

My [SAMPLE] Political Plan

- Assessment of environment

We are a "loose-tight" organization with a moderately weak project culture. Power is relatively diffused and no one person dominates team meetings. People with initiative can step up and succeed but few of these efforts are coordinated across the organization. Ineffective and inefficient processes are a big problem.

- Description of political jungle

The tigers stay out of our way. The lions roars are not heard very far, and the bears seem to run the show, doing their own thing.

- Stakeholder roles

Sponsors are assigned but do not actively support projects unless asked. Team members lack full commitment to the project because of other distractions.

- Potential issues

Too many projects threatens successful completion. Requirements change when managers cater to special interests. Vague understanding of roles & responsibilities creates confusion and leads to missed milestones.

- Approach to stakeholders and issues

Need to get tigers involved in supporting program management and a project portfolio process. Need to harness the lions to roar in concert by focusing on a limited set of strategic goals and corresponding projects. The bears will continue to perform as long as we do not disturb them too greatly with complex processes or detailed checklists.

- Strategic response, such as positioning and steps

A small project office reporting to the general manager can facilitate the introduction of simple portfolio and project management processes. Get the attention of the lions by pointing out the consequences in the market if we fail to systematically coordinate our efforts.

- Action plans

Interview all stakeholders. Prepare proposal. Line up upper management support. Select strategic efforts leading first to small wins before rolling out more broadly.

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