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Organizational Culture
PMO Self-Assessment
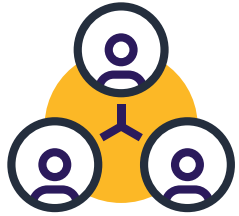
Before you recommend and implement significant changes in your organization, it's essential to understand the culture. This includes how your organization communicates, its openness to change, and its decision-making process.

By aligning the PMO processes with the organizational culture, you can effectively tackle challenges, build trust, and enhance project delivery. Therefore, conducting a PMO assessment and understanding the cultural characteristics are crucial steps before initiating process improvements.

Below are five areas to evaluate and the corresponding questions you should answer before embarking on PMO recommendation and process enhancements.

FIVE AREAS TO ASSESS

DECISION-MAKING

1

What is your organization's decision-making process? Is it data-driven, consensus-based, or hierarchical?

Do employees feel empowered to make decisions within their roles?

How often do they revisit or adjust decisions based on feedback?

Do they communicate decisions transparently to all relevant stakeholders?

How well do teams collaborate across functions or departments?

Do they use formal mechanisms (e.g., cross-functional projects, workshops) to encourage collaboration?

Do they have communities of practice in place to help promote new ways of working?

Do employees feel a sense of camaraderie and teamwork?

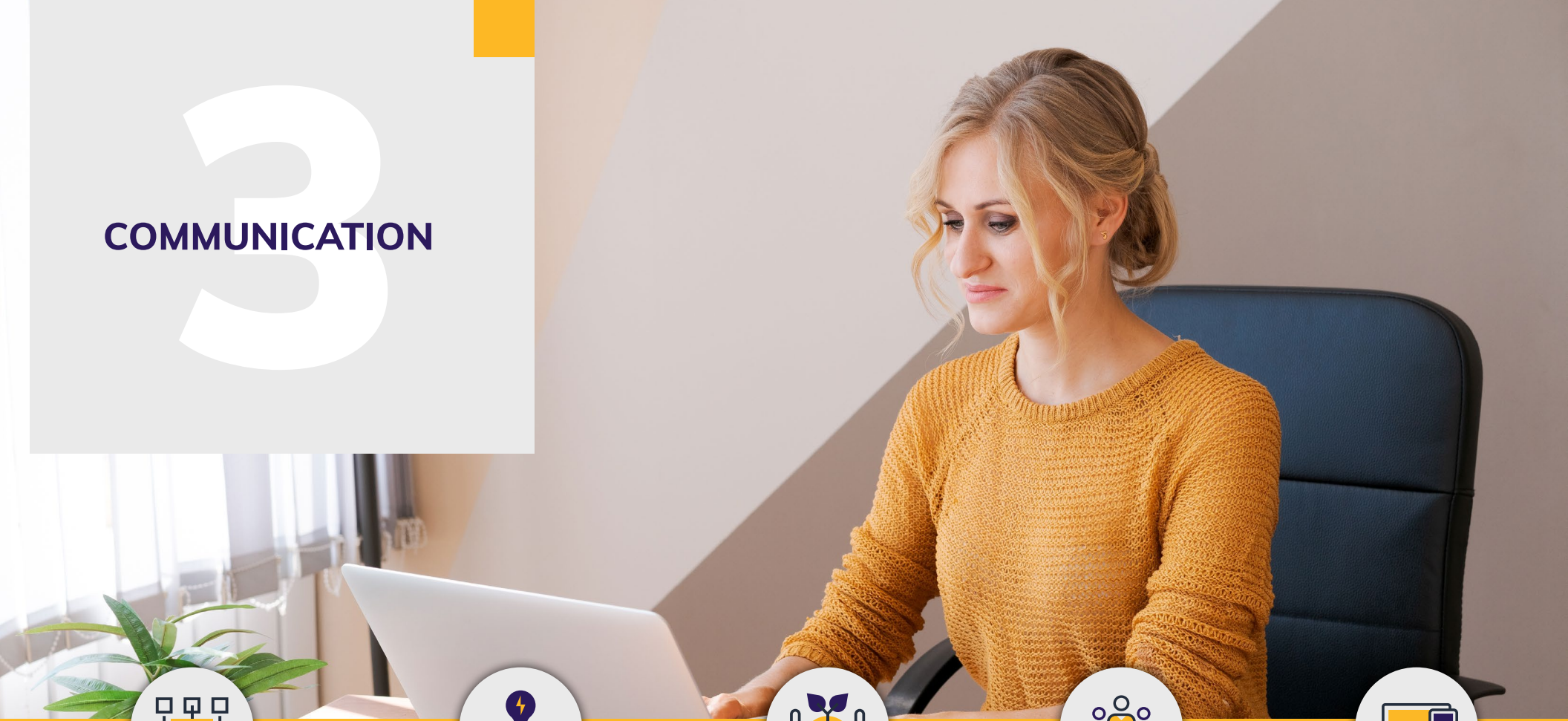How does your organization celebrate collective achievements?

COLLABORATION

2

3 COMMUNICATION

How effective are your communication channels (e.g., meetings, emails, collaboration tools)?

Do employees feel comfortable sharing ideas and feedback openly?

Do you encourage cross-functional teams to collaborate and share knowledge?

How well do different departments or teams communicate with each other?

Do you have designated points of contact across departments or locations to help share messages?

INNOVATION AND CONTINUOUS IMPROVEMENT

4

Do you actively promote innovation within your organization?

How often do employees propose new ideas or process improvements?

Are mechanisms in place to capture and implement innovative suggestions?

How does your organization learn from failures and iterate on processes?

5
CHANGE LEADERSHIP

How quickly does your organization adapt to external market shifts or internal challenges?

How well do business leaders champion change initiatives?

Are employees receptive to organizational changes?

Is change part of leadership and competency development?

Does leadership effectively communicate and execute change management practices?

This self-assessment should provide you with a clear picture of the current cultural state of your PMO to help guide process enhancement. The goal is to align your PMO processes with organizational culture to successfully address challenges, build trust, and improve project delivery.

For a more detailed look at these key areas, read our blog, **"Conduct a PMO Assessment: Understand the Role of Culture."**

Establishing or reevaluating your PMO so your project prioritization is just right can be tricky. Our Enterprise Portfolio and Program Management experts will happily work with you to determine your organization's next steps for moving forward.

Let's Talk