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Welcome to the world's leading chapter for Project Management Professionals.

PMI OVOC is one of the largest PM chapters in Canada and a top chapter globally.

Our main objective is to ensure that we are advancing our members in the profession of Project Management and enhancing their skills to better serve their working communities.

Being a non-profit organization, PMI OVOC turns to its membership for support in the continuous advancement of the profession.

WHAT'S COMING NEXT!

- ▶ Symposium, call for papers
- ▶ Wednesday March 31st
- ▶ Saturday April 17th
- ▶ Tuesday June 15th

COMMUNICATION

- ▶ Newsletter
- ▶ Sponsors
- ▶ Job Postings
- ▶ Volunteers
- ▶ Past Presentations
- ▶ Articles

President's 5 Point Work Plan

1. Increase the value of OVOC products and services to its members;
2. Increase the profile and visibility of OVOC in the region and in Canada;
3. Foster strategic partnerships and alliances to assist in our goals;
4. Increase engagement of our membership to improve our opportunities for success;
5. Continually improve Board operations and practices.



Site developed by Brad Loiselle PMP, PMI OVOC Director of Communication

Project Communications

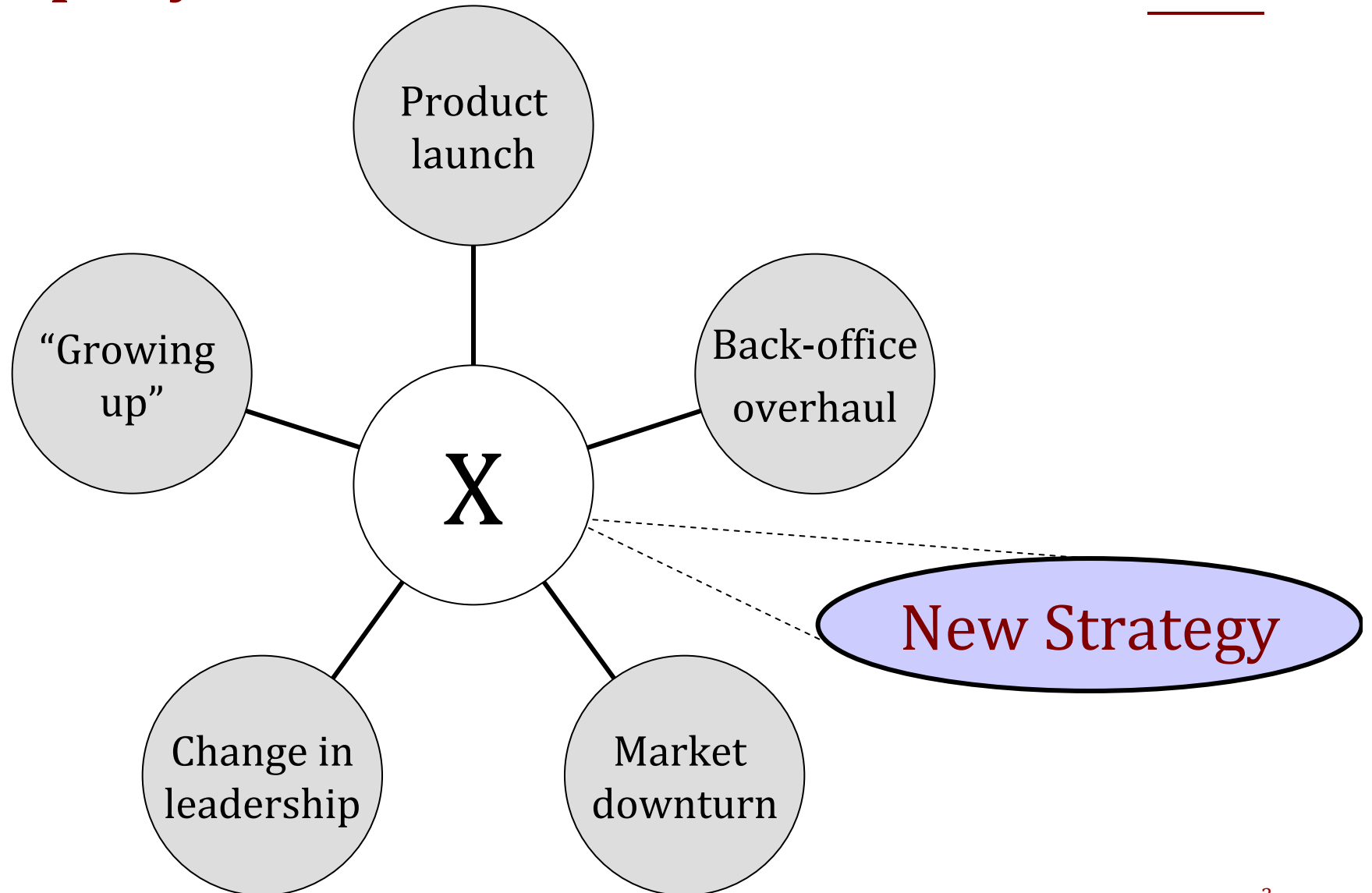
Change Management Perspective

Yvan Bastien, P Eng, PMP

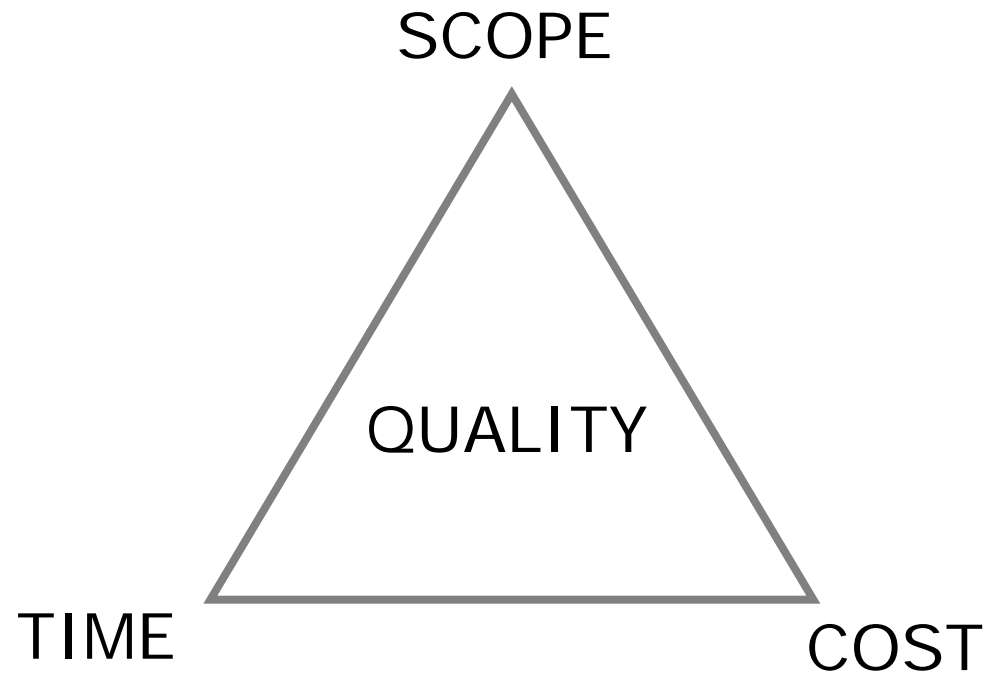
613-513-6513

ybastien@banyaconsulting.com

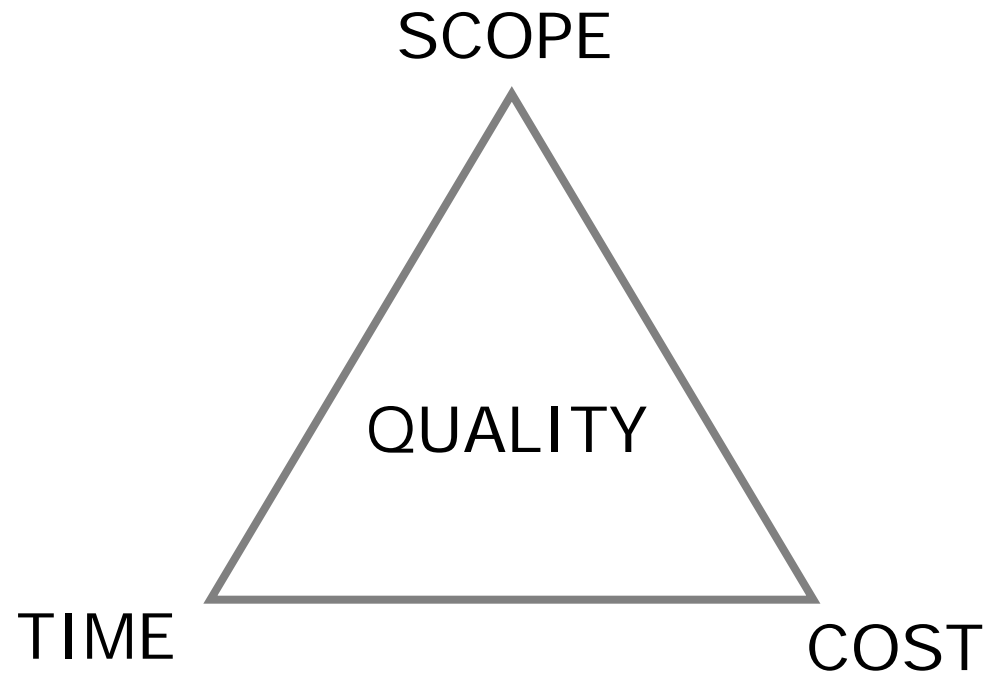
Company X - Overview



Engaged on 3 Fronts for Project Success



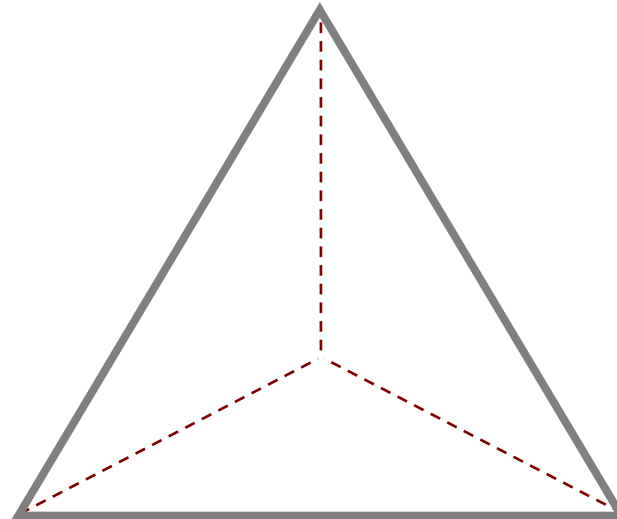
Engaged on 3 Fronts for Project Success



Engaged on 3 Fronts for Project Success

Sponsor/Leadership

- Vision
- Direction



Project Management

- Time & budget
- Scope & Planning

Change Management

- Benefit realization
- People side

Presentation Outline

- Background
- Communications
 - Key Processes
- Change Management Perspective
 - Additional considerations

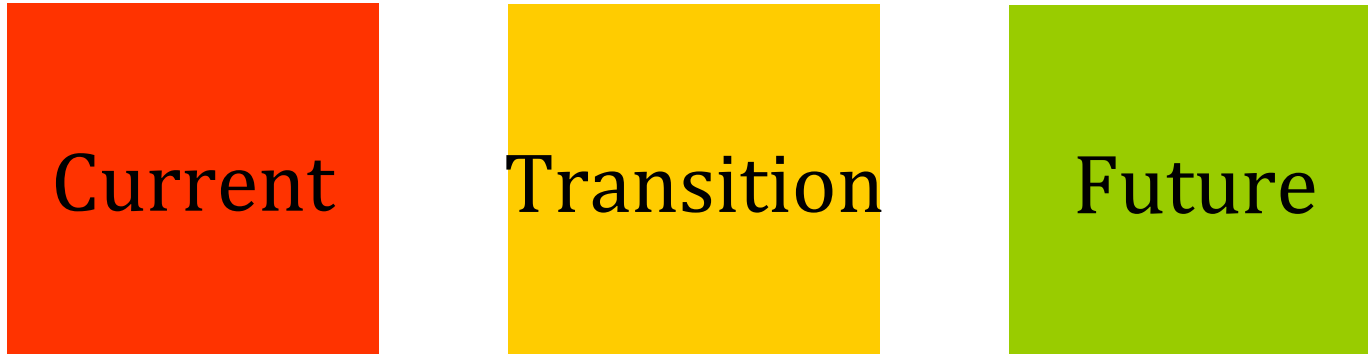
Definition – Change Management

“Structured approach to transitioning individuals, teams & organizations from a current state to a desired future state.”

Wikipedia

States of Change

Organization -



Greatest Contributors to CM Success

- ❑ Active & visible executive sponsorship
- ❑ Frequent & open communications - need for change
- ❑ Structured approach to change management
- ❑ Dedicated resources/funding for CM
- ❑ Employee engagement & participation

Prosci, Best Practice in Change Management

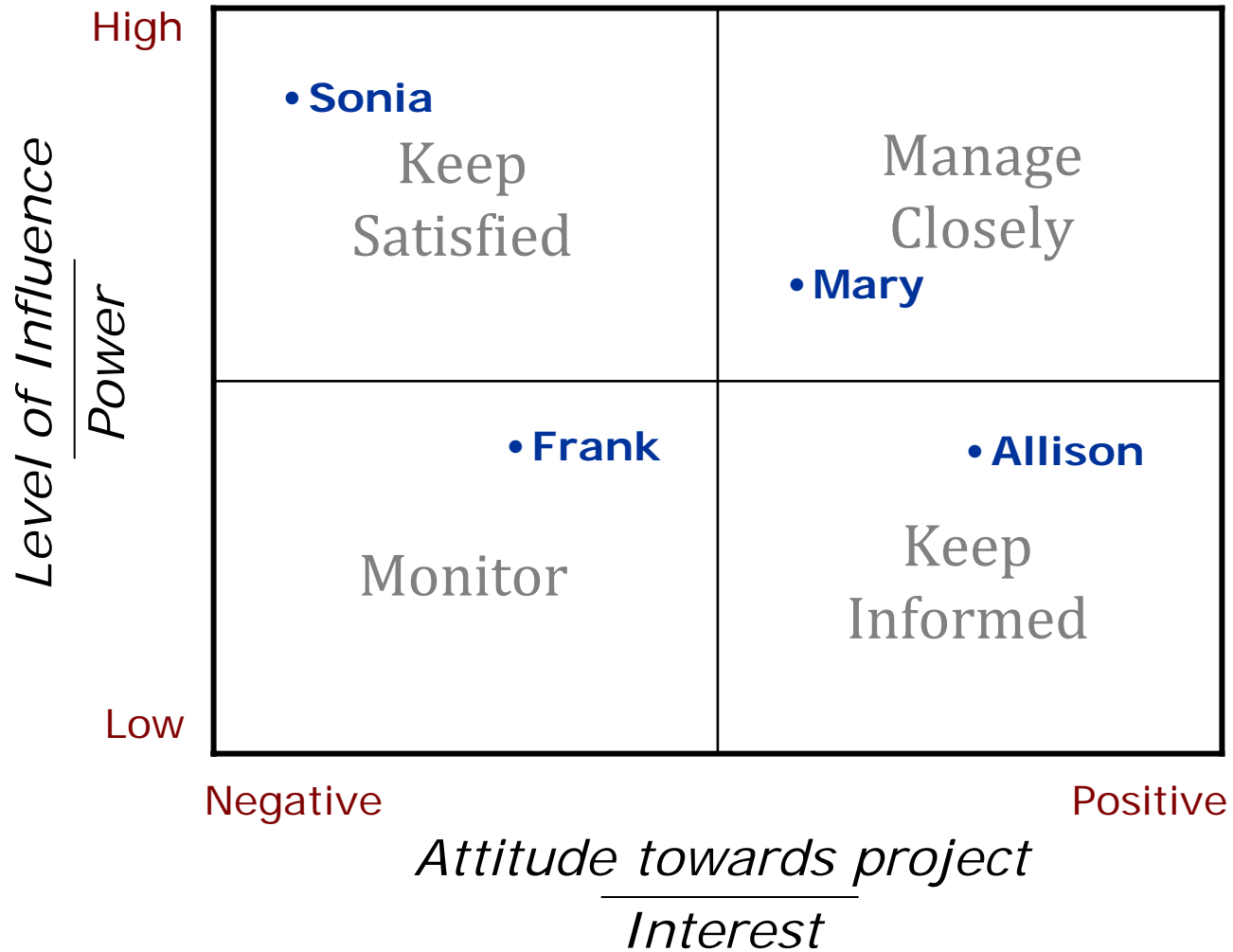
Project Communications - Review

- Why are Project Communications important?
- What % of time should PMs “communicate”?

Stakeholders

- ❑ Identify the stakeholders
- ❑ Learn their interests
- ❑ Determine how to manage the relationships

Stakeholder Analysis



Identification of Stakeholders

Org. Unit:	
Project Lead	
Business Lead:	
Last Update:	

Key Stakeholders Analysis

Stakeholder	Type	Priority	Interests	Impact on Project Readiness	Current Attitudes	Strategy to Modify Attitudes	Target Attitude

Communication Plan

- Basis:
 - Stakeholder analysis
 - Project objectives
- Designed to satisfy Stakeholder needs



Communication
Plan Template

Who	What	Why	When	How
Stakeholder 1	Info 1	Purpose 1	Frequency 1	Method 1
Stakeholder 2				

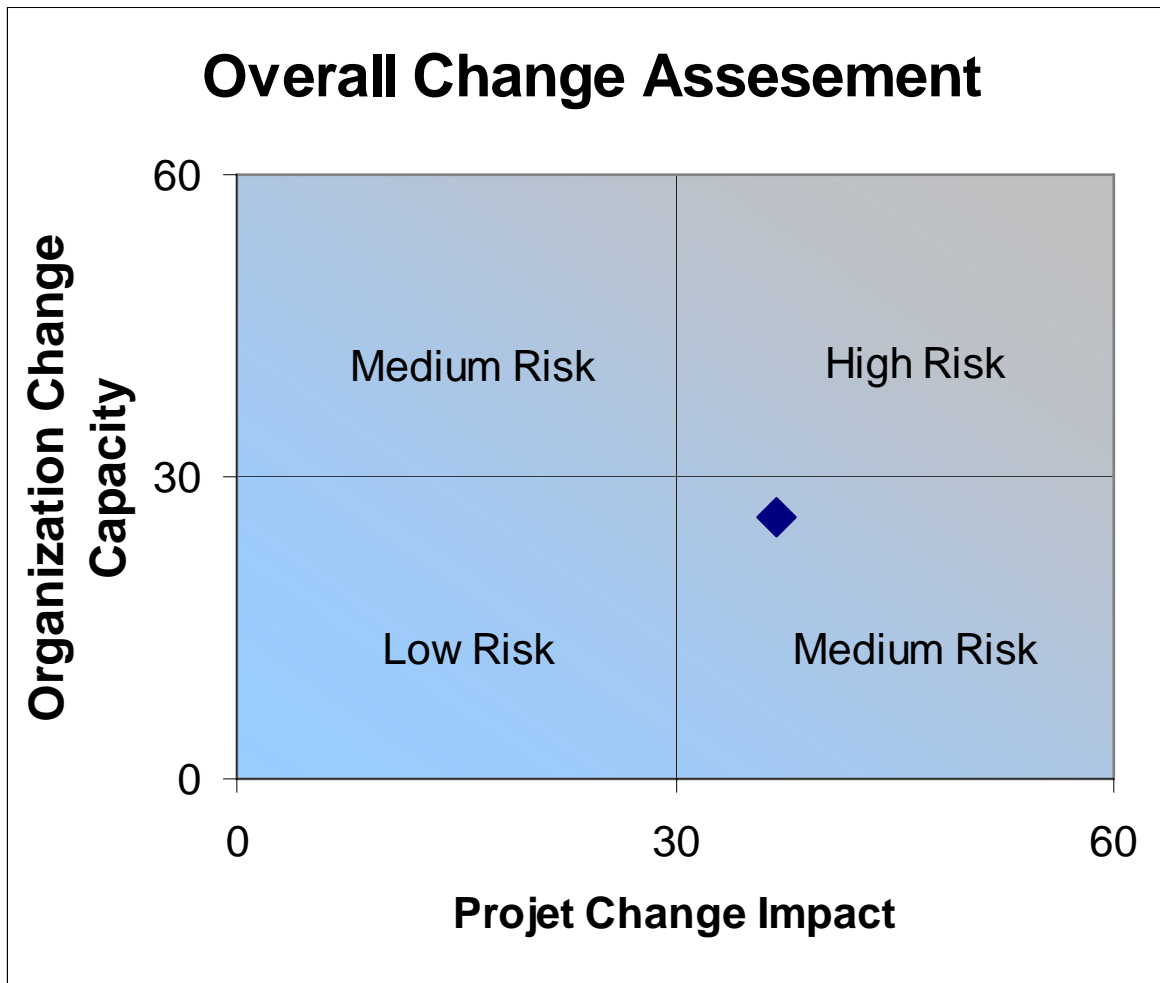
Change Management Considerations

“Couple of tools in a couple of places”

VP, Org Mgmt

- ❑ Training
- ❑ Change assessment
- ❑ Sponsor Roadmap
- ❑ Resistance Plan

Change Assessment



- Maps to % or \$
- Added to business case process
- Training

Sponsor Road Map

Target group	Activity	Date/Time	Details
With the project team			
With execs and stakeholders			
With employees			

- ❑ Template in PMO
- ❑ Training/Awareness plan

Resistance Plan

- Template in PMO
- ADKAR model

ADKAR Model (Prosci)

A Awareness

D Desire

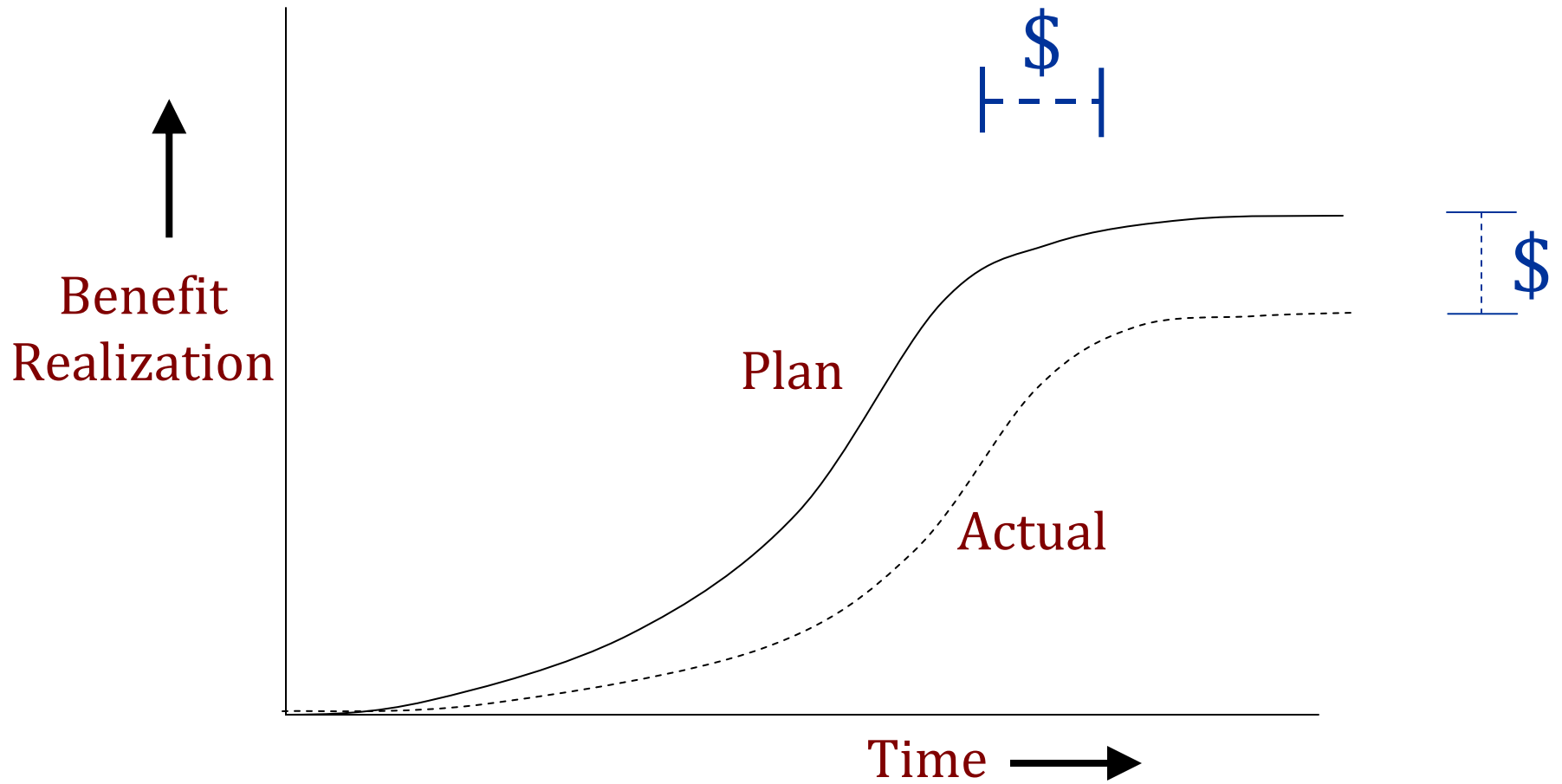
K Knowledge

A Ability

R Reinforcement



Ultimate Goal



Thank You

“If you don’t create change, change will create you”

Capt. C

“When you’re finished changing, you’re finished”

Benjamin Franklin