Project Management Frameworks

Set your vision.
Establish your team.
Build your structure.
Launch your project.

by Bill Loudon

A Project Management Framework establishes standards and best practices for managing projects to increase value and achieve business goals. It guides stakeholders throughout the organization in planning, monitoring, and controlling programs and projects. This framework develops a project's vision and is key to assembling the project team and creating a structure that supports team success.

Benefits of having a Project Management Framework.

Consistency and Predictability

It provides a platform for consistent and repeatable success.

Direction

It enables and articulates a common and clear vision aligned with strategic objectives and goals.

Alignment and Accountability

It ensures the program and project goals align with the strategic goals of the organization and helps illustrate to team members how delivering program and project value will benefit the organization.

Risks of not having a Project Management Framework.

Cost Overruns

Without a structured approach, costs can easily spiral out of control, impacting the intended return on investment.

Directionless

Without a vision, the team may end up developing a solution that does not deliver the intended business value, resulting in a loss of investment.

Schedule Delays

Without proper planning, monitoring, and controlling of the effort, significant delays can occur, resulting in missed opportunities and compromised customer satisfaction.

With the value of the Project Management framework clearly defined, let's break down what this looks like in practice.

1 Set Your Vision

A program vision is the guiding, "North Star," that helps define the destination before the journey begins. It communicates the direction, purpose, and intent of the program, enabling the team and stakeholders to act accordingly to achieve their business goals.

Why Vision is Needed

Direction
Sets organizational expectations.

Inspiration
Motivates the team and stakeholders.

Decision Making
Acts as a decision-making benchmark.

Goal Setting
Aligns goals with intended outcomes.

Benefits of a Well-defined Vision

Stakeholder Buy-In and Alignment
Ensures stakeholders understand and deliver against the program's goals.

Performance Measurement
Measures the success and value delivered.

Resource Optimization
Focuses resources on achieving desired outcomes.

The best practices when developing your vision are to thoroughly research the program, listen to stakeholders, synthesize ideas, provide feedback, validate themes, conduct a positive premortem, draft a future press release, distil the vision, and incorporate it into leadership messaging. It is also crucial that leaders proactively drive adoption by making the organization aware of the program and its intended outcome.

2 Establish Your Team

Programs bring people together from across the organization to achieve the program's vision. These people may or may not work closely together at the onset of the program. For that reason, it's important to create a program team that provides:

1 **Clear roles and responsibilities** that each member understands. This requires consistent reinforcement from leadership.

2 **A structure that aligns them to the common purpose** defined in the program vision. This creates a space where everyone feels valued, heard, and motivated to go above and beyond for the success of the program.

3 **Stability among team members,** which allows them to move up Tuckman's Stages of Group Development. This is vital in supporting them as they become a high-performing team.

8
Characteristics of a High-Performing Team

Problem-Solving
They leverage diverse perspectives to overcome challenges.

Efficiency
They work in an efficient manner, with each member knowing their role and responsibilities.

Alignment
They ensure all team members are focused on the program's vision and objectives.

Innovation
They foster an environment of creativity and enable new ways of working.

Execution
They execute tasks efficiently and effectively, contributing to the program's overall success.

Quality
They consistently perform to the highest possible standards.

Adaptability
They adapt to program or environmental changes more quickly, ensuring the program stays on track.

Resilience
They are better equipped to deal with changes and challenges.

3 Build Your Structure

A program structure enables the team to execute the vision and deliver desired business results by aligning all program elements. This includes developing solutions and managing scope, schedule, cost, communications, quality, and risk.

Key Elements of a Successful Program Structure

Customization

The ability to tailor the structure to meet the unique needs of the organization, team, and individuals.

Flexibility

Being able to adapt to changes and challenges in a controlled, visible, and measured manner.

A well-designed structure acts like a compass, guiding the program toward its goals despite challenges. In addition, the structure provides clarity to the program sponsor and leadership in the organization so that they can prevent challenges from becoming larger issues. When issues do arise, sponsors and leaders are aware of them and can respond accordingly.

GP Strategies' Project Management Framework

We provide comprehensive program and project management services for initiatives of all sizes. Our client-focused approach helps maximize your investment and ensures project success by:

Supplying skilled program/project practitioners to drive and deliver initiatives.

Building and enhancing your organization's program or project management capabilities.

Establishing a PMO to set standards, provide governance, and ensure strategic alignment for consistent, efficient, and successful project delivery.

To learn more about our Project Management services, contact one of our experts.

GPStrategies®

gpstrategies.com | info@gpstrategies.com