Culture + Structure

Raison d'être

- Market change
- New product or service
- Minimize destabilization (pilot project)
- Transfer non-routine • activities

Characteristics

- Definite start and end dates
- Specific benefits
- Progressively elaborated

EEF = Enterprise Environmental Factors

- Factors not under direct influence / control of the team, • that constrain or direct the project
- Macro-level issues identified early on in the project •

Functional

Functional Manager Stronger

OPA = Organizational Process Assets

Policies and procedures [to do]

Less formal authority

- Knowledge bases [to know]
- Micro-level issues

3 Organizational Structures

Strong

Matrix

- Functional [hierarchical and organized by function/skill. PM power low.
- Projectized [PM power high.]
- Matrix (strong, balanced or weak) [PM power shared.]

Projectized

Project Manager Stronger

More formal

authority

PMO – Project Mgmt Office

- Supportive [PMO doesn't have much control; offers templates, training and best practices]
- Controlling [PMO demands compliance with methodologies it prescribes]
- Directive [PMO manages project on its own]
- Project mgmt. = focuses on the needs of individual project
- Program mgmt. = coordination of related projects • for greater control + gain from aligned effort
- Portfolio mgmt. = centralized mgmt. of all programs & projects within organization

PM vs. FM vs. OM

- Project ٠
 - Manager
- Functional Manager
- Operations Manager

47 Processes

Not all processes used in each project; tailored and unique for each, and determined by PM to gain success, but those not used must be addressed.

- Activities [distinct scheduled portions of work]
- Inputs [what is required]
- Tools and Techniques [what is applied, using PM's skills]
- Outputs [what is produced]

5 Process Groups

- Initiating [new project/phase]
- Planning [scope, objectives, course of action]
- Executing [complete work]
- Monitoring & Controlling [tracking, change mgmt]
- Closing [finalize activities]

10 Knowledge Areas

Weak

Matrix

Integration [The overall 'how."] •

Balanced

Matrix

POWER SHARED

PROJECTS OPERATE within the **CONTEXT** of the **ORGANIZATION** by the **PROJECT TEAM**.

- Scope [What is to be produced?]
- Time [By when?] .
- Cost [At what budget?]
- Quality [Do deliverables meet business needs well enough?] •
- Human Resources [Who can do the tasks?] •
- Communication [Who should know what, how and when?] .
- Risk [What may go wrong?]
- Procurement [Who can do what project team cannot?] .
- Stakeholder [Who are impacted?] ٠
- **Project Team** (team composition will be determined from the existing organizational structure) Project Staff • Project Management team Project Manager • Some interpersonal skills required : Leadership Team building, Motivation Communication Active listening Influencing Decision making Quality Negotiation Resources •
- An issue with any ONE of these will affect one or more of the others
 - Cost • • Scope

6 Constraints

Risk • Time •