



The 33rd IPMA World Congress

ART OF CHANGE

People in Project Management

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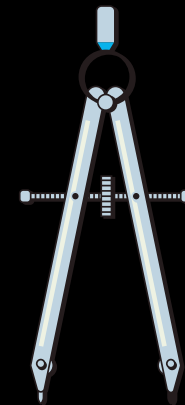
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INTRODUCTION

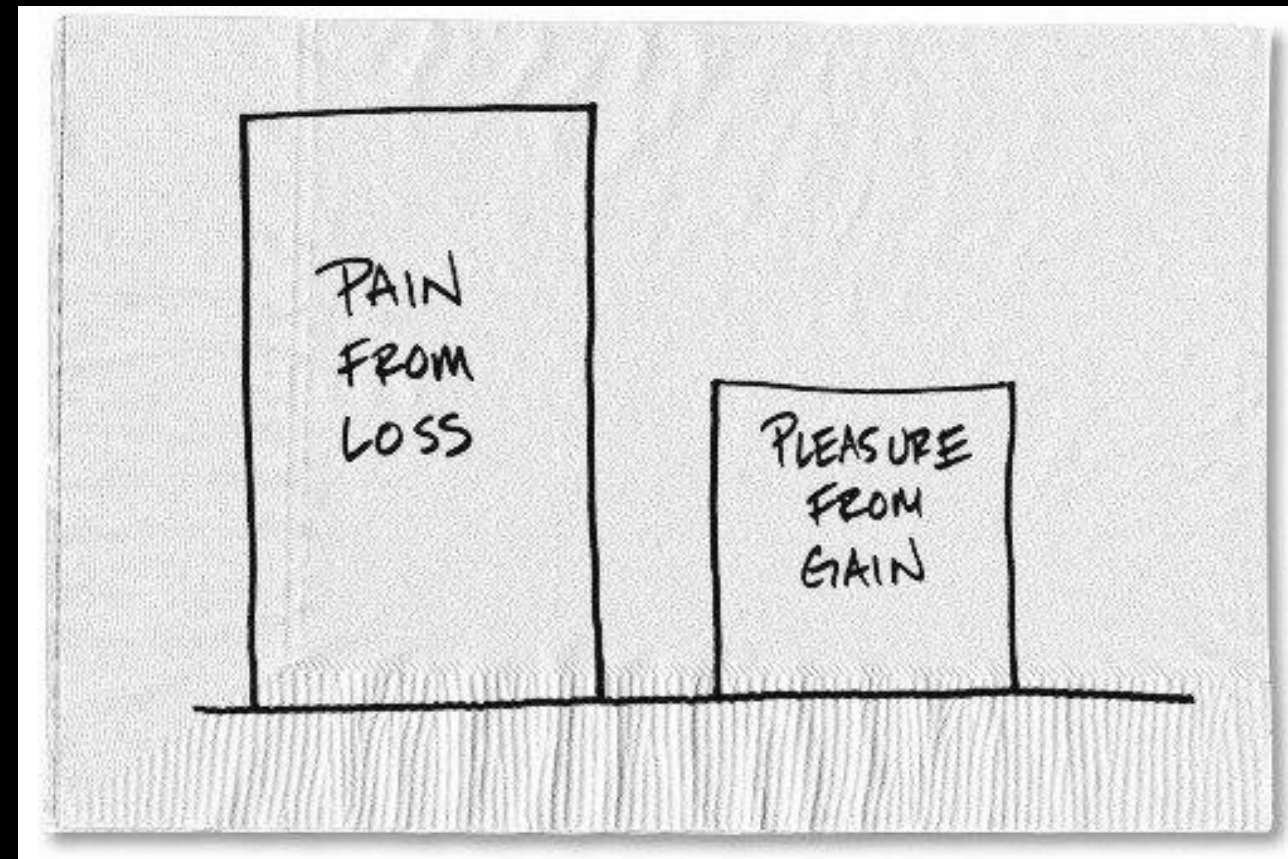
- Procurement & Project Management are strategic functions who work to execute the projects and plans.
- Adapting to Evolving Needs
- Change Management: where structure meets strokes...

PEOPLE MANAGEMENT

**“The art of manipulating an environment to gain a desirable outcome is strategy”
Simon Wardley.**



TRUE CAUSE OF RESISTANCE



"Pain of losing is twice the pleasure of gains" - Tamlin Russel



RESISTANCE TO CHANGE



Safety



Patterns, routines & predictability are core psychological needs
Change equals danger therefore resistance/ pushback

Freedom

The ability to choose
People value autonomy



Status

Acknowledge & respect positions and power



SOLUTIONS

WHATS STAYING THE SAME

- Leaders must be anchors of stability
- Re-iterate your business principles & practises

ACKNOWLEDGEMENT OF LOSSES

- People need to feel seen
- Path to change acceptance

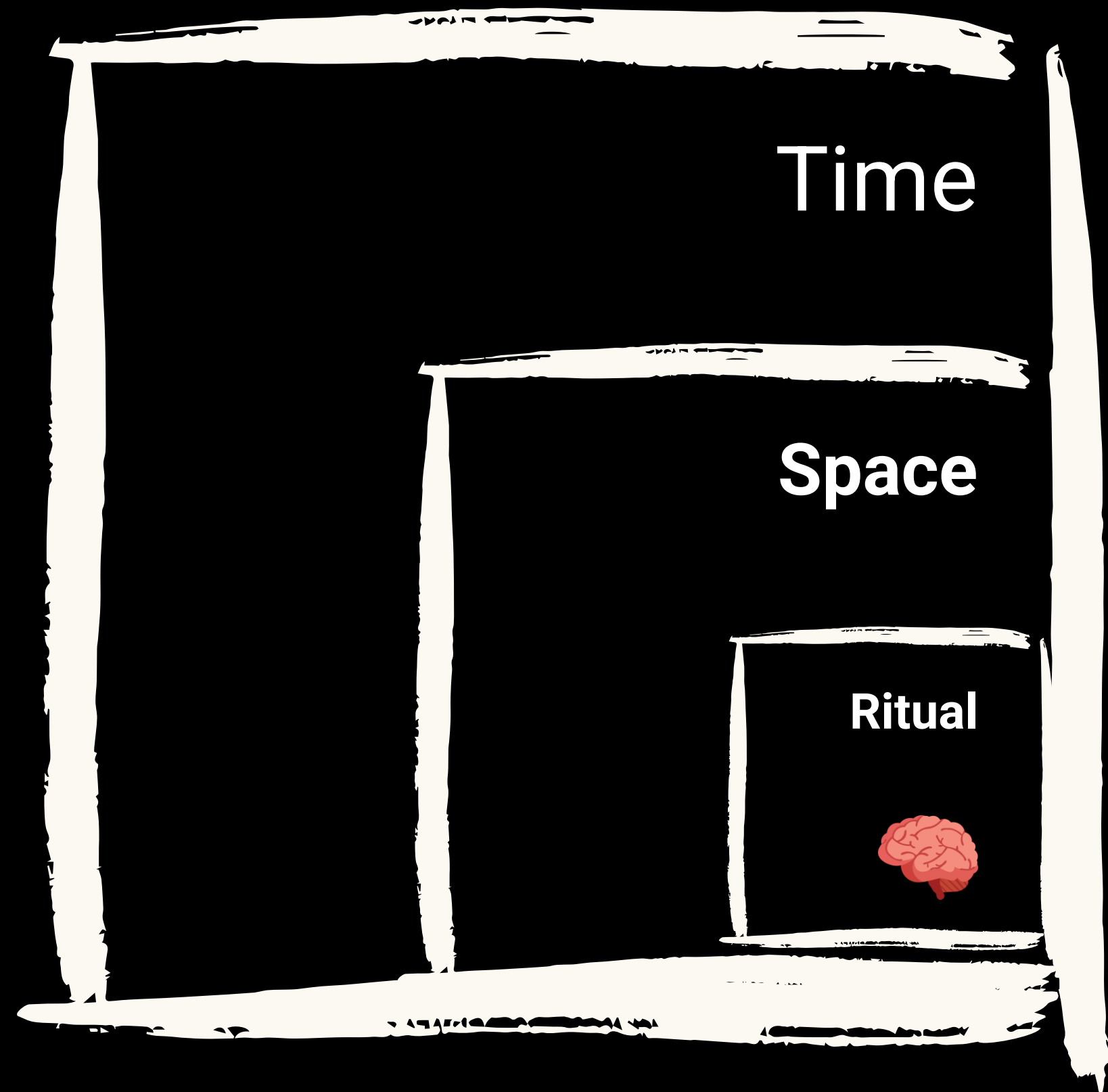
COMMUNICATION

- The value of transparency
- Walk the journey together

THINKING INSIDE THE BOX

'The 3 box principle'

Lars Sudmann





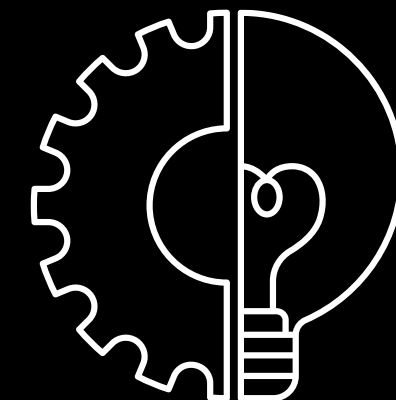
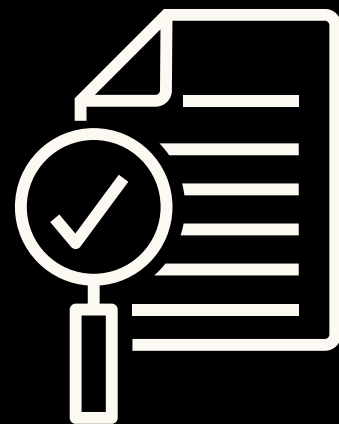
“NOTHING BRINGS ON
INSPIRATION MORE
READILY THAN
DESPERATION”

HARRY SHEARER





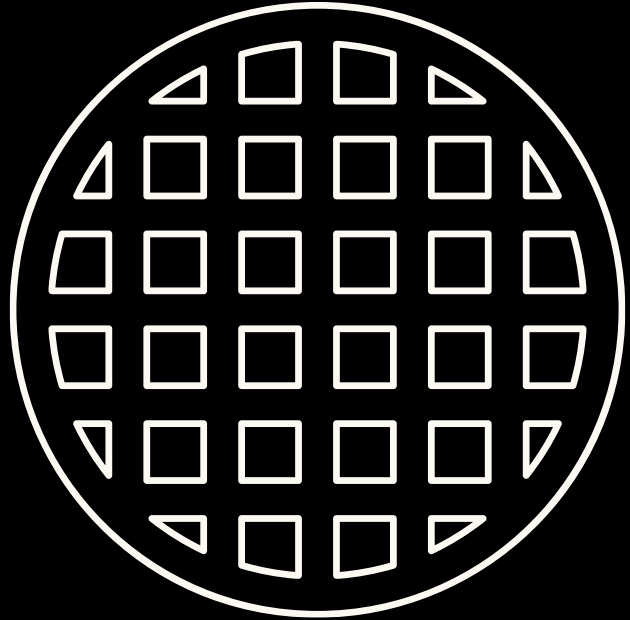
- Identify & manage fears
- Inspire innovative thinking





Ritual

- Reinforcing & defining better frameworks
- Structure & process





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THANK YOU

for your time and attention

Presented by Fundile Gwala



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