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MetaPM Case Study

Organisational Change Project – Government

The Challenge

In early 2013 the Department underwent a major restructure which brought together Project Managers with predominant skills in architecture and engineering responsible for coordinating school building and refurbishment programs of approximately \$300m per annum. The assignment was to assist the new 'Implementation Team' to agree upon a structure, become a cohesive team and agree upon priorities for their new business plan.

MetaPM's Approach

Two phases were conducted to achieve the objectives:

1. A management team workshop that addressed these topics:
 - Stakeholder Analysis
 - Situation Appraisal
 - Self-Directed Work Teams
 - Engaging People in Change
 - Team organisation structure
 - Change communications plan and announcement
2. A full team workshop that covered these items:
 - Effective Teams
 - Qualities of Effective Team Players
 - Personality Types
 - Listening Skills
 - Giving and Receiving Feedback
 - Business Planning

The Results

The change in organisation structure is occurring gradually and will be implemented fully as new projects are initiated. All indications are that the team is working together effectively, also communicating well with external stakeholders. The team action plan is aligned with the Department's strategic plan and has identified the priority items and assigned those to 'owners' within the team. This action plan will form the basis of the new financial year Department business plan.

The client found that the MetaPM Lead Consultant was able to set the framework for the management and VPS staff, review multiple structures and consider the cultural dynamics of the future organisational structure. The Lead Consultant was also able to identify a key



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influencer within the group who was initially reluctant to change with the group and brought them along the journey. Through the facilitated workshop, MetaPM took the group through a series of self-assessments and group diagnostics to understand behaviours and work styles, which then lead to brainstorming an action plan of key activities to move towards the new organisational model.