

Project operations management

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MGM415



Lecture three:

The effectiveness of the “Holistic project operations compliance plan “HPJOCP in creating **Project Competence-Integration (PCTI)**, for having project compliance readiness and ensuring successful project management outcomes

The compliance -integration into project management,

It involves ensuring that the project activities, processes, and deliverables meet the prescribed requirements set by external regulatory bodies, industry standards, or internal organizational policies.

Compliance requirements may vary depending on the nature of the project, industry, and geographical location.

The lecture target

This integration not only enhances project performance but also mitigates risks associated with non-compliance, ensuring that projects are executed within legal and regulatory boundaries.

Moreover, the HPJOCP fosters a culture of transparency and accountability, promoting ethical practices and minimizing the likelihood of repetitional damage.

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Section 2 :

The Project success types and HPJOCP compliance integration levels

Section 3

The requirements and challenges of the PCTI

HPJOMS roadmap

Levels of Project success	3 SCOPS	4 compliance -related system	5 Operations	4 integration mechanisms	3 KPIs for	HPJOM PLANS	2 transformations
1	Project scope	None	Project operations	PIMP with PCTI	PCTI	PJOMP	First integration throughout the PLC
2	PM scope	(Limited) Deliverables compliance (Project /PM)	Deliverable compliance operations	PCI	PCI		
3	Business success scope	Internal Deliverables value compliance (including PVA) (pm/origination)	Project compliance operations				
4		External value compliance (Org./industries)	Project management compliance operations	PMCI	PMCI		
5		BVA compliance	Business compliance operations	BCI for having BVA	Business KPI (excluded)		

HPJOMS ensure Holistic compliance between 8 objectives and 8 requirements

	A	B	C	D
1	7-HPMQS compliance related objectives and requirements	1-Business Objectives	Business compliance Requirements	8-HPJOMS compliance-related objectives and requirements
2		2-BPP objectives	BPP compliance Requirements	
3		3-Stakeholder-Objectives	Stakeholder-compliance Requirements	
4		4-PFS-Objectives	PFS-compliance Requirements	
5		5-Selective project -Objectives	Selective project -compliance Requirements	
6		6-PM Objectives	PM compliance Requirements	

Comments

Achieve the PMBOK 7th edition by shifting from creating deliverables to delivering value added system

Each compliance level has its own objective ,scope and baselines
(time,Budget,Resources,Quality standard, risk ,change management,
procurement ,acceptance level)



Part I

The HPJOCP and its compliance-integration levels ...

The role of the HPJOCP in managing the project success

What is Holistic project operations compliance plan “HPJOCP”?

“It is a comprehensive framework that aligns project management operations with business compliance requirements and conforms Project adherence to laws, regulations, policies, and standards throughout the project management operations .This is achieved by:

1. Identifying and assessing compliance requirements,
2. Establishing processes to meet compliance requirements,
3. Identifying potential compliance risks early by discovering any compliance gaps that may lead to non-compliance issues at the project initiation, including compliance-related tasks and activities in the project plan, a
4. Allocating necessary resources for compliance activities, and
5. Monitoring compliance performance and progress throughout the project lifecycle.
6. Taking corrective action if any deviations occur throughout its compliance integration level.
7. HPJOCP documentation, audits, and inspections are often conducted to ensure adherence.“

The HPJOCP goals

This framework includes regular audits and reviews to ensure ongoing compliance, providing project management with the opportunity to identify and address any potential compliance issues before they escalate.

Additionally, identifying implementation of the HPJOCP not only safeguards the project's success but also instills confidence in stakeholders, attracting potential investors and clients.

The HPJOCP characteristics

The Project success types and HPJOCP compliance integration levels

	A	B	C	D	E	F	G
1		Types of project success	Description	focusing on	Impacts on PM operations	Project Operational integration type	Impact of Business success
2	1	Project completion	Based on PIMP (PMP with PLC)	PMP	Weak	PIMP	Loss
3	2	Efficient project success	PIMP with PCTI (None holistic view)	Project competence	Normal	PCTI	Loss
4	3	Effective project success	Internal transformation to have readiness deliverable	Internal Deliverable compliance	Good	PCI	Normal
5	4	Project compliance success	Deliver internal values to the organisation (+PVA)	Internal Project compliance	Very good		Good
6	5	Project management success	Deliver external values to the business (org. + industry) (+BVA)	External Project management compliance	Valuable	PMCI	Sustain success "Superior"

The HPJOCP mechanism

I/P	PROCESSING	O/P	O/C
HPMQS AND compliance related business success	1- redesign PCTI 2-Develop PCI 3- develop PMCI	1ST TRANSFORMATION during PLC 2ND TRANSFORMATION afterPLC	Effective business compliance (sustainability)

HPJOCP and its impact on efficiency PM

HPJOMP enables effective communication and collaboration among different stakeholders involved in project compliance, including regulatory bodies, auditors, and internal teams.

This streamlined approach promotes:

1. optimizing workflow transparency and accountability,
2. a standardized approach to project management,
3. reduces the chances of errors or misunderstandings that can lead to non-compliance and
4. minimize any potential setbacks or disruptions
5. mitigating risks helps to safeguard project outcomes



Part 2

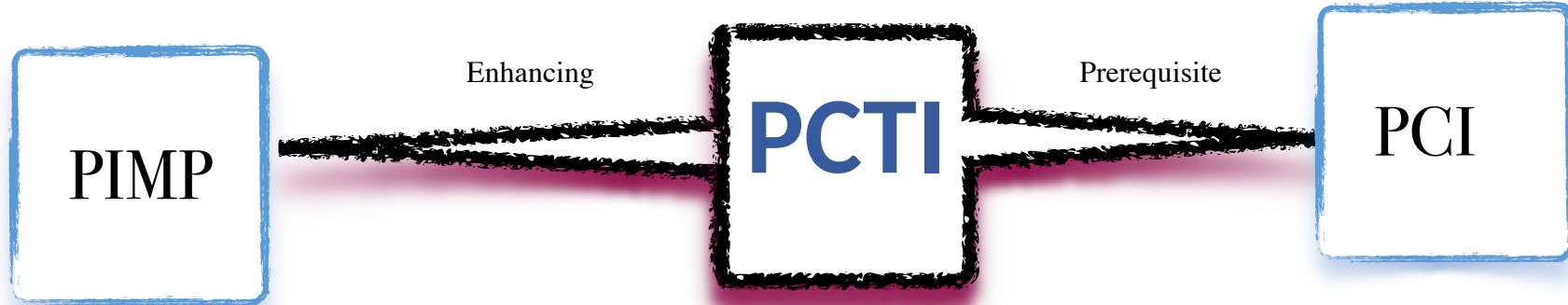
The first compliance integration of the HPJOCM (PCTI)

Note :Project integration management plan(PIMP) is for developing the planned deliverables
But project competence integration (PCTI)is the project operations for managing the PIMP to be on track and achieve its goals and deliver PFS (compliance deliverable)
And maximizing the compliance related readiness by developing the project competence integration (PCTI)

Project competence-integration (PCTI)

As a first project compliance integration level of HPJOCP, It is a systematic process of incorporating and aligning the knowledge, skills, and capabilities of project management team members with the project objectives and compliance requirements. It involves strengthening the expertise and experience of individuals to enhance their project performance and project progress rate .

It focuses on ensuring that the team members possess the necessary **competencies** to execute their assigned tasks effectively and contribute to the overall project success and to achieve project objectives.



The aim of the PCTI

PCTI plays a crucial role in ensuring competence related PM that are well-prepared and equipped with the necessary skills and knowledge to adhere to project compliance standards therefore developing PCTI.

It aims to improve project success rates, enhance efficiency, and minimize risks by ensuring that projects adhere to relevant regulations, standards, and policies by applying proven project management principles and techniques during compliance-related activities

HPJOCP and PCTI relationship with the Business Compliance Objectives

Reading The PCTI is the first compliance integration of the HPJOMS ,the HPJOCP guidelines into PCTI's project operations not only ensures compliance and commitment to responsible and lawful business practices, but also can be a competitive advantage in the market.

The PCTI relationship with HPJOCP

it is a symbiotic one, as the implementation of the framework enables PCTI to

1. meet its compliance obligations while also benefiting from optimizing project operations.
2. Allow for continuous improvement and adaptation to changing compliance requirements, ensuring that projects stay up-to-date and compliant throughout their lifecycle.
3. Provide PCTI with access to valuable resources and expertise that can help them overcome complex compliance issues and mitigate risks.

By staying current with HPJOCP, PCTI can enhance PM competence as a trustworthy and reliable partner, attracting more clients and business opportunities.

PCTI impact on PM

Regrading PM :Project management compliance refers to the adherence to established project management methodologies, frameworks, and best practices.

Regarding the PMP: It includes following best practices in areas like scope management, time management, cost management, quality management, risk management, stakeholder management, and communication management.

Regarding the PLC :It focuses on ensuring that projects are planned, executed, and controlled in accordance with recognized project management standards, such as the Project Management Institute's (PMI) Project Management Body of Knowledge (PMBOK)

PCTI impact on the project manager operational decisions

1. By **establishing** the HPJOCP, the PCTI creates a centralized platform where project managers can assess and address any compliance gaps, ensuring that projects are executed smoothly and efficiently.
2. By **integrating** PCTI into the PM process, project managers can proactively address these risks and ensure that all compliance requirements are met.
3. **Help** project managers and stakeholders monitor, track, and report on project performance and compliance-related progress information.



Part 3

PCTI requirements and challenges

Based on PMI's Project Management Body of Knowledge (PMBOK)

It's important to note that the specific requirements for project competence integration and project compliance integration may vary depending on the industry, project type, and organizational context.

PCTI requirements

It is requirements

In project competence integration, the emphasis is on aligning the skills and capabilities of team members with project requirements. This includes:

- 1. Identifying necessary competencies:** Assessing the required skills and knowledge for each role within the project team.
- 2. Acquiring competent resources:** Recruiting or assigning team members who possess the necessary competencies.
- 3. Developing team capabilities:** Offering training and development opportunities to enhance individual and collective competencies.
- 4. Promoting collaboration:** Encouraging effective communication, knowledge sharing, and teamwork among project team members.

Challenges of project competence integration

The project competence integration is
a critical requirement of the PIMP
And success factor for PCI (second
integration)



1. Skill and Knowledge Gaps:

Identifying and addressing skill and knowledge gaps within the project team can be challenging. It may require conducting comprehensive skill assessments, providing appropriate training programs, and ensuring the availability of resources with the required competencies.

2. Team Dynamics and Collaboration:

Building effective team dynamics and fostering collaboration among team members can be challenging, especially in large or geographically dispersed teams.

Communication barriers, conflicting work styles, and a lack of trust or cooperation can hinder competence integration efforts.

3. Changing Project Requirements:

Projects often undergo changes in scope, objectives, or technology, which may require acquiring new competencies or adapting existing ones. Managing these changes and aligning the team's competencies with evolving project requirements can be challenging.

4. Resource Constraints:

Limited resources, such as budget or time, can impact the ability to invest in training and development initiatives. Balancing resource allocation between project execution and competence development can be a challenge, particularly in fast-paced or resource-constrained environments.

4. Ensuring Stakeholder Understanding and Commitment:

Obtaining buy-in and commitment from project stakeholders, including team members, clients, and regulatory bodies, can be challenging. Clear communication, education, and engagement efforts are necessary to ensure that all stakeholders understand the importance of compliance and actively support compliance integration initiatives.

5-Limited Training Resources:

Availability of training resources, such as trainers, training materials, or budget, can be a challenge. Organizations may face limitations in terms of capacity, expertise, or financial resources to provide comprehensive training programs. Prioritizing training needs and identifying cost-effective solutions can help mitigate these challenges.

6-Resistance to Change:

Implementing new competence integration practices or introducing changes to existing processes can be met with resistance from team members. Some individuals may be resistant to acquiring new skills or changing their approach, leading to a reluctance to embrace competence development initiatives. Overcoming resistance and fostering a culture of continuous learning can be challenging but is essential for successful competence integration.

8-. Retaining and Transferring Knowledge:

Knowledge retention and transfer can be challenging, particularly in projects with high turnover rates or when team members transition between projects. Capturing and preserving project-specific knowledge, lessons learned, and best practices becomes crucial to ensure knowledge continuity and prevent loss of valuable expertise.

9- Identifying and Assessing Competencies:

One of the initial challenges is accurately identifying the required competencies for each project role. Determining the specific skills, knowledge, and abilities needed can be complex, especially in projects with unique or specialized requirements. Conducting comprehensive competency assessments and aligning them with project goals is crucial but can be time-consuming and resource-intensive.

The three PCTI Success factors

Assessing the team's collective capabilities

Identifying the required competencies for each project role and ensuring that the right individuals with the appropriate skills are assigned to those roles. This includes assessing the team's collective capabilities and identifying any gaps that need to be addressed through training, hiring, or reassigning resources.

Needs assessment : Providing training and development opportunities to enhance the competencies of team members. This can involve conducting skill assessments, designing training programs, and offering coaching or mentoring to help individuals acquire or improve their skills.

Knowledge Sharing and Project Performance Evaluation:

2-Knowledge Sharing :Facilitating effective communication and collaboration among team members to promote the exchange of knowledge and expertise. This can be achieved through regular team meetings, project documentation, lessons learned sessions, and the use of collaboration tools and platforms.

3- Project Performance Evaluation: Continuously monitoring and evaluating the performance of team members to ensure they are meeting the required competencies and performance standards. This may involve conducting performance appraisals, providing feedback, and addressing any performance gaps through training or corrective actions.



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