Project management

Student’s name:

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Any change introduced to an organization requires that the project of change is managed on both the technical side and the people side. The technical side ensures effective development, design and delivery of change. Project management ensures that all these happen effectively. The people side ensures that as a result of the change the employees are able to do their work differently in a manner that embraces adopts and utilizes the change. Project management aims at increasing the likelihood that the project delivers the intended results and outcomes. It is important to integrate project management and change management in order in order to unify the approach of implementing change.

Sequencing and aligning the technical side activities with people side activities involves integrating at what work is being done level. The process dimension has a key role in determining when change management begins during the project lifecycle. In order to upgrade the current software and hardware it is important to schedule methods of updating the system. The new application focuses on standardizing how the company tracks sales and receipts, a central server is to be put up to collect data from all the locations. Having these will help design the kind of software needed to achieve this objective. Once new software that is up to date has been identified, a software solution will be presented and a timeline presented to allow for program implementation and upgrade. Software upgrading will also require that the hardware is checked it is therefore necessary that the hardware is checked and possible changes addressed to set up the workforce management software and ensure that it is completely up to date. Later the hardware will be checked to see if any changes can be address to ensure the compatibility of the hardware and the software so as to achieve a particular step in establishing the new project.

To ensure that the enhanced workforce solution operates successfully it is important that the employees who will be using it are trained on how they will go about using the new workforce. A customized training should therefore be designed to reduce the risk of confusion or the possible resistance by employees to adapt to the new workforce. Before the system is permanently in place a testing phase will be established to help uncover any last minute changes or updates. Once the software upgrades and implementation is in place the program should be rolled out to the company and continue ongoing support among the employees and everybody else that will be benefiting from this new application. This new technology will help streamline practices which take a lot of time and are also prone to human error. This will be the first phase of the implementation of the new project.

These suggested changes needs approval by the change control board which is made of different board members each with their various ranks and responsibilities. Different change request are presented to the board and are voted for against, when a change is voted against then it means that change cannot be implemented but when it is voted for by the board members then the idea , cost, risks and schedule of the proposed changed has been proved favorable by the members of the board. All these change proposals are submitted to the board by the project manager. The project manager also has the following responsibilities in the project Receive and log all change requests from project stakeholders, Conduct preliminary risk, cost, schedule, scope analysis of change prior to CCB, Seek clarification from change requestors on any open issues or concerns, Make documentation revisions/edits as necessary for all approved changes and to Participate on CCB.

In the new project application it should be ensured that the network at each location is capable of supporting the transfer of data from a given geographical location to the central server. The aim of the project is to ensure that data can be transferred from one given location to the central server therefore network adjustments should be made to ensure that there is ease in these transfer of information. The components of the computer network will therefore need to be organized and maintained during the modification and expansion of these network configuration management databases.

The project team must be focused on, responsible for and held accountable for delivering results and outcomes for meaningful integration to occur. If the project team is only held accountable for hitting a go-live date, then integration is difficult. Likewise, change management resources must define their own success in terms of the achievement of project results and outcomes, not simply executing change management activities such as number of communications delivered or number of employees trained. This shared focus on results and outcomes is the cornerstone of successfully integrating the technical side and the people side of change. Before integration can occur, there needs to be an acknowledgement of the role and value of change management. Change management must be valued and viewed as a crucial component of project delivery. As a change management practitioner, this means [making a case for change management](https://www.prosci.com/change-management/thought-leadership-library/enterprise-change-management-business-case) that directly connects to the success of the project.

**References**

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