Applying Change Management in an agile manner within a project

Grant Hamel BCom (Hons) IS
Traditional Project Management
Experience in Traditional Project Management
Moving from Waterfall to Agile Project Management
Moving from Waterfall to Agile Project Management
Agile Project Management
Experience in Agile Project Management

Traditional Teams

- Project Manager
- Team Lead

Agile Teams

- Self-organizing
- Servant Leader
- Facilitator
Agile Safari

The new Scrum Master says he has an awesome new app that will make the best use of those 55 inch monitors in the conference rooms!!

Let's head over! I bet it is the latest Agile software tool I saw at the Big Conference!

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Moving from Waterfall to Change Management
Change Management

The Process of Change

- Competence
- Time
- Immobilisation (Shock)
- Denial of Change
- Incompetence (Guilt)
- Acceptance of Reality
- Understanding
- Integration
- Trying/Testing/Anger/Frustration
Experience in Change Management
Exploring the intersection between Project Management, Change Management and Agile Project Management
Is modern Project Management a Hybrid?
What is the difference between Agile Project Management and Traditional Project Management?
“Change is the end result of all true learning.”

—Leo Buscaglia—
What happens at the edge PM, CM and AM?
A Case Study
3 Key Project Deliverables

- Training Delivery
- Training Admin
- Training Development

QUALITY
Change Process and Approach

Change Management Model for Projects

PROJECT PHASES
- PREP
- BLUEPRINT
- REALIZATION
- FINAL PREP
- GO-LIVE
- OPERATE

PROJECT MANAGEMENT

CHANGE MANAGEMENT

FIVE Components of Change Management
- STRATEGY (APPROACH)
- COMMUNICATION
- STAKEHOLDER MANAGEMENT
- TRAINING
- RESISTANCE MANAGEMENT

As per Charter

Incorporated into SHM
Business case of CCT choosing an external SAP HR Business Systems training provider

Training Delivery: CCT annual training statistics (overall)
Since 2011/2012 to present

HR Training Stats
2011/2012 to 2017/2018

Total Delegates Trained (31,331), Total Delegates Trained by ZE (11,045)
Zimele/EPI-USE quality results showing average trainer rating of 96.7% for the period from November 2017 to April 2018.
Conclusion

• World trend to move to a hybrid approach integrating Agile
• When a project engages change management it achieves authentic success
• People take time to adapt to change, and the world is transforming into agile
• One size does not fit all and our experience helps us to discern what the right approach is
the most critical factor for software success is effective user adoption