

ALIGNMENT GAPS IN TRANSFORMATION

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BACKGROUND

- End of Technology Challenge for Major Operational Functions
 - This is common challenge in government, the move to second generation technology solutions for systems.
 - Main problem, modern technology is improving so fast and the government moves so slow.
 - This creates an alignment issue within Requirements and Capability
- Shared Service is a solution, but also a problem
 - Great for consolidation – May not have the capacity to deliver large or complex solutions
 - Cost effective for base model – Premium or add-ons create an unknown
- Change Adoption
 - Retraining an entire team and users to new technology
 - Too much focus on the technology
 - Missed in the planning and strategy phases

RECOMMENDATIONS

- Create a Strategic Plan with outcomes and milestones
 - This seems obvious, but is secondary when you are in the middle of action
- Design and control your team
 - Too much the idea of PMOs are determined by contract support or outside POVs
- Be clear on the (Constraints, Assumptions, Risks, and Expectations) CARE items for the program.
 - This is the basis for leading and communicating
- Making your meeting about progress and achieve the goals
 - For too many it is about status and review. Meeting need a purpose to be useful.
- Finally, awareness
 - Too often because we are doing, we are not aware of how we communicate, what is most important, and the gaps we are creating
 - Being aware helps your (Strategy, Alignment, Measurement, Implementation, Evaluation) SAMIE for success.