Organizing HR Projects

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**Strategic Planning**

**Strategic Analysis**

Strategic Analysis is defined as a process that involves an analysis of business environment of an organization, taking into account the environment in which an organization operates. It is one of the major element in order to facilitate decisionmaking. Strategic refers to anything that is of superficial level and analysis asserts the breakdown of larger section into small fragments. If a company holds certain objectives and mission in terms of goals, strategic analysis plays a significant role in achieving those objectives. It would not be wrong to say that strategic analysis is a long term task that involves continuous and systematic planning along with resource investment. In a simplified form, strategic analysis is an external review of the happenings in environment in which an organization operates, adhering to long, medium and short term features. (Joseph M.Putti, 2015).

Strategic analysis refers to three main paradigm

* SWOT Analysis. It refers to the analysis of strengths, weaknesses, opportunities and certain threats.
* Elements within the control of project team
* Elements on which team of project control has no/ little control

**Guiding Principles**

Guiding principles refer to the principles that are used to highlight "the baseline of organization" as well as, "mechanism used for achievement of vision”. (Bratton, et, al. 2000).

**Vision Statement**

 Vision statement is a single sentence that highlights and laments organization in terms of future. There are two major aspects that are associated with “Guiding Principles” such as, “requiring extra effort to be achieved” and other paradigms refer to “multiyear goals that may require a new vision.”

**Mission Statement**

It refers to the mechanism that is designed for achieving vision. It includes several considerations such as culture, core values, primary customer, beliefs, primary business and organization's core purpose. The purpose of mission statement infers existence of an organization. Core values refer to the circumstances and factors that can facilitate decision making and beliefs reflect the attitude of organization towards people. It also asserts the stance for which leaders stand for. Culture considers the attitude and attribute of the members of an organization. Primary business areas highlight major areas of interest of an organization, referring to products, and services. Primary customers are the actual people or customers for which an organization works to satisfy and fulfill their needs.

**Satretic Objectives**

Strategic Objectives refers to the means that are utilized for an organization in order to achieve vision and mission. It is significant to note that strategic objectives occur annually, taking into account that objectives are modified and reformulated every year. Strategic objectives define both, long term and short term results. (Bratton, et, al. 2000). Long term objectives are inherently strategic, taking into account that they shape the overall orientation of an organization. On the other hand, short term goals reflect the performance of organization's program. (Li, Y., et, al. 2018).

**Essence of gaols**

It is significant to note that, effective objectives are “effective” in nature adhering to certain attributes such as, Specific, Measurable, Achievable, Result-based and Time-specific. It is equally important to note that SMART goals are the actual stance towards achieving required gaols. (Li, Y., et, al. 2018).

**Flow-Down Objectives**

Flow-Down objectives refer to those objectives that have the potential to enforce, "strategic objectives". Flow-down objectives are enforcement and real-time implication of the strategic objectives. It is important to note that Flow-Down objectives are implemented through ongoing operations. The stance of implication of objectives relies on projects as the primary methods. (Li, Y., et, al. 2018).

**Portfolio Alignment**

Portfolio alignment is management tools that can agile program management. Project portfolio management is a process by which the projects of an organization are evaluated in order to define benefits, aims and purposes. There are different aspects of portfolio management such as portfolios, programs, project and subproject and assessment of organization's ability to perform projects (Li, Y., et, al. 2018).

**Portfolios**

 It refers to the composition of programs, sub-portfolios projects, and ongoing operations. Portfolios are a major tool to adhere to balance between small and large projects, high risk and low-risk projects. Portfolios also determine equilibrium between the high rewarding and low rewarding project, taking into account the time required for the completion of the projects as well as the substantial time that is required for the achievement of project goals. (Li, Y., et, al. 2018).

**Programs**

Programs are an accumulation of subprograms, related projects and the activities that can synchronize organizational goals. Programs last as long as organization lasts because organization cannot work without programs that are highly dependent on the organizations. It is significant to note that projects that are localized within a program are of limited duration and they are managed at a level that is above project manager. (Li, Y., et, al. 2018).

**Project Portfolio**

Project Portfolio refers to the collection of projects that are grouped so that they can be managed collectively. The management of portfolio includes management of projects referring to certain aspect and paradigms such as identification of projects, their selection, prioritization, sorting of resources and the governance of the projects. (Li, Y., et, al. 2018).

**Projects and Sub Projects**

Project is a collection of multiple subprojects. It is the responsibility of project manager to coordinate several subprojects and make certain decisions that are best for the project. The subproject is a fragment that is attained by division of project, referring to obtaining more manageable pieces. (Li, Y., et, al. 2018).

**Organization’s ability to perform projects**

It refers to the ability of different stakeholders to perform actions that are associated with projects such as teamwork, PM process, and leaders. The ability of an organization to perform required actions are dependent on the ability of each of the stakeholder to perform duties that are required of them. (Li, Y., et, al. 2018).

**Importance of these steps**

“The steps of strategic planning can guide project team to make decisions that could act as a code of conduct in terms of long and short term goals, taking into account that required changes can be made by adhering to both quality and quantity”. (Li, Y., et, al. 2018).

**Vision and Mission Statement**

**Vision**

To incorporate word class human resource management adhering to best practices and technologies with continuous learning and improvement.

**Mission Statement**

 The mission of Project team is to provide effective management of human resources by implementing and developing policies, services, and programs that can contribute to the attainment of employee and corporate goals. Project team aims at balancing the needs of company and employees, ensuring a diverse workforce void of discrimination. Organizational goals are achieved by adequate training and development in the areas of career development of employees, government regulations and employment laws. The aim of project team is to hire most qualified employees by adhering to employment market place.

**Project Charter**

Project Charter is an informal contract between the sponsors and the project team. It would not be wrong to say that project charter is a contract in which two or more parties are freely in contact with each other, this contract cannot be changed arbitrarily. (Bratton, et, al. 2000). Project charter is a stance that offers something for value, taking into account that it is a living document that changes with a change in condition. It is asserted that project charter is a transition from project initiating stage to project planning stage. (Bratton, et, al. 2000).

**Uses**

**Authorize project manager to proceed**

 Project charter allows the project manager to proceed with the plan. There are two specific considerations with it, mentioned below

**Commitment of resources to a project**

Resource commitment is a project management document that is used in the planning of human resource. This form does not use all the projects however it refers to the resource sharing between different departments. Commitment of resources highlights the stance of "check and balance" between different resources. (Bratton, et, al. 2000).

**Providing official status in the parent organization**

Project charter is a tool that can pave the way for granting official status to the parent organization. It refers to the fact that charter is more like a code of conduct that allows an organization to incorporate the stance of “set pattern”. It is evident that official status highlights the "expected conduct” that can keep contractors and stakeholders in synchronization with each other. (Bratton, et, al. 2000).

**Developing a common understanding**

Organization character incorporates teamwork; it paves the way for attributes such as trust, agreement, commitment, and communication. Common understanding reflects mutual understanding taking into account that a sponsor is less likely to bring bout a change in the original agreement. It is significant to note that common understanding is the stance that keeps the sponsor and stakeholders in coordination with each other. (Bratton, et, al. 2000).

**Creating commitment**

Commitment is one of the catchlines of the organizational charter; it is an analysis of abstract relationship that keeps the contractor in touch with each other with complete trust. (Bratton, et, al. 2000).

**Screenout poor projects**

Organizational charter is one of the major tools that allow an organization to screen out poor projects, taking into account the fact that a systematic and procedural analysis of decision paves the way for continuous betterment and evaluation. (Bratton, et, al. 2000).

**Three Charter Elements**

There are different elements of charter, taking into account individual significance of each; however, three major elements are as follows

**Risk, assumptions, and constraints**

Risk refers to an uncertain situation that could have a positive or negative impact on the project. It is asserting that “negative connotation” is commonly associated with risks.

Assumption refers to the supposition that is made while planning a project; these presuppositions adhere to factual basis. Negative assumption refers to risk that can threaten the overall goal achievement in an organization. (Joseph M.Putti, 2015).

**Constraints**

It refers to the restrictions and limitations in the implementation of project. Constraint may range from external factors to certain internal factors. A common example of constraints is lack of money. (Joseph M.Putti, 2015).

**Resources**

Resource refers to the budget adhering to a level of confidence in the estimate; it refers to the identification of expenses that a project manager can authorize. Resource estimation also highlights the control of needs of sponsor as well. (Li, Y., et, al. 2018).

**Stakeholders**

In the case of stakeholders, charter determines the actual stakeholders who can have an influence on the decision making power. Stakeholder list determines the actual stakeholders who can have impact on the organizational decisions. (Bratton, et, al. 2000).

**Statement of Emphasis**

Organization charter is more like an action plan that determines the future circumstances, side by side it keeps the present and ongoing action to be controlled by the mutual coordination of both stakeholders and sponsors. Organizational charter is the spine of organization, adhering to an analysis of facts and figures in terms of major elements of organization such as resources, and stakeholders.

References

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