Creating an Institutional Culture of Project Management
Agenda

- Definitions
- What is a Culture of Project Management
- Why Project Management is Important
  - Benefits
- Who is Involved in Project Management
- How Do You Make Project Management a Part of the Culture
- Parting Thought
- Questions
Definitions

- **Culture**
  - A way of thinking, behaving, or working that exists in a place or organization. [Merriam-Webster](https://www.merriam-webster.com)

- **Project Management**
  - The application of knowledge, tools, and techniques to project activities to meet the project requirements. [PMI](https://www.pmi.org)
What is a Culture of Project Management?

- **Project Management Culture**
  - Staff using project management tools and techniques on a regular basis to increase the success of projects. They are known and understood by everyone in the organization.
Why is Project Management Important?

- To help make better use of “scarce resources” to meet the organization’s needs

- Standish Group International Study reports

  - 31.1% of projects will be cancelled before completion
  - 52.7% of projects will cost 189% of their original estimates
  - Only 16.2% of software projects are completed on-time and on-budget
  - In large companies, only 9% of projects come in on-time and on-budget
  - The average time overrun on projects is 222% of the original estimate
Why is Project Management Important?

- **Benefits**
  - Better Project Delivery
    - Scope
    - Schedule
    - Budget
    - Quality
  - Greater Customer Satisfaction
  - Institutional Knowledge
Who is Involved?

- Everyone!
  - Project Managers
  - Team Members
  - Other Stakeholders
    - Sponsors
    - SMEs
  - Management
How Do You Create a Culture of Project Management?

- Develop and Share the Vision
- Implement Processes, Procedures and Tools
- Engage Staff
- Provide Management Support
- Continuously Improve
Develop and Share the Vision

- Where does the organization want to be?
- Communicate
  - What does the future look like?
    - Why is it needed?
  - What part does staff play in that future?
Implement Processes, Procedures, and Tools

- Methodology
  - One that uses the right amount of project management for the size of the project

- Tools and Templates
  - Good examples to follow and use

- Reporting
  - Status of projects

- Support
  - Training
  - Mentoring
  - Community of Practice
Engage Staff

- Ensure all staff understands how the processes work, at minimum

- Encourage appropriate staff to use processes and tools

- Recognize efforts to move forward.
Provide Management Support

- Provide latitude/support to learn and use
- Communicate progress/value
Continuously Improve

- Improve processes based on usage and needs of the staff and organization

- Institutional Knowledge
  - Lessons Learned
  - Project Archives
Summary

- What?
- Why?
- Who?
- How?
Parting Thought

“\textit{It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change.}”

Attributed to Charles Darwin
Questions