

Triage in Change Management

Agility in Project Management

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Introduction

- Satinder Baweja

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Triage in Change Management Outcomes and Conclusions

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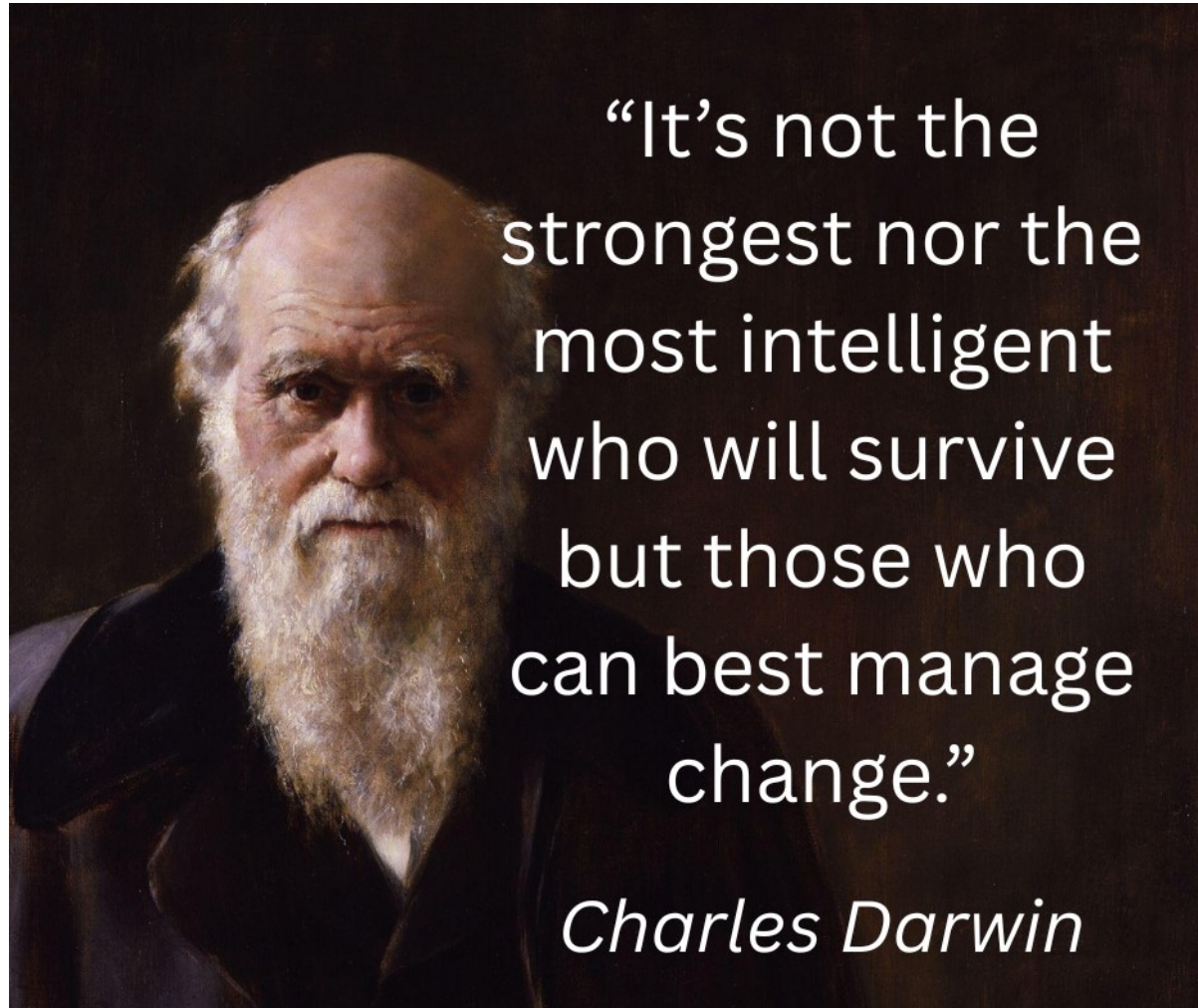
Change is
Inevitable

**The only
thing more
certain than
change is
that people
will try to
resist it.**



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“It’s not the strongest nor the most intelligent who will survive but those who can best manage change.”

Charles Darwin

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“ Change does not change tradition. It **strengthens** it. Change is a **challenge** and an **opportunity**, not a threat. ”

Prince Philip of England

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Change Management - Goals

1. To ensure prompt and efficient change implementation
2. To ensure effective communications
3. To avoid unacceptable risks and losses
4. To minimize interruptions in business
5. To provide justifications for changes
6. To meet target deadlines
7. To eliminate duplicate changes

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Change Management - Goals

1. To ensure prompt and efficient change implementation

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Change Management - Goals

Effective
Communications

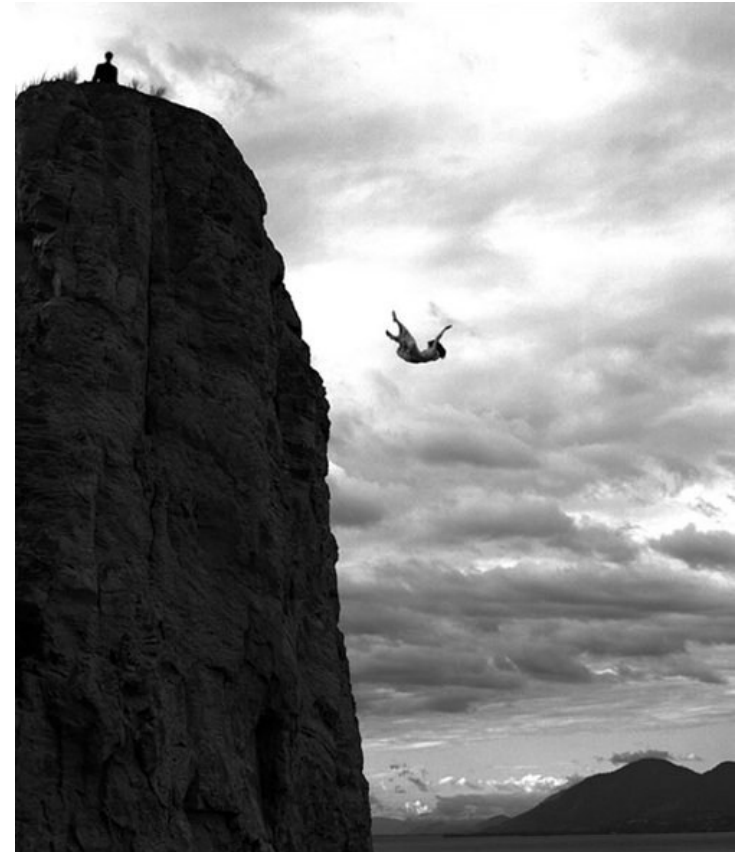


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Change Management - Goals

1. To avoid unacceptable risks and losses
2. To minimize interruptions in business



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Change Management - Goals



To meet
target
deadlines

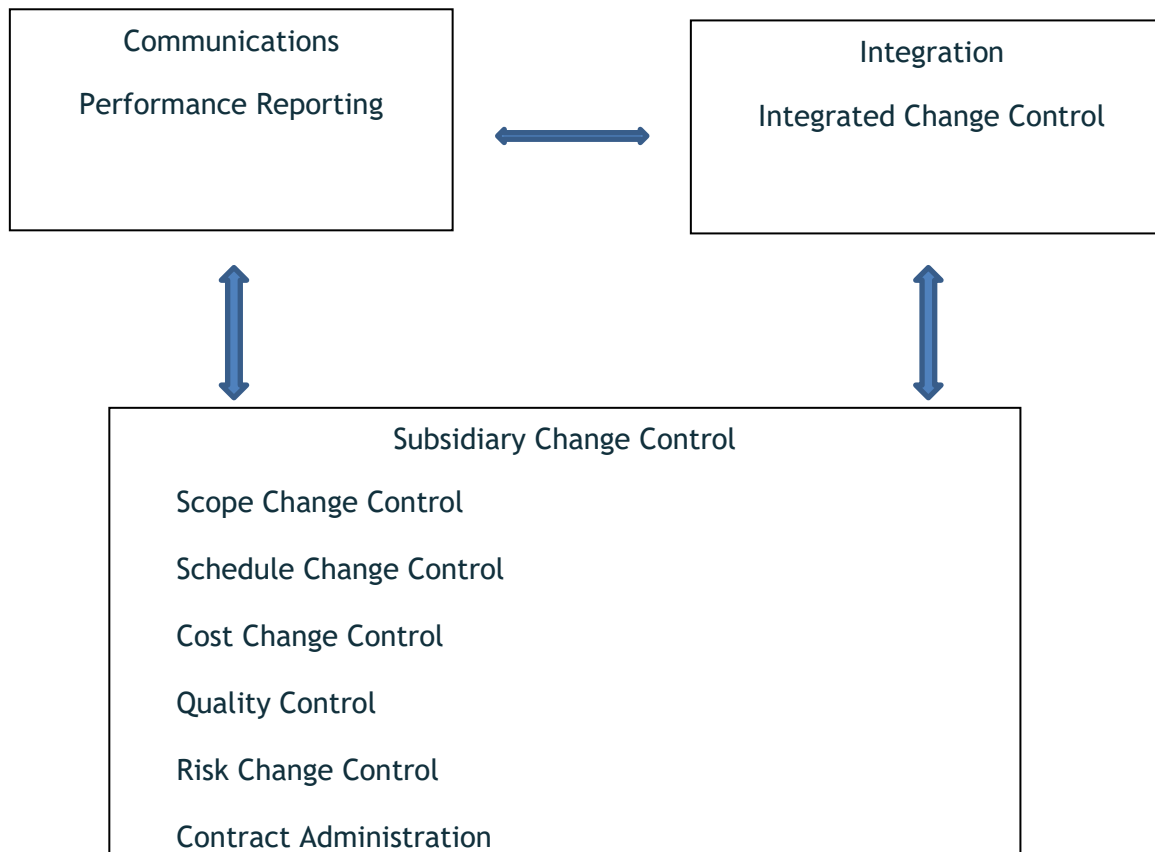


**KEEP
CALM
AND
MEET
DEADLINES**

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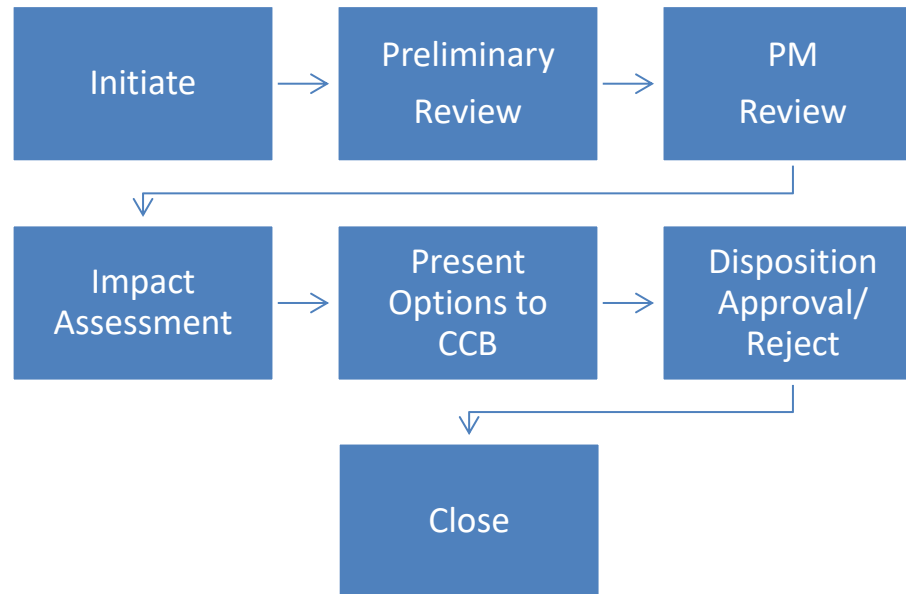
Change Management - Process



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Change Management - Process



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Change Management

Triage

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Outcomes and Conclusions

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Triage - Definition

the sorting of and allocation of treatment to patients and especially battle and disaster victims according to a system of priorities designed to maximize the number of survivors.

the sorting of patients (as in an emergency room) according to the urgency of their need for care

the assigning of priority order to projects on the basis of where funds and other resources can be best used, are most needed, or are most likely to achieve success

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Triage – Background



1792, by Baron Dominique Jean Larrey, Surgeon in Chief to Napoleon's Imperial Guard

70 years later, in 1862, the country's first ambulance corps was created and established a new method of triage for war wounded.

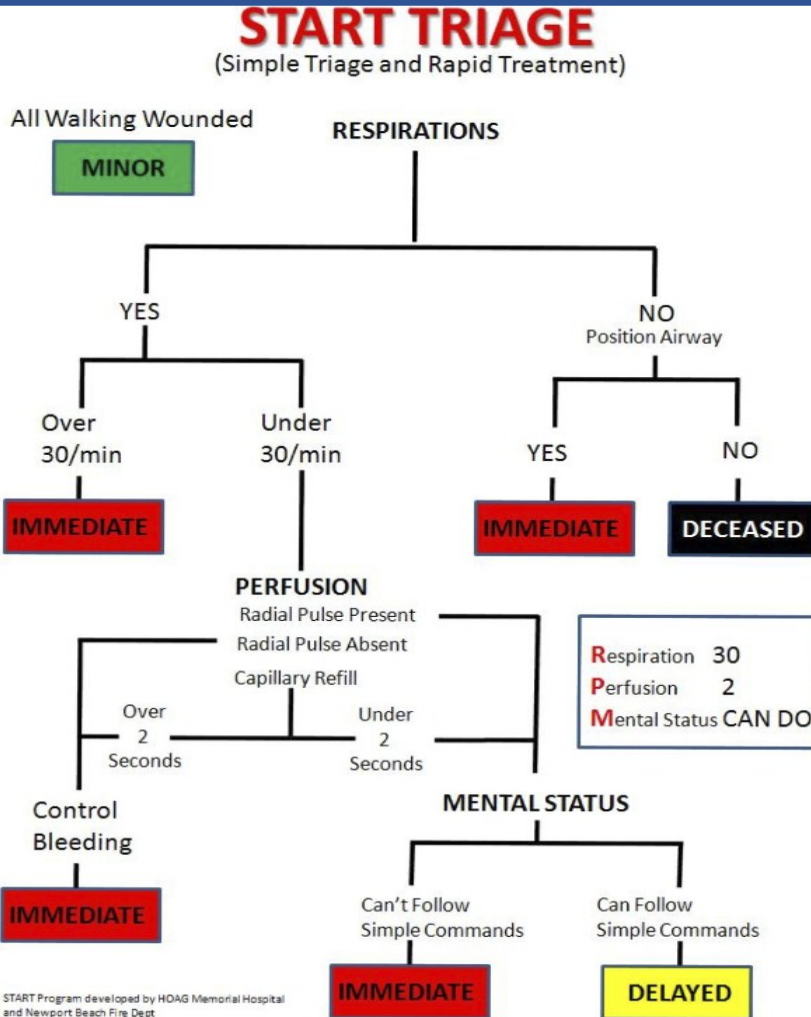
Hospitals in the U.S., U.K. and Europe began incorporating triage in their emergency rooms by the early 1900's

Application of triage trickled into business processes in the 1990's

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Triage – Process



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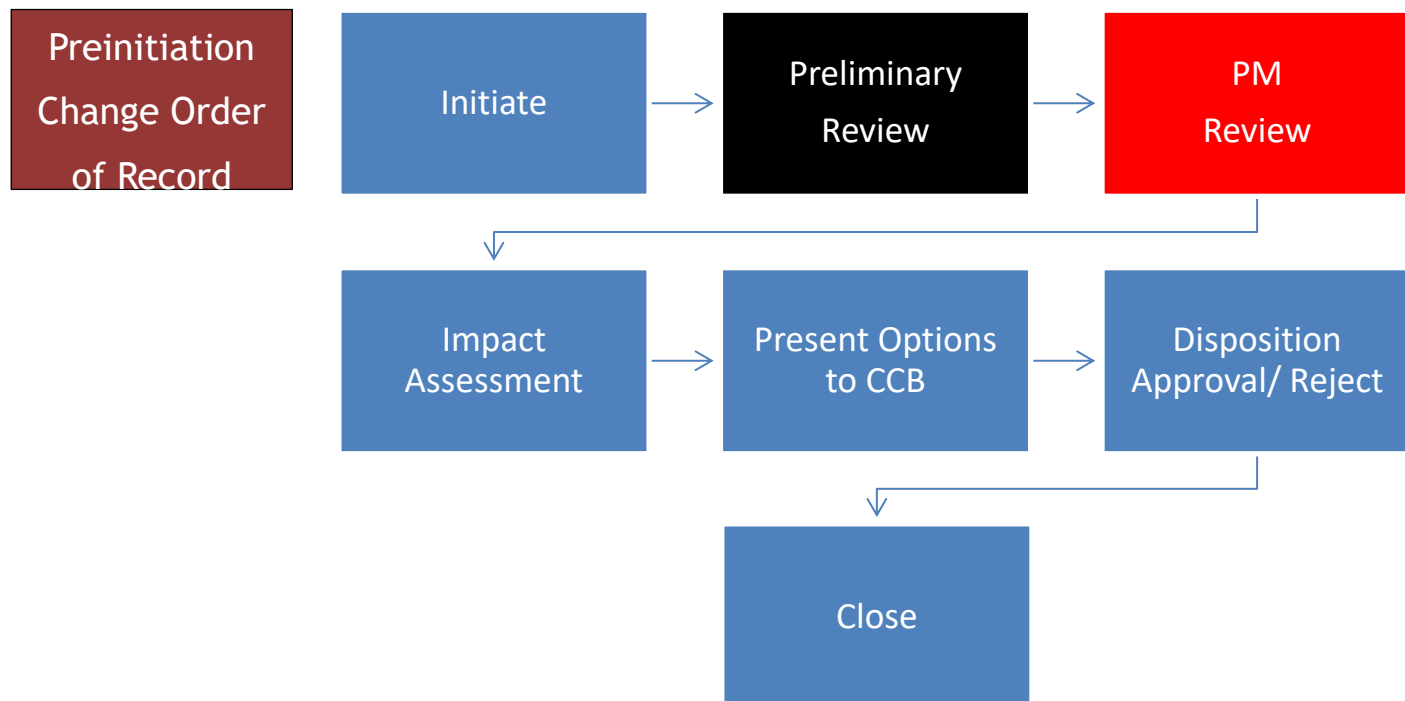
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Outcomes and Conclusions

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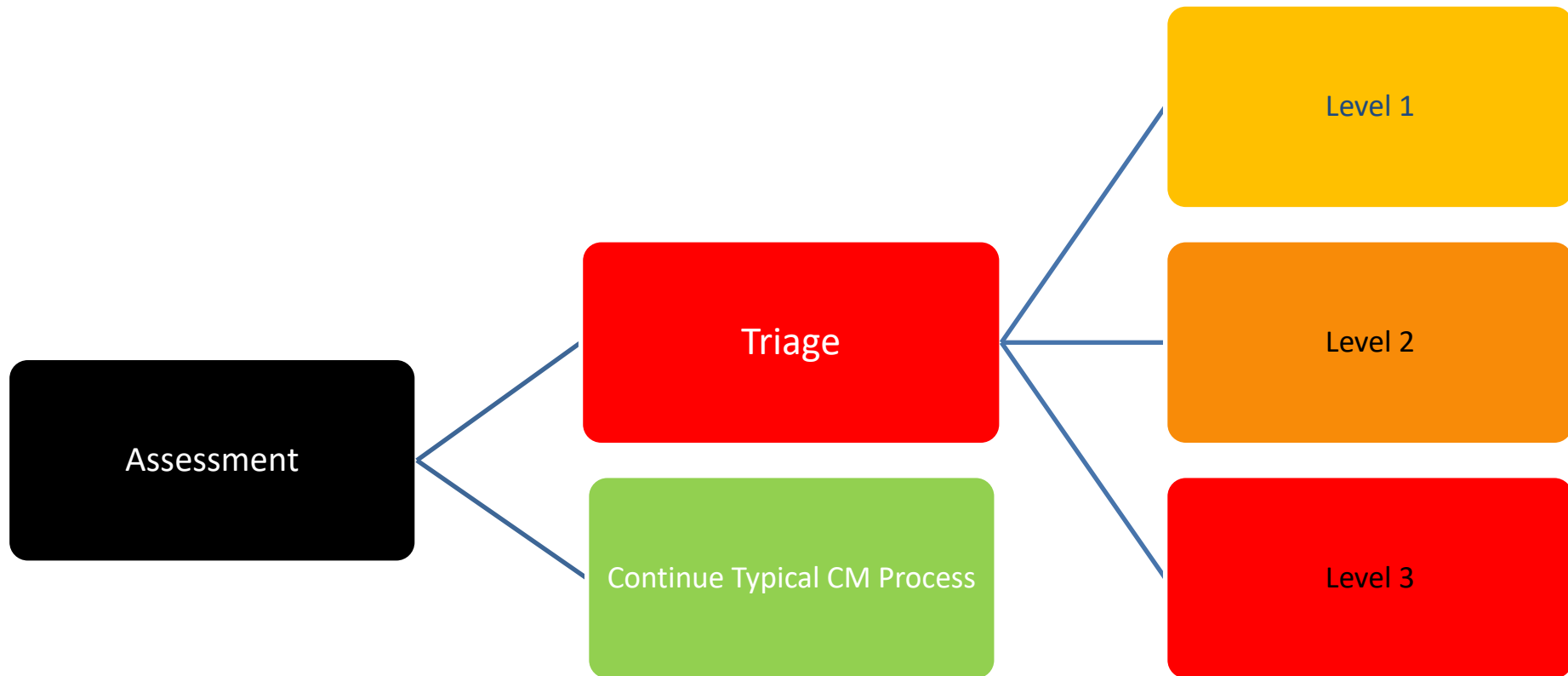
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Assessment to decide Triage or Regular CM Process during Preliminary Review

Driving Change	Impact to Project	Impact to Stakeholders	Size of Impact	Urgency
Nice to have	Function	Single	Below 5%	Delay Ok
Tech	Schedule	2 or more	Above 5%	A.S.A.P.
Political	Cost	Global	Above 10%	Now!
Required	Quality			
Regulatory				

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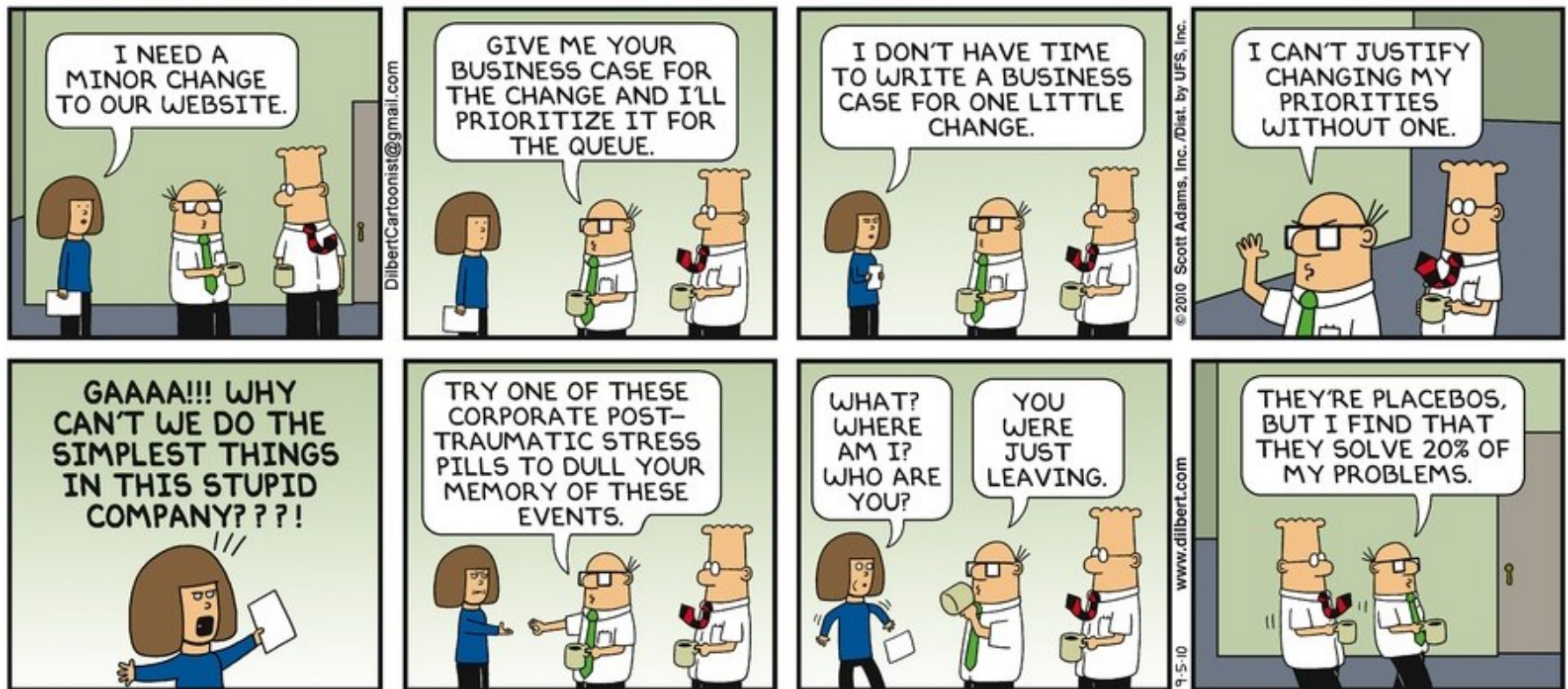
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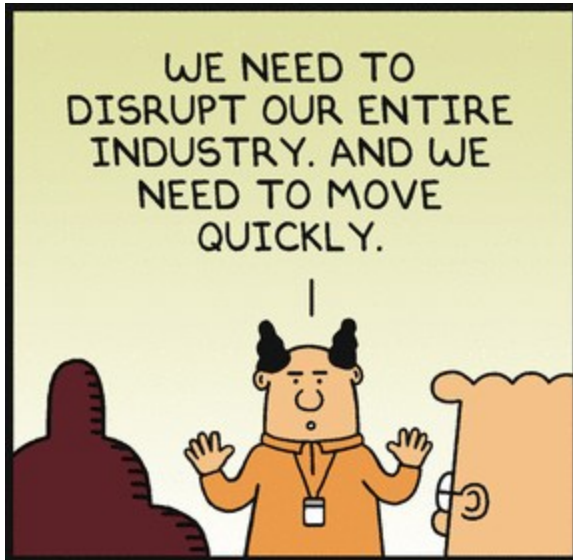
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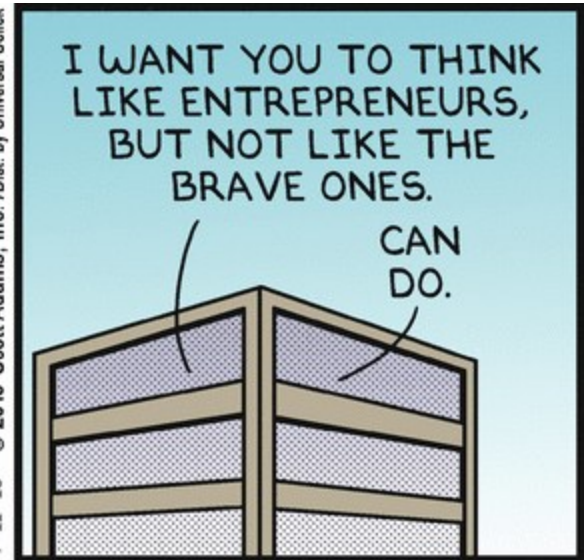
Conclusion



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Outcomes and Conclusions

- Project Management Requires Agility to allow work to proceed at the speed of business
- Triage provides agility in the change management process
- Process changes require patience, training and leadership and trust

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THANK YOU

merci
grazie
spasiba
kam ouen
tak
manana
mahalo
hvala
cheers
toda
gracias
thank you
danki
grassie
kitos
welalin
mahalo
danki
takk
thanks
domo arrigato
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