

What to Change in Your Project Management Skills

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When it comes to project management, you're juggling a lot of different roles for the sake of delivering something major to the company. That can be a new product, altering the processes within the company or just making adjustments to the current model. However, with many major projects, there are always people on the sidelines who suddenly get nervous the moment a potential change appears in the way they work. Some of them are minor, such as employees concerned about how their jobs will be affected, while other stakeholders have the potential of ending a project because they have influence and are hesitant on what will happen. That's why good project managers should be adept at performing change management on top of what they do.

Turn and face the strange

TechTarget and other publications define change management as taking [a systemic approach](#) to making changes within an organization so as to complete a given process or project. This can be seen managing individuals over the course of the event or to the entire organization. The crucial aspect of implementing this method of management is that you have to be proactive in overseeing all the changes in question. That means taking a personal role in overseeing specific functions

There are three important aspects to change management. The first is adaptation . This includes having employees train for the new process or service they need to perform. The second critical feature is controlling change. You should be able to have a handle on anything that is being altered, especially the software selected for installation, so that the project doesn't completely alienate a large number of members from within the organization. The third portion to consider is effecting the change itself. That means implementing the project to its fullest potential with all or most alterations that would benefit the organization itself. As such, change management can be seen as developing procedures or technology to make adjustments to the way business is done.

"Having change management skills allows your company to adapt to new processes better."

Everybody's changing, and you should know why

There are a lot of good reasons to have change management as part of your skill set in operations. The Happy Manager notes there a several benefits to the process within an organization, such as giving clarity as to why you need to make adjustments from within a company and helping you [integrate the processes](#) necessary to complete the changeover. People are resistant to change as a general rule. You want to make them feel comfortable by having their concerns addressed and helping them through the process. In addition, with this system in place, you can deliver on the promises and potential of adding a new system or shifting focus on a different product or service.

In the context of project management, there are lot of good reasons to integrate change management into your skills, according to training firm Prosci. It will enhance your ability to [improve the functions](#) of your organization. You can work out the kinks that go with approving the project by increasing stakeholder buy-in. Most importantly, it opens up the lines of communication so that ideas on how to go forward can be exchanged.

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