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Innovation in personal and organizational development

How Learning can improve Project Performance

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Project still fail…

Projects still fail to meet objectives

and

We seem to accept this……

Project still fail…

"This is how we always run projects….."

"This is typically our company…"

"This is normal for us…."

This is NOT normal

I SEEMS WE DO **NOT LEARN** FROM OUR MISTAKES

WE CONTINUE TO **SPOIL** CUSTOMERS BUDGET AND TIME

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Solution

WE MUST **STOP** MAKING MISTAKES

WE MUST **START** LEARNING

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Solution

HOW?

1. What is learning?

2. How to integrate this into projects

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What is learning

Learning is applying knowledge we gained into a new context in order to solve problems (Transfer).

TRAINING -> Day to day work

PROJECT -> New Project

BOOK -> Next Project

THIS CONFERENCE -> Day to Day work

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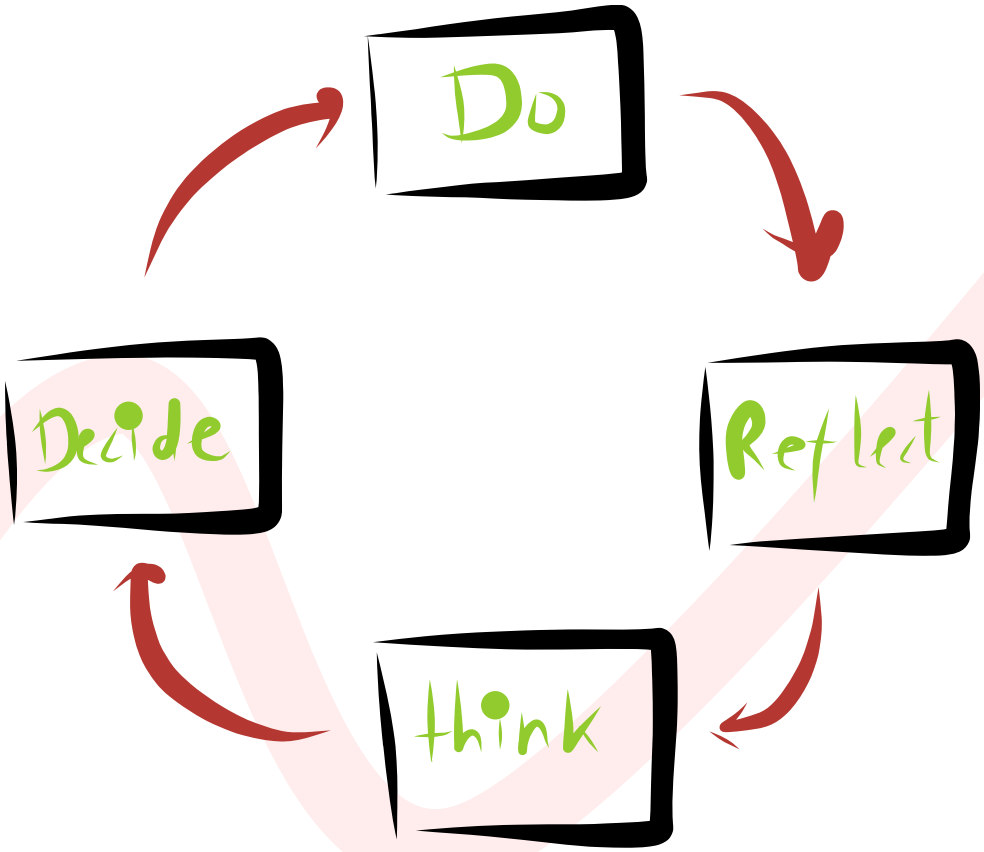
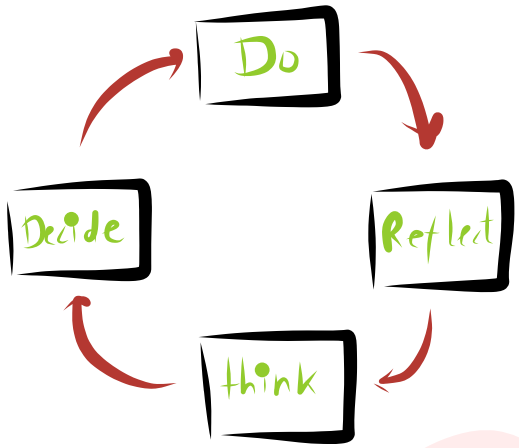
Learning Cycle of Kolb



Time for REFLECTION



When

1. During Project Start up
2. During Project Execution
3. During Project Closure

How

1. Check if we are ready to start the project
2. Check if we need to make small adjustments
3. Document lessons learned

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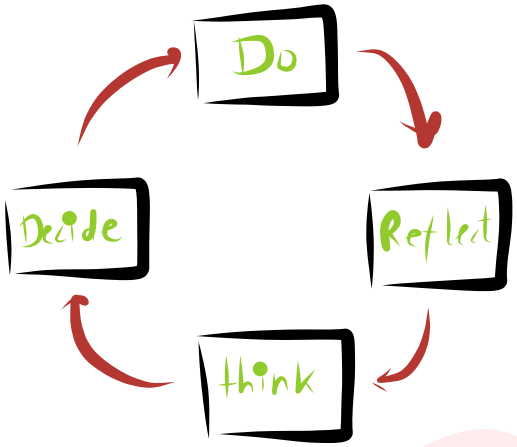
Time for THINKING



How

1. Identify possible threats and find solutions.
2. Define SMART solutions
3. Explore with team (stakeholders)
4. Wait before you decide which one you chose

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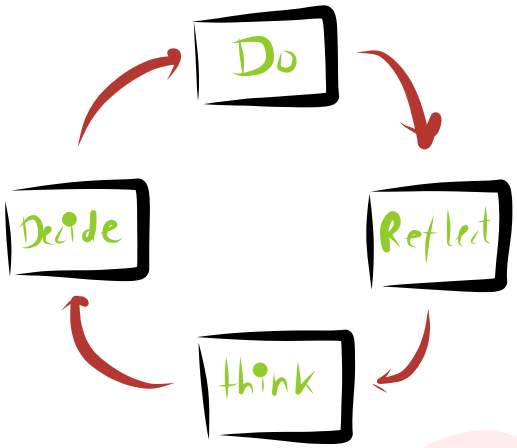
Time for DECISIONS



How

1. Combine the outcomes of thinking
2. Make sure all stakeholders agree on the decision
3. Don’t accept a ‘half’ YES
4. Make a clear agreement on how we are going to work differently
5. Define results

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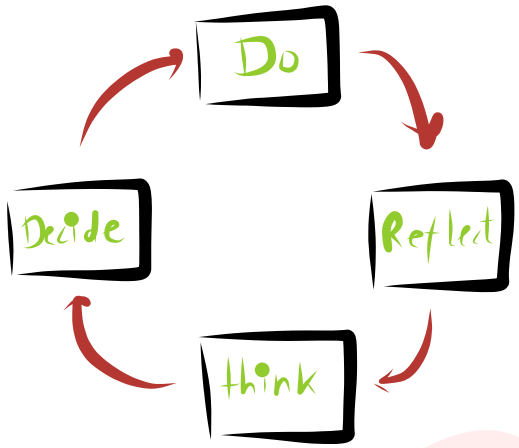
Time for NEW DOING



How

1. Apply new ways of working
2. Observe if we are successful
3. MEASURE
4. Celebrate

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TIPS

1. PLAN time for Learning
2. Involve all STAKEHOLDERS
3. Explore: What went OK? What can be better?
4. DEFINE Desirable behaviours
5. MEASURE results
6. Make Learning NORMAL

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DON’T ACCEPT RECURING MISTAKES!!

Q & A

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