

The **Prosci PCT™ Model** describes the three elements of successful projects – leadership, project management and change management. Prosci offers a variety of reports, tools and training to prepare senior leaders and change management teams to excel on these two legs of the triangle. If you have questions, contact one of Prosci’s change management analysts at 970-203-9332 or changemanagement@prosci.com.

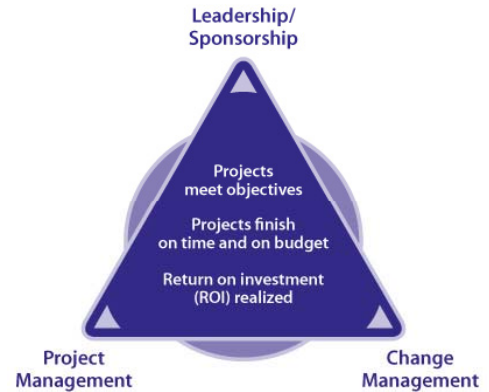
Prosci PCT™ Model (Project Change Triangle) Webinar Handout

The Prosci PCT™ Model (Project Change Triangle):

- Based on client **interactions**
- A framework that describes the three **key elements** needed for initiatives to be successful
- All three elements are **required** for projects to be successfully implemented and realized
- Projects are at **risk** if any of the three elements is missing

Applications:

- 1) To provide definition and context
- 2) To provide focus
- 3) To assess performance and health
- 4) To drive “next steps”



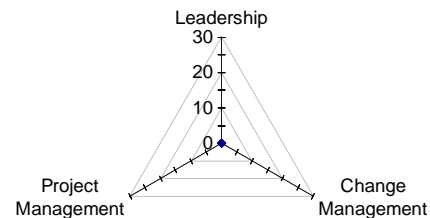
PCT Assessment:

- 10 questions on each of the three elements
- Scored on a 1 to 3 scale
 - 1 = inadequate
 - 2 = adequate
 - 3 = exceptional

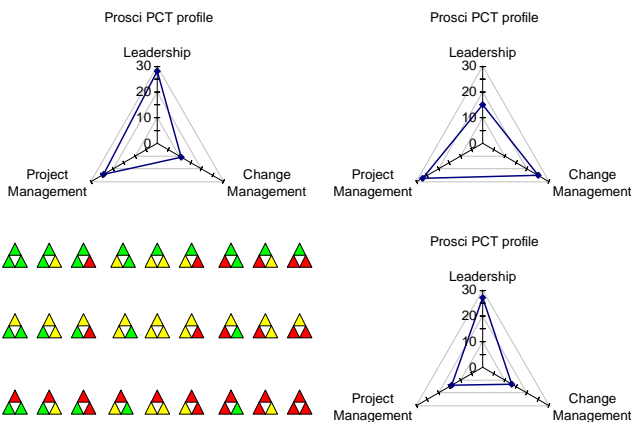
Element scores between 10 and 20 indicate high risk/jeopardy and require immediate action; scores between 20 and 25 indicate alert/possible risk and require further investigation; scores between 25 and 30 indicate strength and should be leveraged and maintained.

Leadership/Sponsorship score: ___
 Project management score: ___
 Change management score: ___

Prosci PCT profile



Potential PCT profiles



Taking the next step – PCT Analyzer

Web-based tool for collecting and analyzing PCT assessment data from a project team.

- You are a user
 - You enter projects
 - You specify checkpoints
 - You collect data from people on the project
 - You analyze data and determine what actions are required to improve the health of the project
- PCT Analyzer outputs**
- Profile data
 - Profile analysis
 - Question level data
 - Question level analysis
 - **Next steps to drive project success**

<http://www.change-management.com/pct-analyzer.htm>

Prosci offers a wide variety of tools to improve the change management score in the PCT Model. Tools are available for change management practitioners, project teams, executives/senior leaders and middle managers/supervisors. Find out more about published and online tools at the bookstore (<http://www.change-management.com/bookstore.htm>) or about training opportunities for each level by calling 970-203-9332 or sending an email to training@prosci.com.