

### THE PROBLEM

- Large, Organisation-Wide Transformation Portfolio
- Project Management Practices were Low Maturity and Inconsistent
- Accessible Talent Pool was Slim due to the Firm's Remote Location

A large energy firm was starting down the barrel of a several hundred million dollar transformation.

The ability of its pool of project managers was low. Its approach to project management was mixed and inconsistent.

Due to the firm's remote location, the local talent pool to select from was slim. The firm had to work with what they had.

There was a large concern that most of the transformation budget would be mismanaged away.



**In just a few months our project has gone from a 300 line task-list with untold delays to a well oiled machine. Our executives love the new clarity, and I love the new sense of control. Thank you!**

- Tanya, Program Manager, Customer Service Transformation Project

### WHAT WE DID

- Undertook an organisation-wide Project Management Capability Uplift Program
- Utilised our 4R© Rapid Capability Model, utilising Training, Coaching, Assurance and Mentoring

Working with a newly established enterprise portfolio office, we undertook an en masse project management uplift program.

To do so we utilised our 4R© Rapid Capability Model. This meant that over a three-month period we deployed four arms:

- Onsite Training - Targeted key areas of shared weakness
- Personalised Coaching - Translated theory into practical real life application.
- Project Assurance - Kept the project executive and project management teams up to date on capability uplift progress.
- Expert Mentoring - Provided access for the resolution of situational and ad hoc project management issues, rapidly boosting capability through continued application.

After the three months and a substantial increase in the project management capability level, we transitioned to an on-demand mentoring model.

### THE RESULT

- Rapid Transformation of Project Control through Increased Project Management Capability
- Capability Levels were Sustained and the Transformation Risk Lessened Notably

After just three months, the capability level of the project management staff improved dramatically. Projects that previously had no governance, 6 month delays, and a 90% underspend, had been transformed into projects that any project professional would be proud of. Clear executive communication, clear benefit contribution, clear and agreed budget spend and activity timelines.

The reinforcement mentoring and on-demand access provided the ongoing safety and commitment to maintain this new level of standard. Notably, projects started tracking on time, on budget, and the risk surrounding the transformation spend dramatically lessened.