CHANGE IS COMING
CHANGE MANAGEMENT SYSTEMS AND THE ENABLING FACTORS.

Monica Chavez
2020 Project Management Symposium
Project Managers plan projects.
Change is the only constant.
What is the Millennium Challenge Corporation (MCC)?
At MCC, we build COUNTRY OWNERSHIP. We design programs and empower the host government to implement the programs.
Why **project management systems** are key for the work we do

Accountable Entity (100 staff)

- Finalizing the design of the large, complex program
- Establish independent legal entity. Set up the physical office space.
- Set up board and agreements with key government players
- Hiring contractors and consultants

Setting up operational and project management systems

All within a 5-year Timeline!

My team: IPM
Integrated Project Management. Our model.

IPM sets up our programs for success.

Our tools

- Contract Performance Management
- Project Charters
- Workplanning
- Coordination Management
- Risk Management
- Change Management
Effective Change Management

*The goal is often to minimize the distractions and impacts of the change.* -Kotter
IPM’s Change Management Framework

1. Understand the change
2. Document the change
3. Implement the change
4. Evaluate the change
What does this look like in practice?

Implementing new project management systems means changing the way accountable entities do business.

Collaboration

Document Management

Decision-making process

Project Management System

BIG CHANGE!
So, how do we make it *THE WAY WE DO BUSINESS AROUND HERE*?
Build the enabling environment.

- **BUILD THE CASE.**
- **DEMAND** driven model.
- Unify around a **VISION**.
- Build a guiding **COALITION**.
- FOSTER SUPPORT and **KNOWLEDGE** within MCC.
- **BEE-IN** advocacy approach.
- **DEFAULT** approach.
- Begin with one **SUCCESS** story.
We can sow the project management seeds...

but in order for entities to be able to take full advantage and be sufficiently equipped to absorb and effectively utilize the tools, providing the appropriate enabling environment is key.
The Way Forward

1. Continue to create **champions** at all levels.
2. Measure more concretely the level of **understanding** and **utilization** of the PM tools.
3. Better understand benefits between making PM tools **recommended** vs **required**.
4. Continue to build a more **systematized** knowledge management loop.
5. Need for **additional support** at the country level.
Monica I Chavez
Integrated Program management
chavezmi@mcc.gov