



جامعة الجميع الذكية
EVERYONE'S SMART UNIVERSITY

Everyone's Smart University

Project (Spring 2021)

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Section

Master

Date

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Course Code

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Advanced project Management

Instructions:

- اخر موعد للتسليم هو يوم الخميس 2021-05-20 في تمام الساعة ٩ مساءً.
- الإجابة متاحة باللغة الإنجليزية أو اللغة العربية مع مراعاة أن تكون المصطلحات العلمية باللغة الانجليزية.
- يتم تسليم المشروع في صيغة ملف pdf مع الالتزام نموذج الجامعة ولن تقبل أي مستندات أخرى.
- يجب مراعاة أقسام البحث الرئيسية (مقدمة Introduction، دراسات علمية سابقة Literature Review، طريقة البحث Methodology، النتائج والمناقشة Results and Discussion، وأخيراً المراجع References . وان كان هناك ملحقات Appendices يتم إضافتها)
- يجب الالتزام بـ Theme موحد كما يلي:
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- عدد صفحات البحث (لا يقل عن ثلاث صفحات ولا يزيد عن ست صفحات).

Instructor's Name: Eng. Amaal Aburumman

How to Change Management Effect On Projects during Planning Stage

1.0 Introduction:-

As a project management is the most developed and improved growing professional on the world many definition and need of Project managers and their roles of time producing plans and establishing team objectives. Sponsors, stakeholders, and teams then spend a lot of time making changes to the scope of the work and the rollout process. Even the standard definition of project management — ensuring the project is complete to scope, on schedule, in budget — reflected this early control orientation.

Change management is defined as the methods and manners in which a company describes and implements change within both its internal and external processes. This includes preparing and supporting employees, establishing the necessary steps for change, and monitoring pre- and post-change activities to ensure successful implementation.

2.0 Literature Review:-

The different literature on the change management and the affect during the different level of the Projects stage and we can keep our focus on the planning stage.

Significant organizational change can be challenging. It often requires many levels of cooperation and may involve different independent entities within an organization. Developing a structured approach to change is critical to help ensure a beneficial transition while mitigating disruption. (Harrison, D Lock - 2004) . Changes usually fail for human reasons: the promoters of the change did not attend to the healthy, real and predictable reactions of normal people to disturbance of their routines. Effective communication is one of the most important success factors for effective change management. All involved individuals must understand the progress through the various stages and see results as the change cascades. (Morris, P. W. G. & DeLapp, S. E. (1983).)In the Literature we will discuss 2 aspects :-

1. How to implement Change Management
2. How to be effectively managing a change process

2.1 How to implement Change Management

While the project on planning stage the change management shall be consider for different aspect and need to improve and modified the process and success to all the company during the planning and to have the right change management you have to collect all the information as below :-

- Define the change
- Select the change Management Team
- Sponsorship and secure commitment
- Develop implementation plan
- Collect Data
- Quantify gaps
- Modify the plan and needed

2.2 How to be effectively managing a change process

As we know Project management is the management of the change process required to achieve that end target, within certain time and cost parameters. And There are five different steps in effectively managing a change process to be success on change process :-

- Defining the change objective.
- Developing a strategy and plans to achieve that objective.
- Creating a project management group to effect the change.
- Installing a control process to monitor progress.
- Managing the project by implementing the above four steps.

3.0 Methodology:-

If we built survey to study the progress and with the Changes Management Effect on the Projects and take best stage and we prepare different question on the survey to understand the level and preferable stage on the project :-

1. major organizations constraining the range of options open to the project, such as funding, licensing, import/export restrictions, employment considerations, marketing dictates,
2. The complexity of the change: those projects that are less complex will present less challenge than the more complex
3. Financial requirements: such as the funding available and special associated requirements, such as the use of contractors or equipment manufacturers of certain nations,
4. Most important of all, the organization's ability to manage the change. If the organization is not geared up to handle the change it will in all likelihood have to hire outside assistance.
5. Schedule tightness (i.e., project speed),
6. Impact of other projects,
7. Contractual relationships and potential penalties,

Additional to the survey Research from McKinsey & Company found that 70 percent of change initiatives never reach their stated goals. That doesn't mean that you should give up on the change before you ever begin the process, but it does mean that you need to manage the process very, very carefully in order to succeed. Getting the full support of every manager and employee is a vital first step.(McKinsey – 2015)

4.0 Results and Discussion:-

When you and your management team identify a need for change, it may be tempting to tackle change. But for successful change, you need to manage the transition. First, you must prepare your team for the change. And to select the right time either on the implementation or planning stage. We have to be more carefully and as discussed and understanding from the level of the success, the right time of change management shall be on the planning stage.

References:-

1. How to Manage Changes On Projects Managing change through project management, Morris, P. W. G. & DeLapp, S. E. (1983).
2. Website :9 steps to a successful Change Management Process
3. Advance Project Management: Best Practice on Implementation, H Kerzner - 2003
4. Advanced project management: a structured approach, FL Harrison, D Lock - 2004
5. <https://www.mckinsey.com/featured-insights/leadership/changing-change-management> (article, 2015)