solutions
Learning & Performance Improvement Solutions

New Approach for Project Management

SITUATION

A prominent national organization was undergoing a transition from a traditional project management methodology to a Product Model approach. This represented a significant change for teams and an organizational needs assessment indicated a large gap in knowledge and skills.

LPI Solutions was asked to create a learning program that provided teams with a foundational understanding of the Product Model approach and helped them begin to take steps to transition, but did not heavily rely upon instructor-led sessions or extensive coaching resources.

HOW WE HELPED

Development of Self-Paced Online Team Learning Modules
Understanding the organization's need for a scalable and flexible learning solution, LPI Solutions designed a series of self-paced online modules tailored for team-based learning.

These modules were structured to ensure that teams could learn collaboratively, engage in practical exercises together, and then receive asynchronous constructive feedback from product model coaches.

Key Components of Learning Modules
- **Coach Videos:** We produced a series of instructional videos led by expert coaches to guide the teams through the Product Model methodologies and approaches.
- **Team Self-Assessments:** To encourage reflection and self-awareness, we integrated team self-assessment tools that helped teams self-evaluate their current state and what is needed to achieve their desired future state.
- **Templates and Toolkits:** We collaborated with SMES to build templates and toolkits that teams could use to implement the Product Model approach in their projects, ensuring consistency and adherence to best practices.
- **Team Exercises:** Exercises were a core component of the learning modules. Teams completed these exercises together and uploaded them to SharePoint, where they were accessible to coaches. This setup allowed coaches to review team outputs prior to live sessions, ensuring targeted and effective coaching interactions.

Enhanced Coaching Process
To optimize the coaching process and ensure that in-person sessions were as impactful as possible, we created a coach's dashboard. This enabled coaches to easily access and review team assessments and exercises, allowing them to prepare more effectively for live coaching sessions. The dashboards provided real-time insights into each team's progress and challenges, facilitating more focused and meaningful coaching interactions.

OUTCOME

The organization was provided with an online learning program that was interactive and designed for teams to take together. This approach enabled teams to learn and then practice engage in practice exercises to apply the new concepts. Following the online experience, targeted coaching and support was provided to further refine their skills and ensure effective transformation to a new project management approach.

Visit us at https://lpisolutions.com

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