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Impact of Organizational Change on Project Management

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Agenda

- Overview of Organizational Change
- Impact of Organizational Change
- Strategies to Reduce the Impact
- Questions



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Overview Of Organizational Change

- Organizations will continue to change, change will increase in frequency and complexity.
- Organizational change can result from a number of different elements; Restructuring, Technology Evolution, Merger and Acquisition, New Strategic Direction, Globalization, Cultural Transformation, etc.
- Organizational change is impactful whether it is the structure of the whole company, an entire business line, a department, or an office changing.
- Even though organizations go through change on a regular basis; each organization will react to change differently depending on their culture and the scope of the change.
- Organizational change leads to Human Change, which is impactful to you, your project and your team. The key is how to lead your project in times of change.

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Corporate Executive Priorities



Corporate priorities will create **organisational changes** that will impact your projects.

2019 Ranked Corporate Executive Priorities

- Grow the Business. (72%)
- Improve Operational Excellence. (64%)
- Execute Business Transformation. (58%)
- Innovate for Success. (52%)
- Optimize Costs. (39%)

Top these with a Hot Labour Market, Digital Disruption and Building for the Future will cause project disruption.

* Gartner 2019 HR priorities based on ~580


Overview Of Organizational Change



- Organizational change impacts the accountability of the program/project team and how they behave and do their work.
- During organizational change, program/project managers should be aware of their own behaviors and feelings.
- Program/Project managers should be mindful of the project team members change experience.

Impact of Organizational Change



Strategies To Reduce The Impact 

- **Communication**
 - Focus on the change and the truth "Get the vision right" – understand the change and the implementation strategy
 - Understand and communicate the gaps and develop actions to overcome the gaps
 - Identify and communicate the risks on your project/program. Develop mitigation plan to reduce the impacts.
 - Build a supportive culture by managing change as if it is a change you want to execute. Having empathy with the team to understand their opinions and feedback .
- **Empowerment**
 - Involve your team in how to deal with the change and maintain delivery focus
 - No idea is a bad idea!
 - Be creative!
 - Shared Leadership –Discuss the proposal to manage the change and limit impacts and delays.
- **Agile Framework**
 - Set up a flexible team structure that supports agility and adaptiveness to drive short term wins.
 - Understand how to counter the effects of change to stay on course and deliver projects that meet customer expectation.
 - Establish processes to manage change and support the teams; develop the skills necessary to cope with change. Program/Project managers can help reduce the impacts of organizational change and ease the pain of change by making informed decisions.

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Questions 

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