



PROJECT MANAGEMENT
CENTER FOR EXCELLENCE

A.J. CLARK SCHOOL OF ENGINEERING
Civil & Environmental Engineering Department



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)?



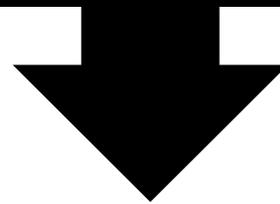
At MCC, we build **COUNTRY OWNERSHIP**. We design programs and empower the host government to implement the programs.

Why **project management systems** are key for the work we do



Integrated Project Management. Our model.

IPM sets up our programs for success.



Our tools



Contract
Performance
Management



Project
Charters



Workplanning



Coordination
Management



Risk
Management

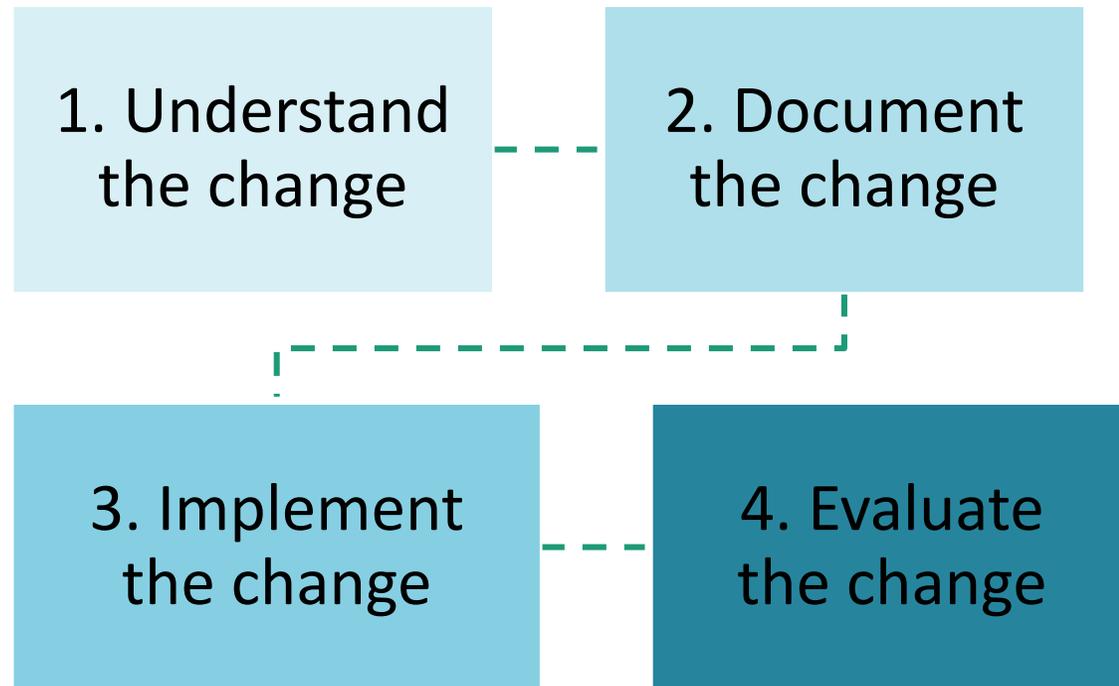


Change
Management

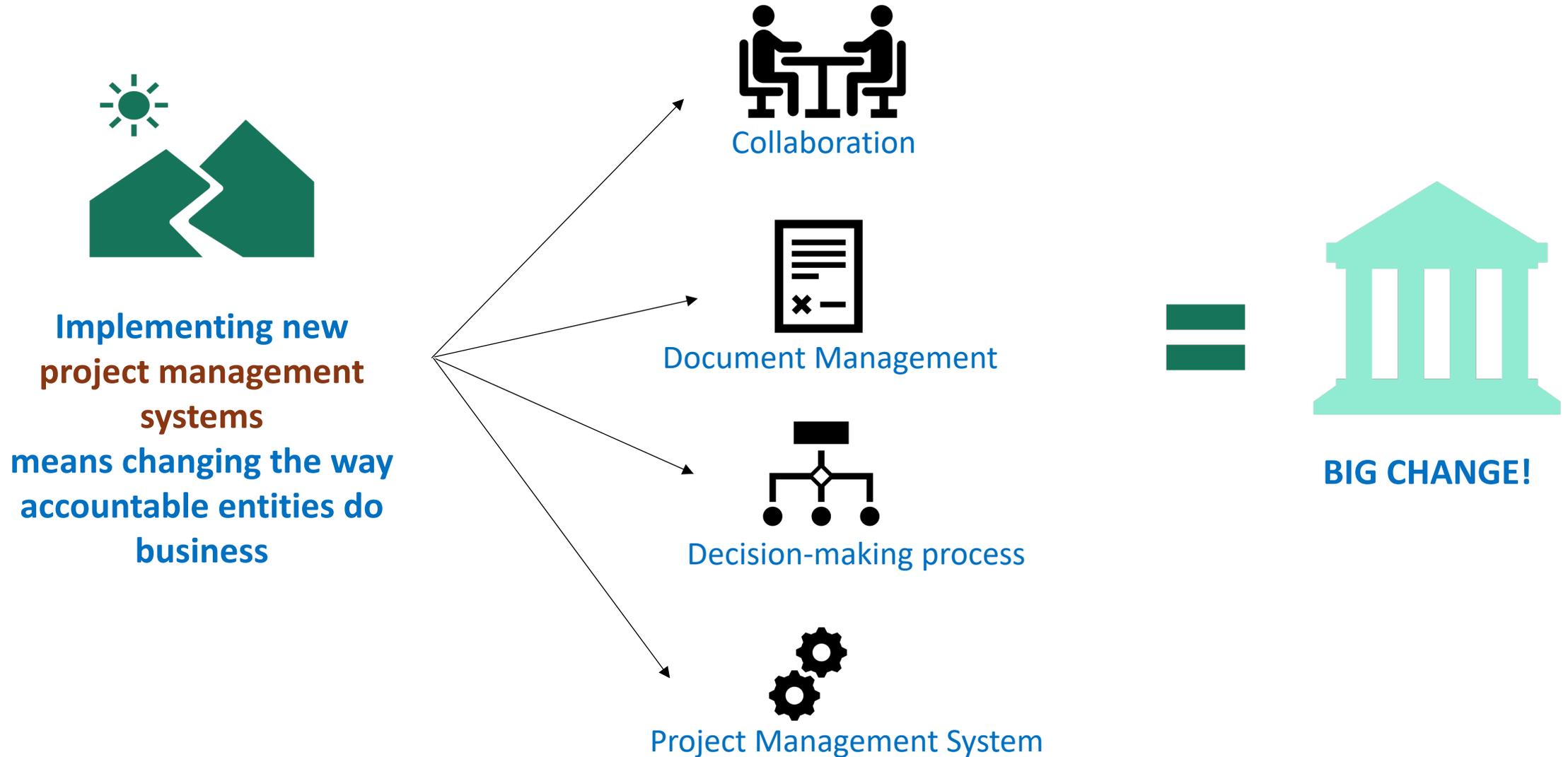
Effective Change Management

The goal is often to minimize the distractions and impacts of the change. -Kotter

IPM's Change Management Framework



What does this look like in practice?



So, how do we make it *THE WAY WE DO
BUSINESS AROUND HERE?*

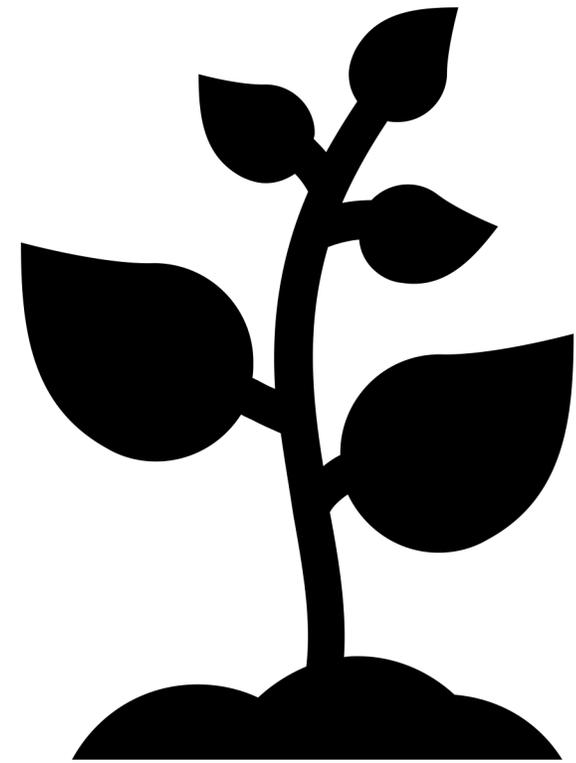
Build the enabling environment.

- ✓ 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.



MILLENNIUM
CHALLENGE CORPORATION
UNITED STATES OF AMERICA



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**Integrated Program
management**

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