



corepartners

delivering results

tool/process development

Key Attributes

- *Global Power Conversion Company*
- *Post acquisition cultural change*
- *Multinational, multicultural, multidiscipline*
- *Avoiding the loss of good practices in the hunt for common practices*

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project



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The task

Following a successful management buyout the organisation needed to meld four different company cultures along with four national cultures to enable them to achieve their objectives in global project management.

The brief was to design a tool that would enable all contributing sites within the worldwide business to understand and implement the company's preferred method for managing large-scale projects. It needed to be both rigid in laying down a required approach but totally flexible in coping with local country and company cultures and conditions. It could not rely upon third parties for its maintenance or ongoing implementation.

A key part of the brief was that wherever possible existing good/best practices should be included in any new methodology.

Results

Core Development working closely with the client team, to create a visual map-based tool that defined processes, methodologies, available tools and recommended procedures for the management of projects throughout the organisation.

Implementation across four continents and involving hundreds of people was achieved without a hitch and every deadline and budget restriction was met.

Core Developments' Nigel Gault said:

The development of the tool was very much a case of open cooperation between us and the client. We encouraged feedback and input at all times and all levels. This was key to a successful design, build and implementation of this key enabling product.

If cross-cultural solutions are simply imposed they seldom work and are rarely used except under duress. Cooperation and common goals are vital – we had this at all times with this client.

The Client said:

This tool is the key to our Global Projects Strategy. Without a common methodology we cannot compete successfully in the dynamic and challenging environment of International Projects.

It was vital to bring our people with us and not to lose years of experience and good practice in the drive for commonality.

One of the biggest surprises was how easy the process proved to be but then with Core we are dealing with practitioners rather than theorists.

*Senior Vice President,
Global Power Company*