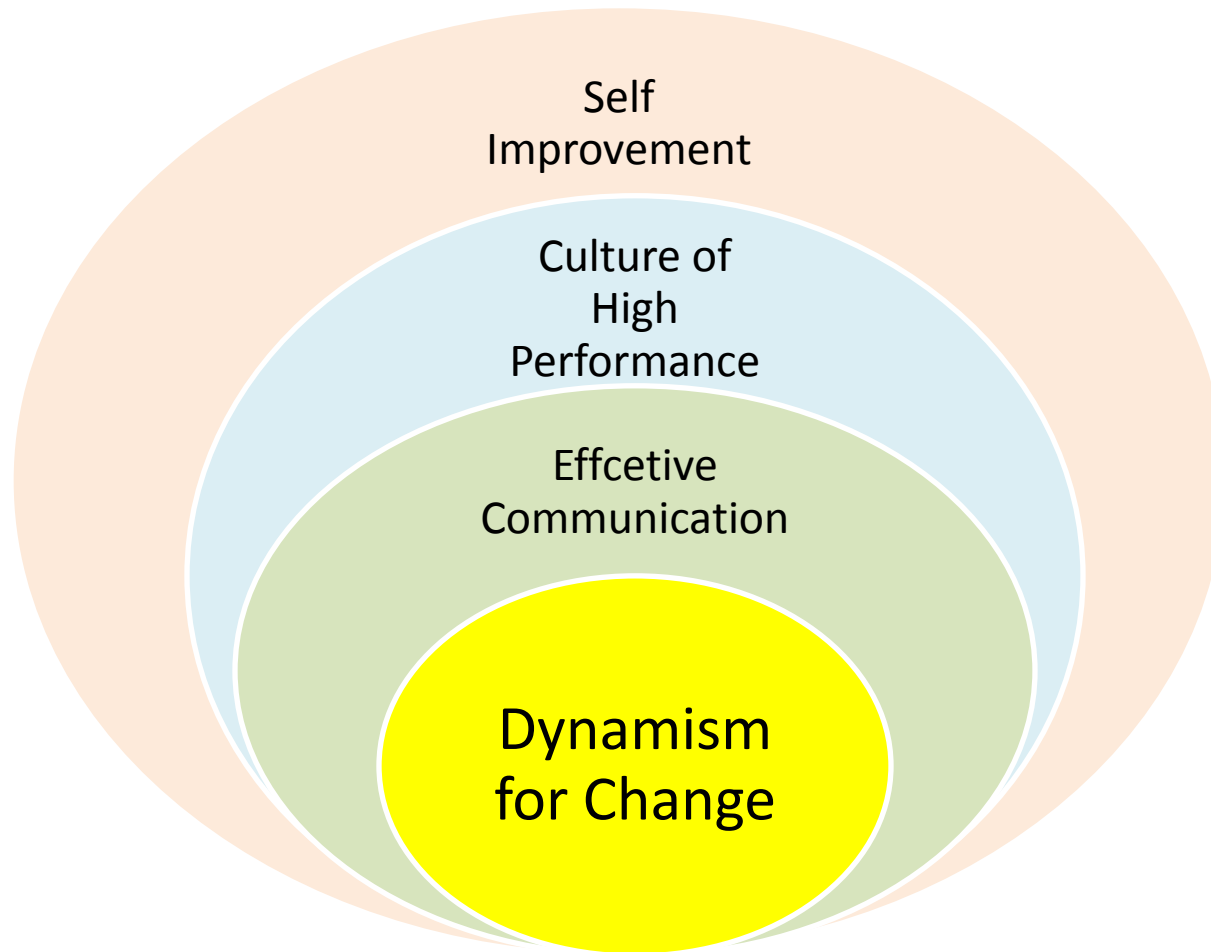
Mind the Gap

Meta Management	**Orchestration of Individual Disciplines:** Guidelines, Leadership, Culture, Values and Communication	

| **Transformation Direction**			**Transformation Enablement**				
Strategy Management	Value Management	Risk Management	Business Process Management	Programme / Project Management	Information Technology Management	Organisational Change Management	Competence and Training Management

Organizational Transformation

- Supportive Structure, Systems, Processes to help efficiencies & Culture for High Performance.

- Translation of Strategic Goal to Reality & Effective Implementation.

- Talent Management and Efficient Engagement

- Continuous Improvement

Structure for Strategic Advancement
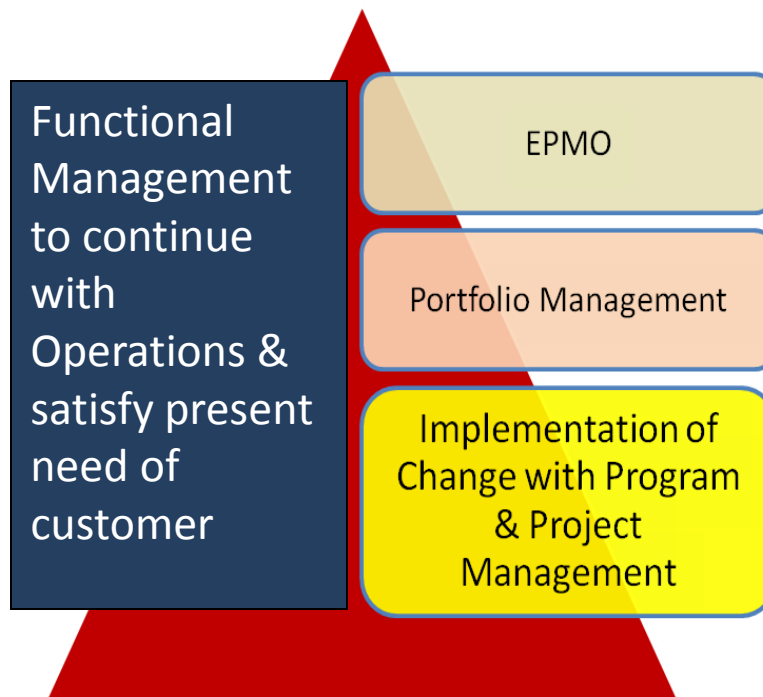
Application of PM Approach

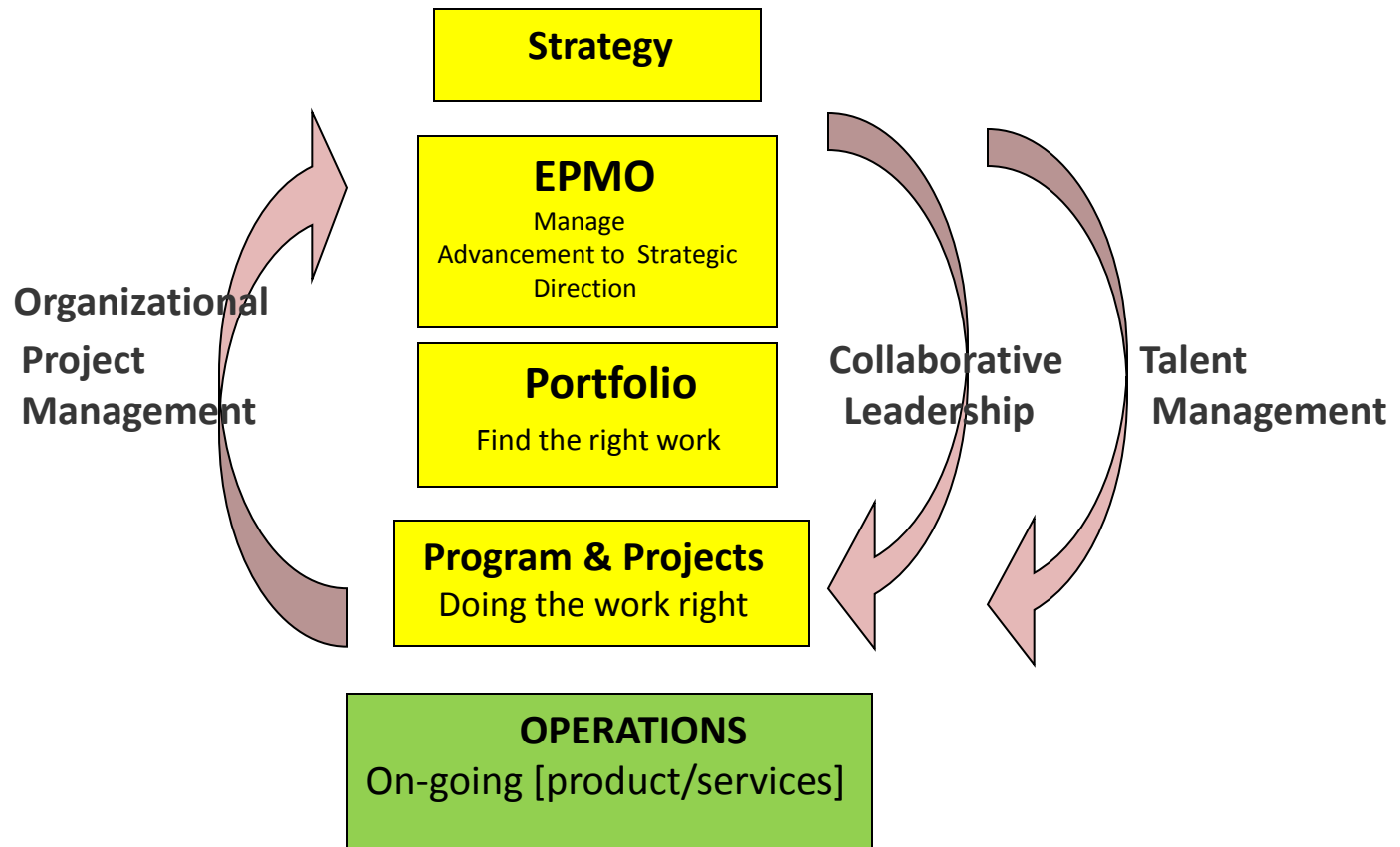Alignment of project management to organizational strategy

Cultivating project management talent

Application of PM Framework for Governance & Transparency

Leadership Culture for High Performance

Organizational Transformation thru Project Management Practices

IMS

Strategy

EPMO
Manage Advancement to Strategic Direction

Portfolio
Find the right work

Program & Projects
Doing the work right

OPERATIONS
On-going [product/services]

Organizational Project Management

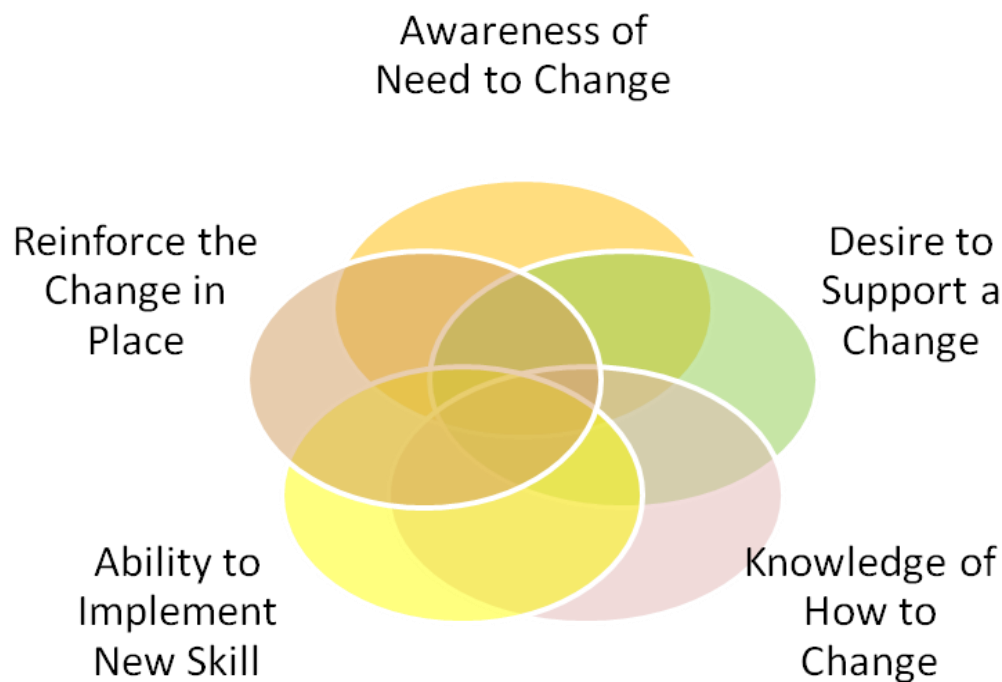**Collaborative Leadership**

Talent Management

Project Management – Value Driver

That helps organization get the most out of its performance.

When tailored, or "fit", to an organization's culture, project management brings value by improving:

- The execution of strategy, through repeatable, reliable performance and standardization;
- The integration within the organization, through elimination of "silos" and better communication and collaboration;
- The learning that a projectized organization undergoes as it explores new products, processes and markets.

Approach for Change

Awareness of
Need to Change

Reinforce the
Change in
Place

Desire to
Support a
Change

Ability to
Implement
New Skill

Knowledge of
How to
Change

Progress on **C H A N G E** Management efficiently in a manner like:
"**Creating** a **Healthy And New Growth Effectively**"

Change Enablers

Change Enablers, incorporate certain practices that deem important to the success of strategic initiatives:

- Having well-defined milestones and metrics
- Having senior management committed to change
- Establishing and communicating concrete ownership and accountability
- Using standardized project management practices
- Having engaged executive sponsors

Communication is Critical for Organizational Change

Plan
- Effective Scope
- Define Channels

Execution
Reach Stakeholders Satisfy Needs

Benefits
- Identification
- Measurement of intended Benefits

7 keys to Workplace Communication

- Personal Contact is Important
- Develop Network
- Be Courteous in Communication
- Be Consistent & Clear
- Compromise [fair] Decrease Conflict
- Hold Person's Interest
- Listen to Others

7-Mistakes Killing Communication

- Lack of Specificity
- Lack of Focus on Desirable Behavior
- Lack of Directness
- Lack of Immediacy
- Lack of Appropriate Tone
- Lack of Focused Attention
- Lack of Respectful Rebuttal

7-Ways to Communicate Effectively

- Have self-worth
- Get Interested in Others
- Open up a Person's Heart
- Listen at least Two Times More than Talking
- Diversify Yourself
- Understand that your Worth Never Changes
- Follow the Step Ladder to Success

Triple Constraints of PM Skills

Org Project Management

- Business Risk Mitigation through evaluation of Knowledge-People-Processes for the initiative
- Building Org-Enablers for implementation of projects in the domains of:
  a) Structural
  b) Cultural
  c) Human Resource
  d) Technological
- Competence building through components of SMCI-Best Practices
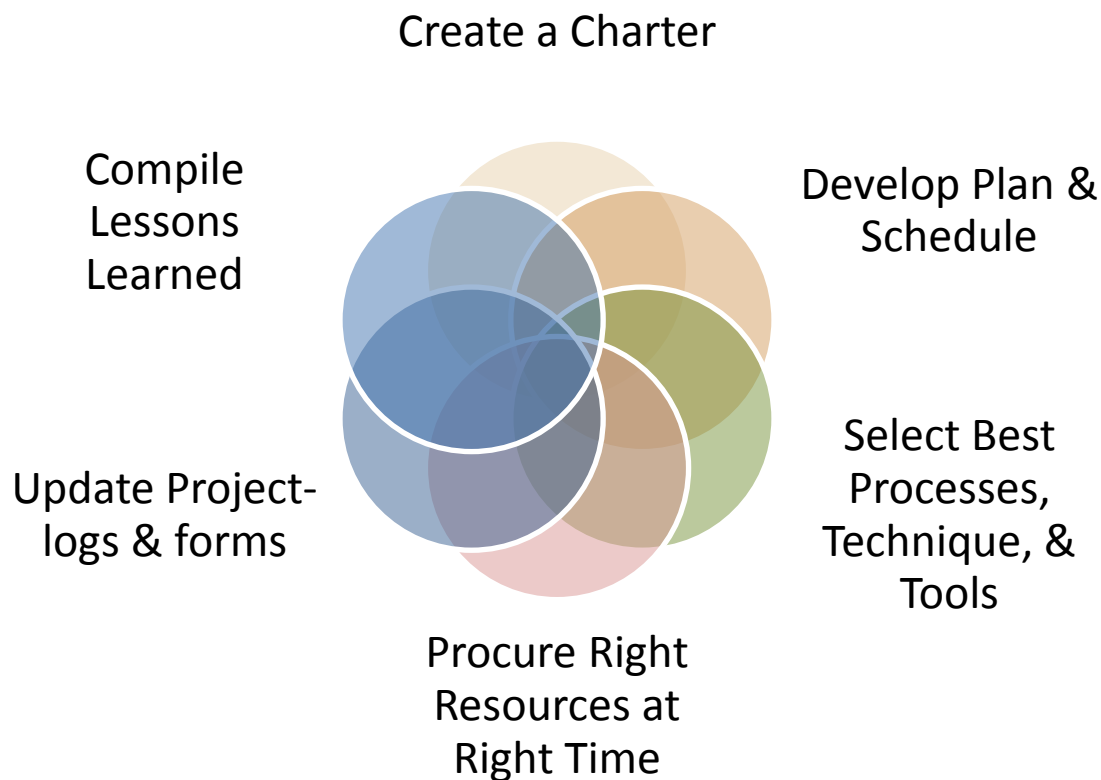
SMCI for Continuous Improvement
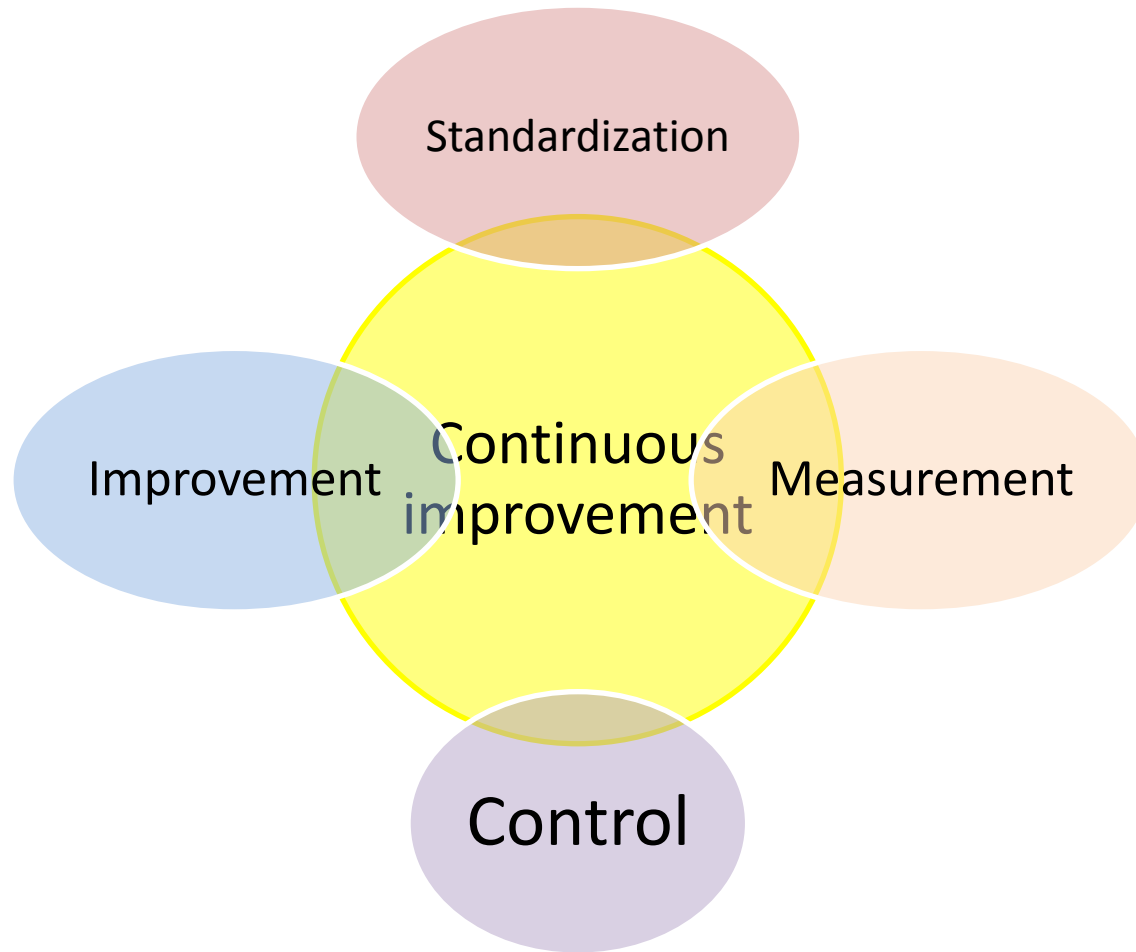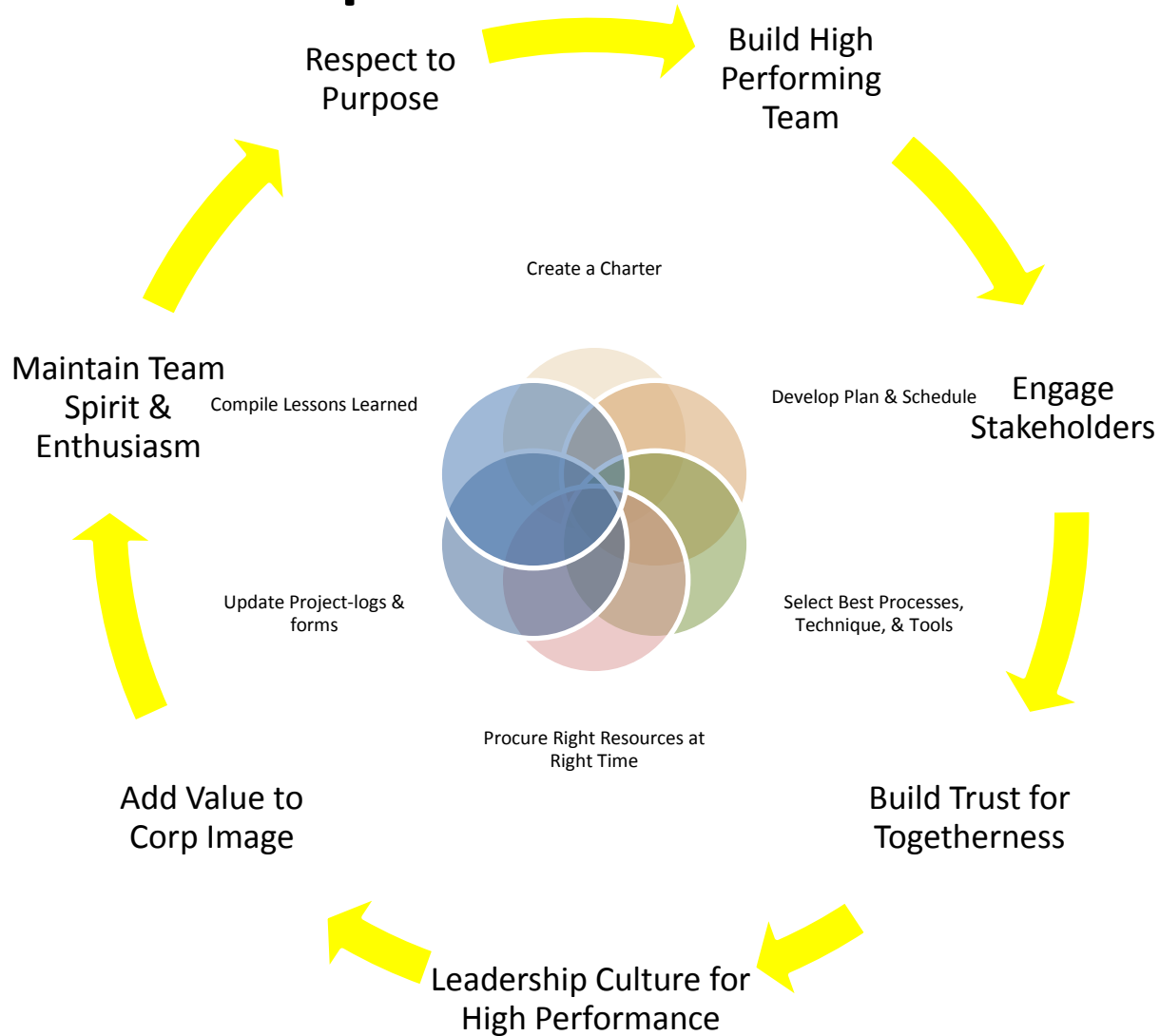
Good "FIT" of Managerial & Leadership Skills

Varying complexity of business-environment demand a varying mix of M&L skills. Commensurate mix of Managerial & leadership competence in a good FIT for Project Management systems & processes in established framework to drive for desired results.

The managerial skills support consistent & skillful application of methodologies, processes, techniques, tools and leadership skills support management of human aspects for advancement.

Managerial Responsibility

Create a Charter

Develop Plan & Schedule

Select Best Processes, Technique, & Tools

Procure Right Resources at Right Time

Update Project-logs & forms

Compile Lessons Learned

Leadership CULTURE

Respect to Purpose

Build High Performing Team

Create a Charter

Maintain Team Spirit & Enthusiasm

Compile Lessons Learned

Develop Plan & Schedule

Engage Stakeholders

Update Project-logs & forms

Select Best Processes, Technique, & Tools

Add Value to Corp Image

Procure Right Resources at Right Time

Build Trust for Togetherness

Leadership Culture for High Performance

Readiness for High Performance

The ENGAGEMENT on a job must meet with readiness, having components of

Ability & Willingness;

Ability

- knowledge
- Skills
- Experience

Willingness

- Confidence
- Commitment
- Motivation
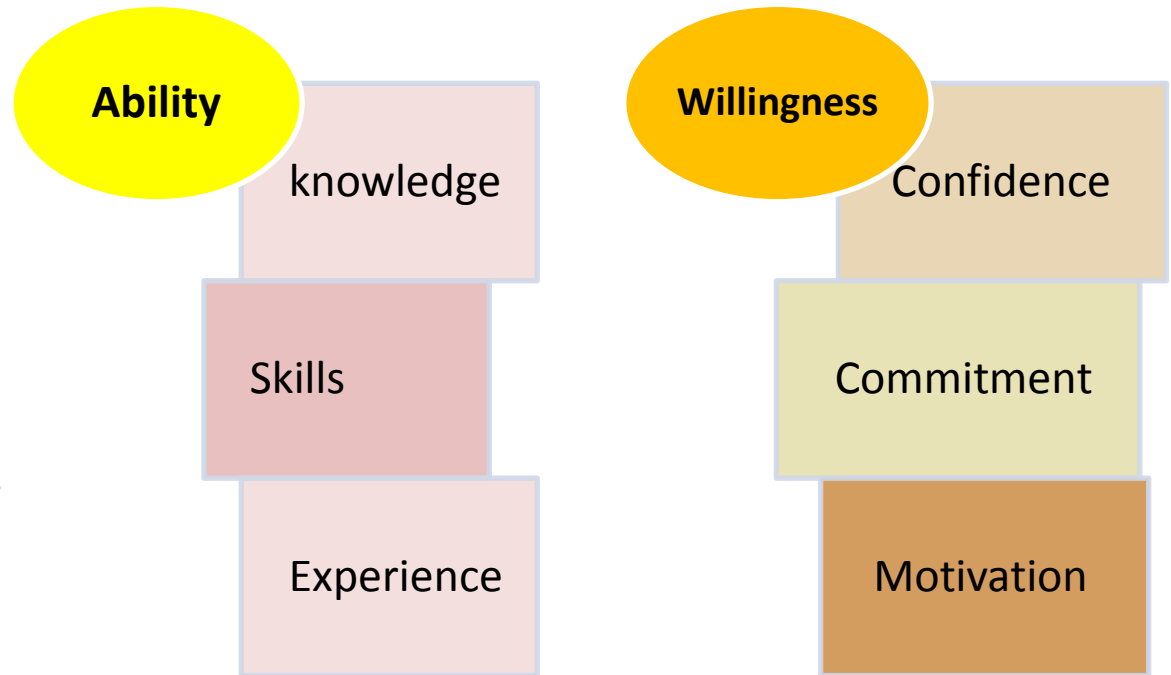
Leadership Culture

Where everyone demonstrates leadership behavior;

- Culture of mentoring
- Culture of empowerment
- Critical applications of leadership skills
- Development of leadership foundations
  - Understanding of self
  - Understanding of others
  - Ability to communicate to motivate
  - Well defined personal vision
- Development of managerial skills
  - Technical or process skills
  - Management skills
  - Leadership skills to motivate & grow people

Leadership in Project Management

One needs to get the job done in sphere of influence on team and develop synergy in team efforts.
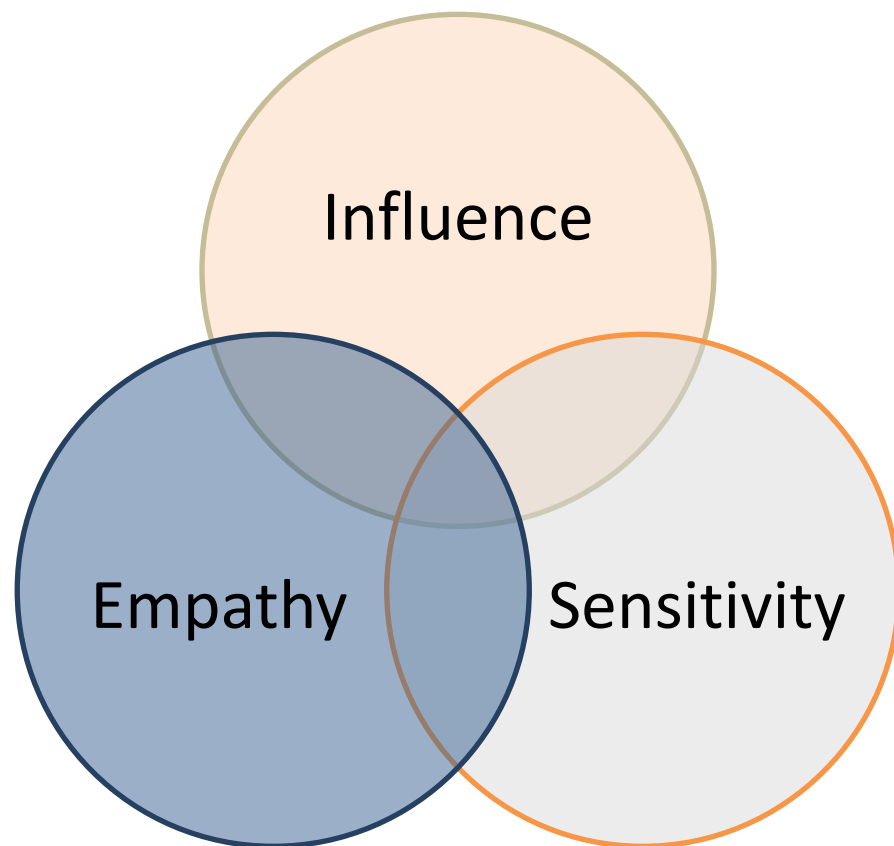
The Leaders

L.E.A.D.E.R.S

L - Listen to learn
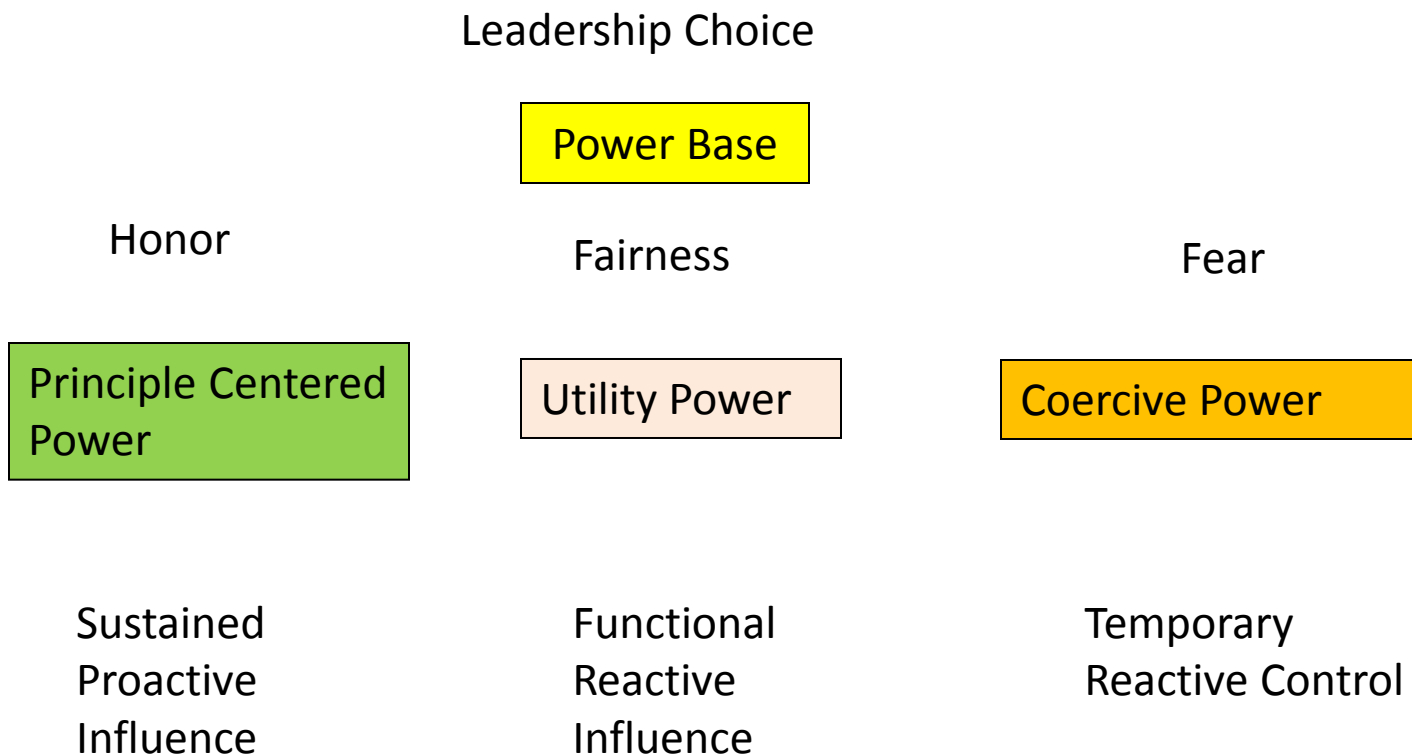
E - Empathize with emotions

A - Attend to aspirations

D - Diagnose & detail

E - Engage for good ends

R - Respond with respectfulness

S - Speak with specificity

Leadership Power Base

Leadership Choice

Power Base

| Honor	Fairness	Fear
Principle Centered Power	Utility Power	Coercive Power
Sustained Proactive Influence	Functional Reactive Influence	Temporary Reactive Control

Result – Driven - Management

General behavior is important and team requires helping Project progression with

Result – Driven – Management where every interim-result add to completion of deliverable.

The team capability is enhanced with particular
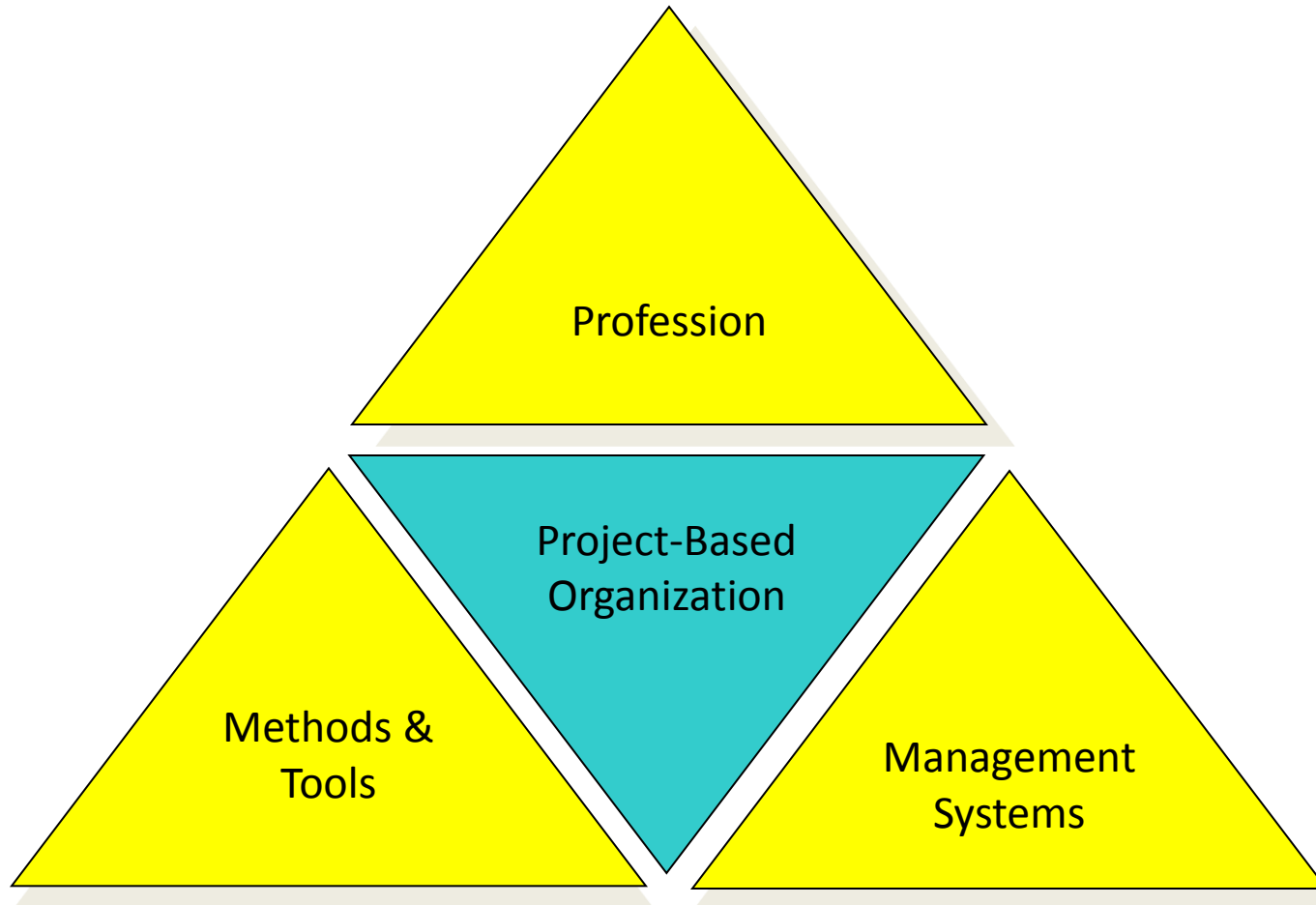
management of the;

Motivate

Avoid Conflict & Negativity

Foster Positive Behavior
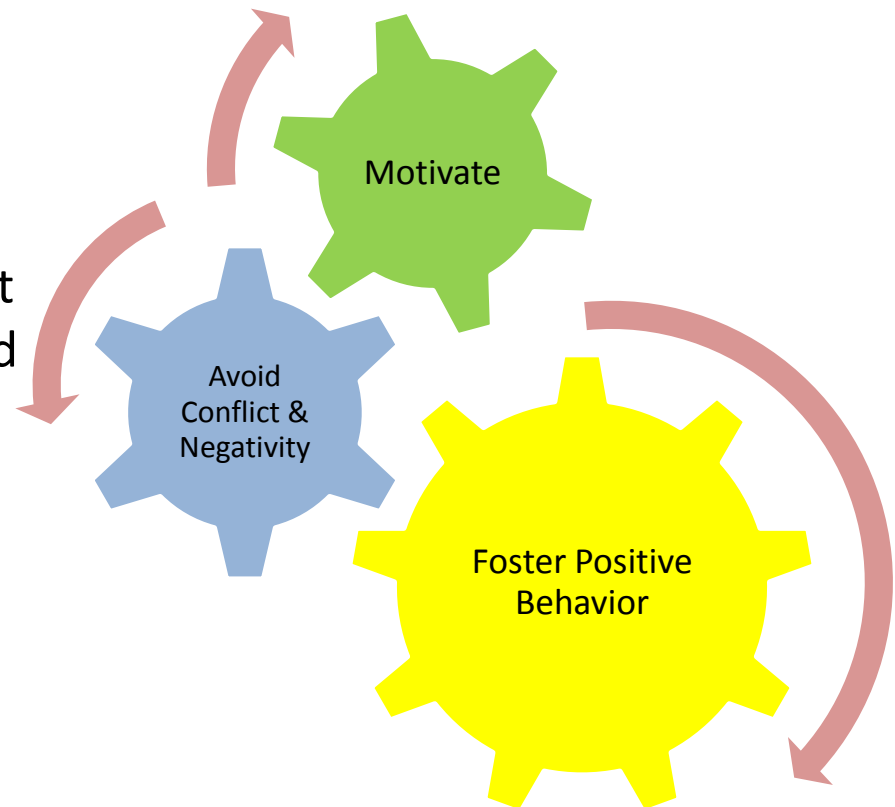
PM Framework
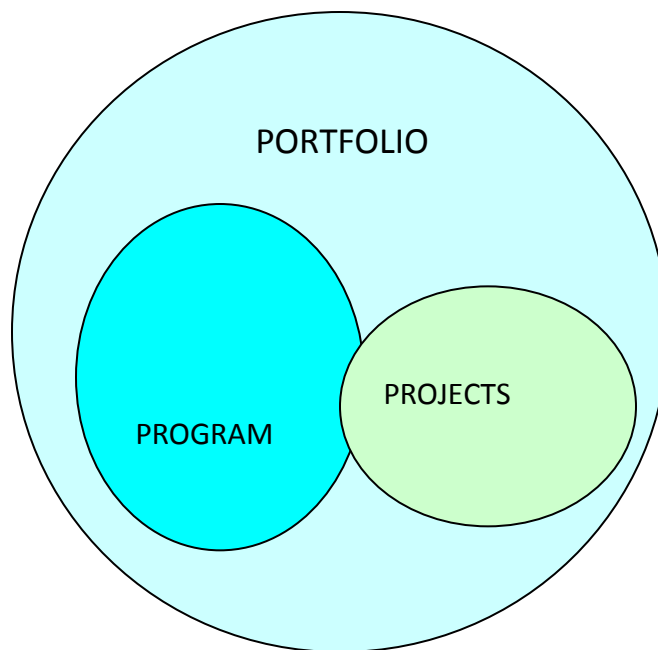
PROJECTS, PROGRAM & PORTFOLIO MANAGEMENT RELATIONSHIP

Project Management Maturity?

Enhanced Value

THANK YOU

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