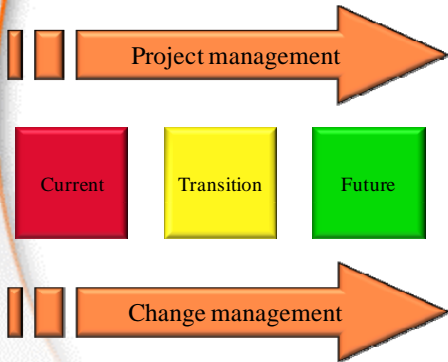


The integration of change management and project management is one of the most pressing issues facing practitioners today – bringing together two disciplines both focused on improving organizational performance, one from a technical perspective and one from a people perspective. This handout provides key messages from the Prosci webinar on integrating change management and project management. Contact changemanagement@prosci.com for more information.

Integrating change management and project management webinar handout



- Success results from:
- 1) solution is designed, developed and delivered effectively (technical side)
 - +
 - 2) solution is embraced, adopted and utilized effectively (people side)

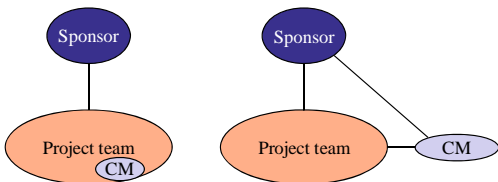
- Both project management and change management:
- Utilize a robust tool set
 - Follow a holistic process
 - Are applied to various changes
 - Are scaled to the situation
 - Require unique competencies

Complementary disciplines with a common objective

Neither define the change that is needed or prescribe the solution

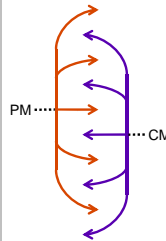
Five perspectives on integration – People, Process, Tools, Methodologies, Results and outcomes

Integrating: People dimension



Architecting the relationship between the project team and the change management resources. Creating a collaborative partnership.

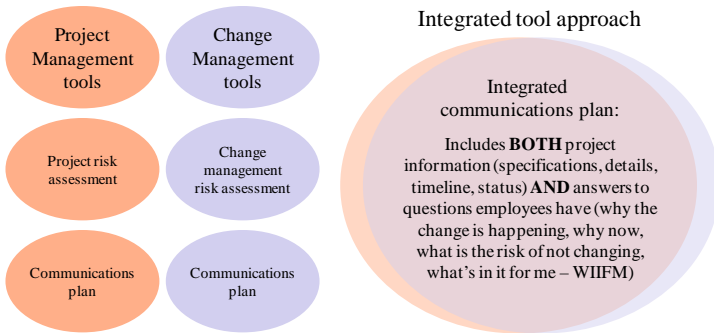
Integrating: Process dimension



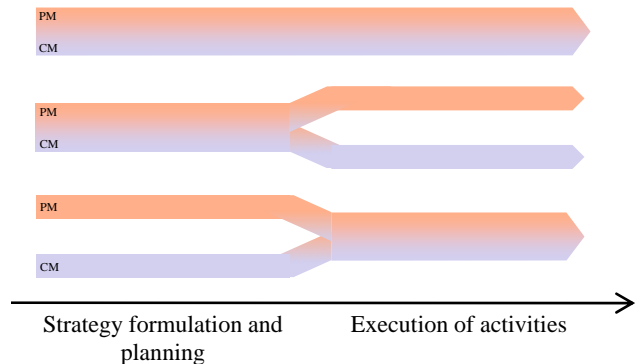
Bringing together “technical side” activities and “people side” activities on the project:
Sequencing work; Aligning timing; Exchanging information

Impacts : “when change management starts” – advantages of starting early and consequences of starting late in the lifecycle

Integrating: Tool dimension



Integrating: Methodology dimension



Results and outcomes

- The final dimension of integration is related to results and outcomes. The goal of both project management and change management is to successfully implement a change (through a project or initiative) that improves performance.
- The two disciplines are both necessary, and they both uniquely contribute to benefit realization and Return on Investment with their focus.