



# Short Description of the Project Management Methodology Project Management <sup>Plus</sup> / PM<sup>Plus</sup>

# PM<sup>Plus</sup> – Modern Project Management Practice

## Introduction and background

Companies that only use traditional project management methodologies when executing their projects usually struggle with the same challenges: The primary goal of the project is the success defined in the scope. Whether and how knowledge or even competence transfer to the organization takes place – to anchor the result effectively – often has a lower priority. Similar, with a conventional approach, resource planning is often seen from a functional perspective during and before a project. The focus is on visible dependencies or the availability of results and resources. Important risks – such as the personal components of the people actively involved – are left out. These also include inner resistance, unvoiced concerns, fear of change, lack of competence, and diverging goals in the organization. But these are precisely the factors that lead to project delays or failures. With Project Management (PM) Plus, the consulting company canacoon provides an enhanced approach, which combines classic project management methods and tools with the results of systemic coaching.

## Features of PM<sup>Plus</sup>

Thanks to systemic coaching expertise, the project can be well prepared in advance, successfully launched, and then accompanied to ensure optimal progress. PM Plus anticipates reflection, analysis, and development before – or at the latest at – the start of the project, to create the greatest transparency possible, which is crucial as the project runs its course. While taking account of the conventional methods of classic project management, it enhances scope for both decisions and action, and adopts innovative methods such as swapping the roles of “coach” and “consultant” depending on the situation so that employees develop optimally. The ability to adopt a different perspective is a key competence here and plays a primary role, especially when introducing change processes. Social-dynamic processes, which represent part of company interaction in every organization and the significance of which have a direct impact on every project, need to be considered within the framework of project management. Projects are social systems that have specific skills, develop an individual culture, define goals for themselves, and form structures. The identity of a project is inextricably linked with its system – and the success of a project is, too. Unlike the conventional approach, which often tends to have a directive character, systemic coaching does not prescribe solutions, but instead helps them develop. Because competence transfer, as well as project scope, needs to be understood as a primary goal to achieve sustainability, a combined observation of the factual circumstances and the personal setting in the project setup is the logical consequence.

# Additional options for the PM Plus methodology

## Preparation

Before the kick-off, the conditions for a successful project can be verified from both a technical and social perspective. On the one hand, this includes an analysis of the stakeholders, to identify conflicting goals in projects or within the organization. On the other hand, the mood of the project members is investigated and the people involved in the project reflect on their motives and emotions. Using a mood barometer, a check on conformity with the project goals is performed. The result is a preliminary risk analysis in terms of the planned resources with regard to their strengths, weaknesses, and potential and their roles and responsibilities (SWOT analysis of the planned resources). On this basis, project flow scenarios can be forecast that enable forward-looking budget planning and budget allocation that is rooted in actual project suppositions. Furthermore, measures can be taken to trigger development steps before the project gets started.

## Screening

In an ongoing project, a project audit can be performed using the PM Plus methodology. This compact check helps you reach a valid assessment of the project's technical situation. Using a mood barometer, how a person tallies with the project goals is checked. The result is improved transparency and security, and thus a considerably reduced project risk. The screening enables reaction on both a technical and personal level, before escalations occur.

## Coaching

A project can also be supplemented and enriched by coaching at certain times. This includes the design of team development processes for project teams, coaching for projects and project organizations in the case of escalation or crisis, and coaching of managers and project leads. The systemic coaching of the project organization promotes the development of the people working on the project, represents advice with no obligation to heed it, offers help for self-help, strengthens your own resources, and enables a change of perspective, circular views, and a destruction of old patterns.

## Systemic consulting

Systemic consulting serves to interpret, reflect on, and implement the analysis results in the project. Sponsors and stakeholders are advised about project management and IT expertise using intensive knowledge transfer. Thanks to systemic intervention, companies receive support in overcoming identified risks. Examples of use include implementing a project model, setting up project support, introducing project management systems, or generally supporting change management. In individual cases, interim project management is also conceivable.