

Group Project One

Initiating a Project Plan

GROUP E

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Scope

This program will take 10 supervisor recommended employees through an in-house training course designed for project management candidates. After its completion, the candidates will possess demonstrable knowledge of company related project management terminology and practices. Successful candidates will advance to the mentoring and formal educational programs.

Constraints

DEADLINE

The program as envisioned allows 48 hours of instruction in a 12 week period, although allowances will be made to accommodate company related scheduling conflicts and customer commitments.

BUDGET

The budget will take into account instructor and candidate's base wages for a total of 528 hours of instruction. An additional 144 hours (total) of wage compensation will be allotted for the instructor's preparation time. Provisional wage incentives may be incorporated into the budget upon its successful completion.

QUALITY SPECIFICATIONS

- Project success is contingent upon a 50% or greater candidate advancement to the mentoring program.
- Candidates will pass a written exam at the end of the program with a minimum grade of 85% to qualify for advancement to the mentoring program.
- This is the least flexible constraint, as management does not wish to invest further resources on candidates who cannot produce better than average results.

Stakeholders

DIRECTOR OF HUMAN RESOURCES

The HR director is the sponsor of the program and will be responsible for ensuring its success by trying to mitigate any potential problems. They will prioritize where the project fits into the company portfolio, assign someone to perform the job, and serve as the final arbiter of the project's continuation or success. The director will work closely with the project manager in developing a communications plan and the change and risk control systems, as well as serving as the liaison between the project core team and executive members. The director's interest in this program is that it will create a pool of qualified, in-house candidates to fill future project management positions.

PROJECT MANAGER

(You serve in the role of project manager). The project manager is the focal point of the project and will be responsible for its planning, execution, and closing. They will coordinate with the sponsor, functional managers, instructor, and union representatives to maintain the project schedule. The project manager has a vested interest in this program because its success or failure reflects directly upon their ability to produce results and how well they can perform their role as a project manager.

FUNCTIONAL MANAGERS

Department supervisors are the functional managers and will recommend candidates for the program. It is their responsibility to determine any scheduling conflicts created by the candidate's absence while attending class and how to accommodate for them. They have a vested interest in the project because they recommend the candidates and will be working with them in the mentoring program. The candidate's success or failure is a direct reflection upon their judgment as well as their ability to coordinate their department's responsibilities with the conflicting resource requirements of other programs.

Stakeholders

INSTRUCTOR

The instructor is a qualified PMP and serves as a functional manager with a comprehensive understanding of company policies and practices. They will be responsible for deciding the best way to instruct the students and how to manage the time and resources needed in the classroom environment. The instructor has a vested interest in the program because their tutelage will have a direct impact upon both the students' and the program's success. There is also the possibility of additional wage incentives and recognition for successfully completing the program..

UNION REPRESENTATIVE

The union representative is an SME (subject matter expert) who has a vested interest in the program as it concerns potential union members being advanced into a management position outside of the union. He will be responsible for the interpretation of union contract rules and how they may affect the candidate's enrollment in the program.

Risk Forecast

WORK SCHEDULE DEMANDS/CUSTOMER COMMITMENTS

As a customer oriented company, the customer always comes first. If the candidate is needed by his department to complete customer commitments or to meet prior schedule demands, the program can be temporarily delayed, suspended, or cancelled.

CHANGES IN PROGRAM CONSTRAINTS

At any time, the budget, deadline, and quality specifications of this program can be revised. The program's scope may need to be redefined or completely rewritten to accommodate those changes or the project can be temporarily delayed, suspended, or cancelled as defined by company needs and/or priorities.

HIGHER PRIORITY PROGRAMS

Programs with a higher priority that contribute to the company's immediate portfolio or profit margin will take precedence over this program. If this program interferes with manpower requirements to successfully complete those other projects, this program can be temporarily delayed, suspended, or cancelled.