How to adapt Project Management in remote mode? What transformation stakes for PMO after covid crisis?

Johnson REINVENTING REALIGNING PPM & ePMO Conference

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Today's speakers

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CONTEXT

TENSE BUSINESS CONTEXT

-9%

PIB in 2020 in France

CHANGE OF WAYS OF WORKING

x2

Nb of ‘teleworkers’ vs. before covid crisis

MORE WORRIES MORE STRESS

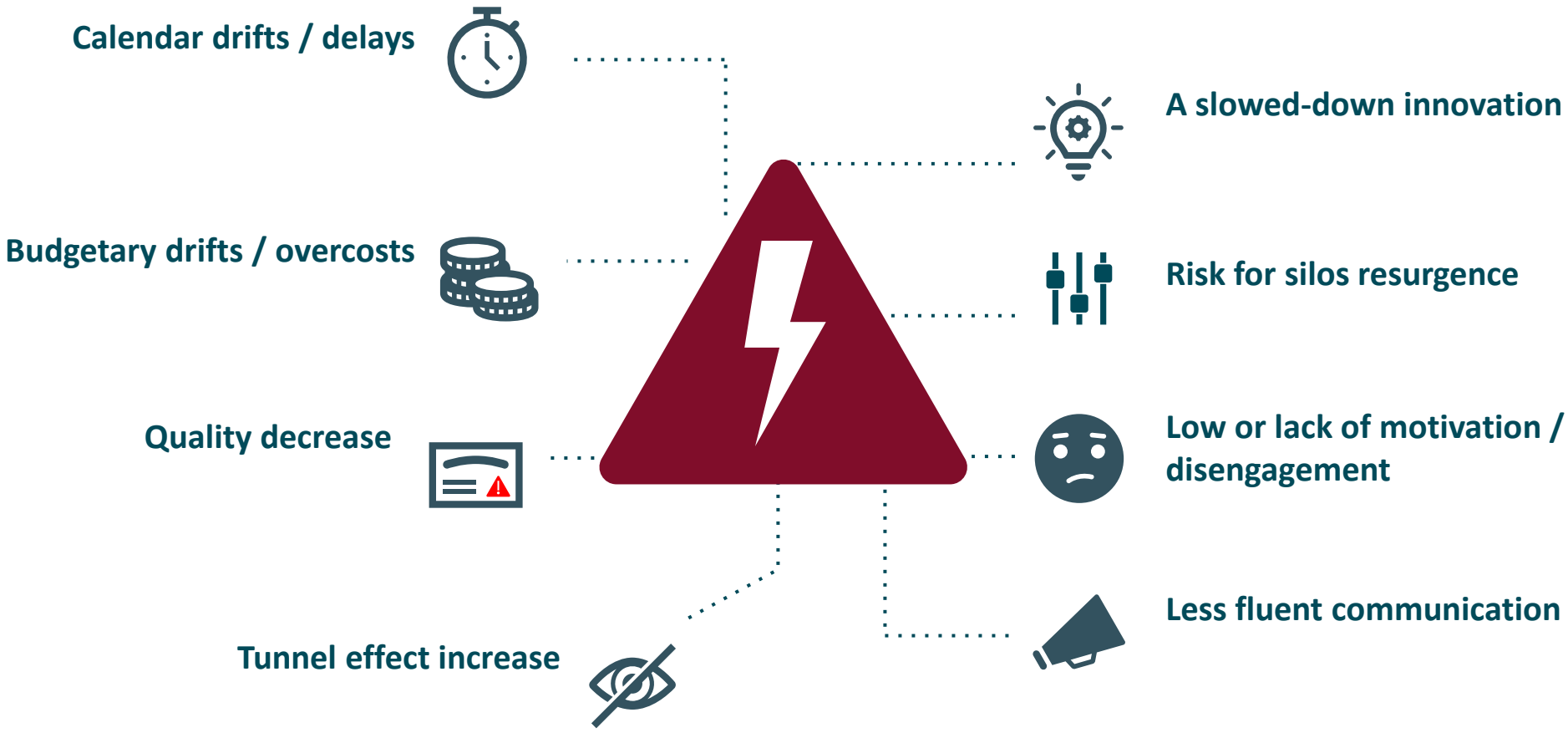
55%

of French employees are anxious

PROJECT MANAGEMENT IS ESPECIALLY IMPACTED

Sources: Insee, Les Echos, workforce view 2020

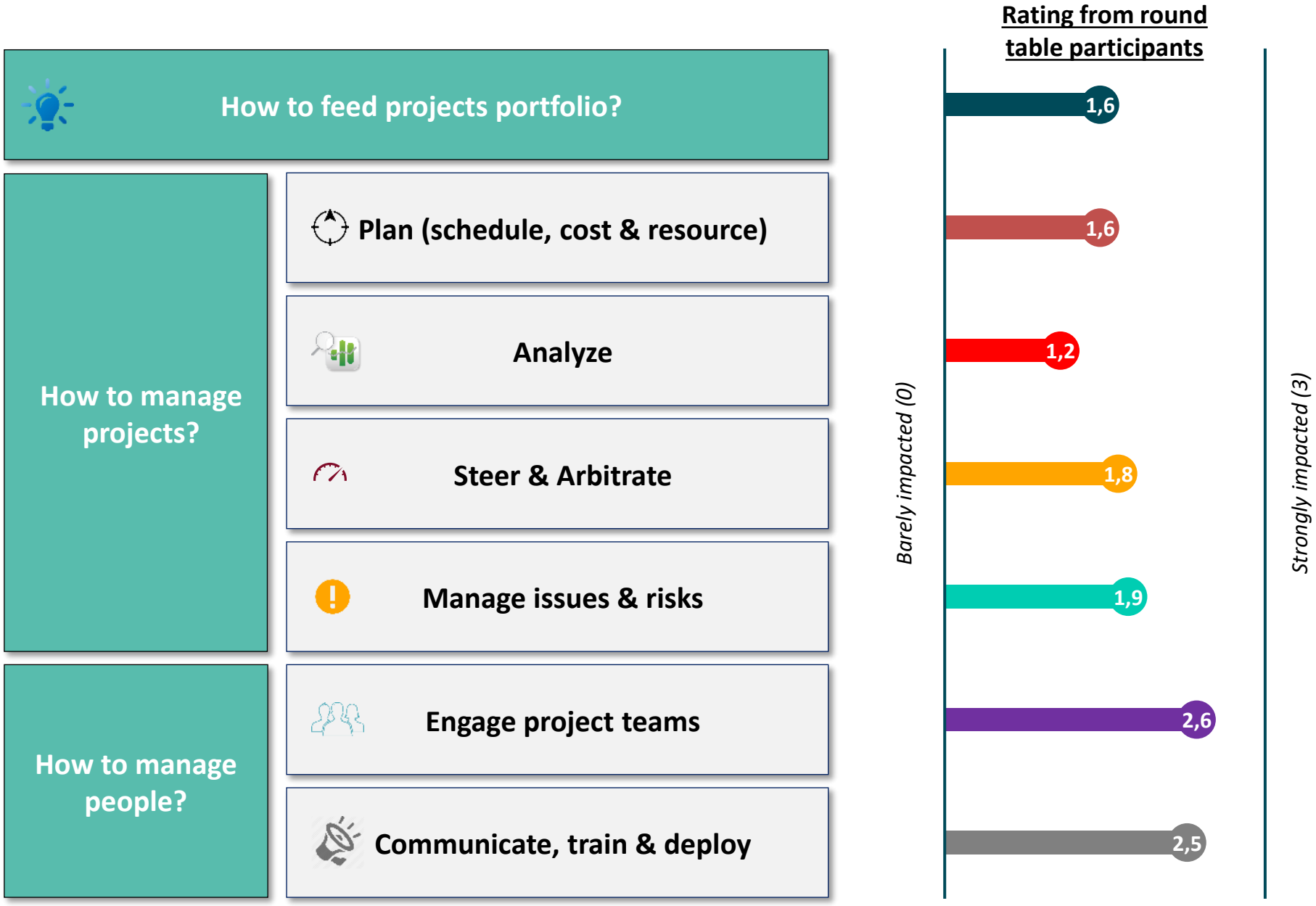
Main pitfalls induced by working in remote mode on PM…



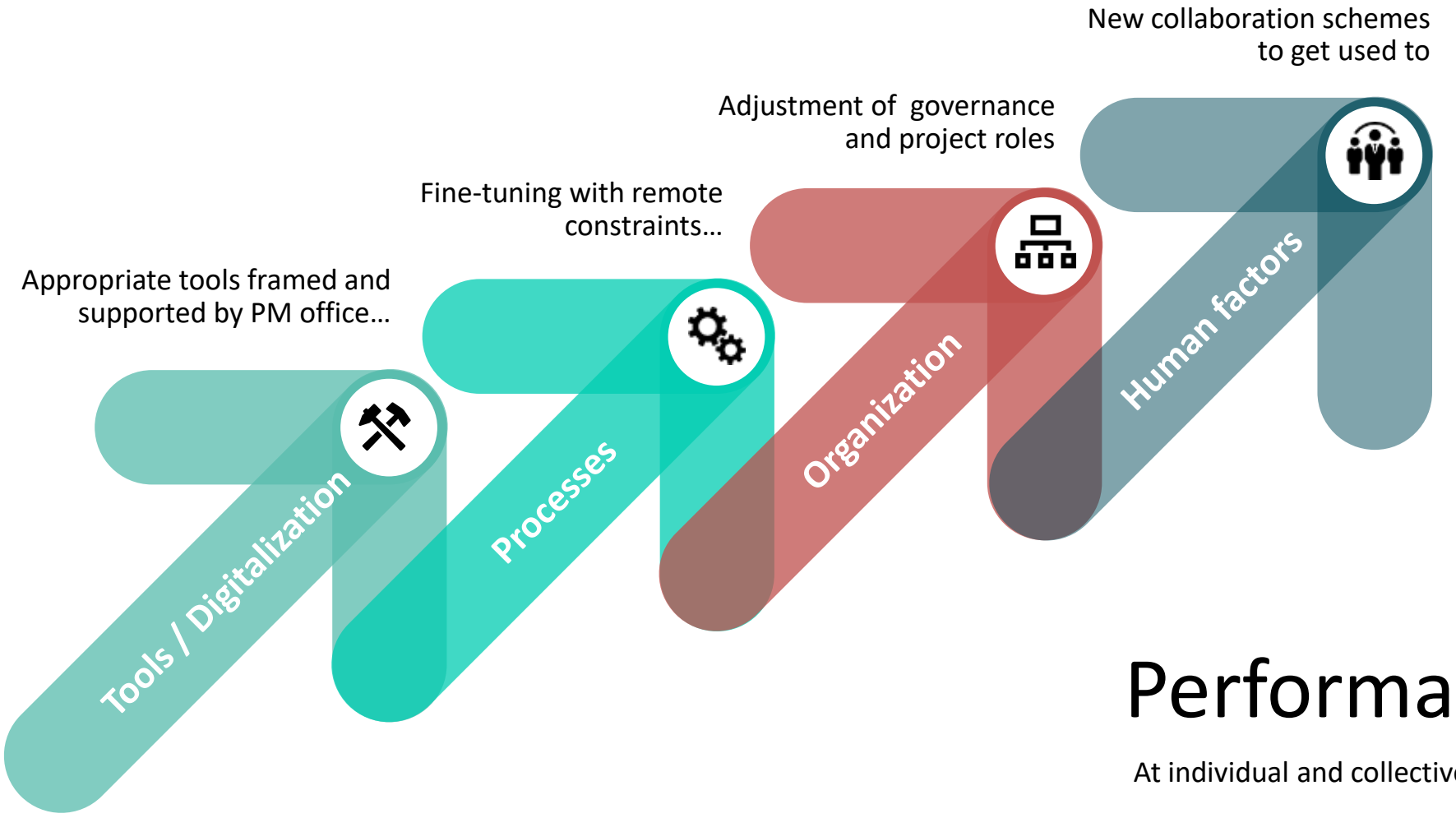
… endangering PM classical challenges at different degrees

What is the most at stake?

… endangering PM classical challenges at different degrees



How to implement an efficient Project Management in remote mode?



Performance

At individual and collective levels

Benefits of physical interactions jeopardized by remote mode

5 levers to re-create “virtual“ optimal collaboration

1 FREQUENCY

2 SAFE ANCHOR POINTS

3 PLAYFUL DIGITAL

4 CONNECTING PEOPLE

5 FEEDBACK

1 FREQUENCY

MULTIPLY AND IMPROVE QUALITY OF INTERACTIONS

More frequent

Shorter

As ‘human’ as possible (i.e. webcam on!)

2 Safe Anchor Points

Recreate an out-of-office safe environment by removing grey zones

- Clearly explain goals and expectations
- Clarify OBS
- Define workplan with adequate granularity
- Formalize key decisions
- Organize workspace WITH the team

3 PLAYFUL DIGITAL

REPLACE PHYSICAL CONVIVIALITY BY DIGITAL CONVIVIALITY

- Use very visual and friendly collaborative project tool suite
- … and leverage on it to animate project routines
- Use (digital) Visual Performance Management (VPM)
- Share agendas
- Switch on the webcam

4 CONNECTING PEOPLE

FOSTER CREATION OF TEAM SPIRIT / MOMENTUM

- Organize informal events
- Use entertaining surveys
- Share a "Who's who?" database
- Introduce newcomers
- Upskill the project leader as a « community manager »

With unknown people

- Find out common relations
- Schedule a "speed dating"

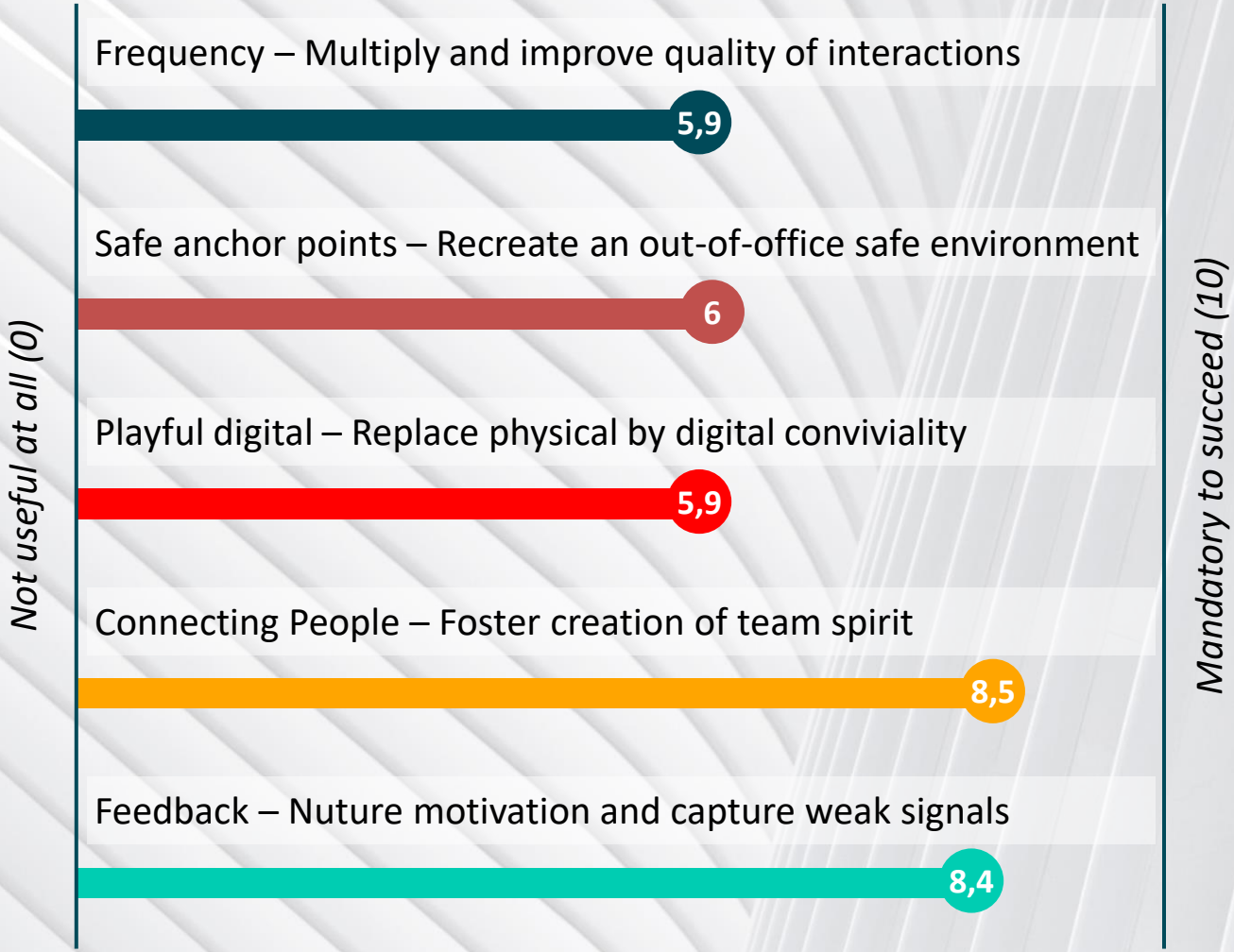
5 FEEDBACK

NURTURE MOTIVATION AND CAPTURE WEAK SIGNALS

- Keep **regular individual contact**
- **Congratulate / reward**
- **Deploy (anonymous) recurrent mood surveys**
- **Systematize pain points escalation**

As a conclusion, give your opinion on these levers / good practices

Rating from round table participants



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