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Understanding Organizations, Culture & The People Involved

Project managers have a wide spectrum of things that need to consistently be taken care of in order to ensure the project goes accordingly and reaches the end goal. A project manager must realize how the project plays into the whole organization, meaning how people interact within the project group versus the organization itself. There are different kinds of people within an organization and how it is structured can have effects on how to project manage a group. Learning the differences and similarities within a group can help lead the group in roles, feedback, and handling situations along with anything else that could happen as well. Getting to know a group tends to lead to better appreciation for the work that they do too, which may increase efficiency throughout the project. Different kinds of structures may lead to a different kind of work ethics because of the way it sets up groups. Depending on the structure, the group may work in a different way, the way a project group interacts is important in assigning tasks to each individual or small set of people. Knowing how to properly pick and choose which members of the team get the roles and assignments, will overall improve on the time aspect that a project manager has to deal with.

The people of a project group typically deal with daily problems and have various things going on throughout their life, an important note about this is how a manager needs to realize that when setting certain goals or short term deadlines to meet that they realize how important it is for them to complete the tasks. Along with that being said how do the interaction is between the group based on their preferences can be potentially detrimental to the group because having personality clashes causes distractions which is less work on the task at hand.

Some project managers deal with conflict more often than others because they seem to forget the importance of how the organizational structure affects the project group, not how which kind of structure but any kind of structure. There are a few different ways that the project manager could deal with conflict but the best way is prevention in the first place and a big part of the prevention is knowing who the project manager is working with. Adapting to the situation is one thing but adapting to how people interact because there was no preparation for the group due to negligence regarding who the project manager is working with is avoidable.

A sense of accomplishment is very important in a group setting, a well spread of it however is the part that means the most and a manager should be effective at doing this. Allowing for a group to be somewhat rewarded or letting them know their worth is good because it provides a morale boost and this helps managers with tasks that need to be completed in the future which could lead to greater success amongst the group. It helps with other problems that can occur as well because the project manager acknowledges them even a little it goes a long way with treating them as a person versus a worker and nothing else.

The whole organization is a giant personality in a way that should be dissected by a project manager because the project is a smaller part of the organization. Knowing how everything works together and the people inside of it plays a role, whether it’s the completeness through it or the care that is shown throughout. Trying to change the way of the group while not referencing what the norm of the organization is like could cause problems rather than making the group comfortable by compromising and conforming. All of this allows for a better mindset and conditioning the project team for maximum efficiency.

The culture throughout an organization sort of compares to the structure of an organization, its just as important that the project manager realizes the diverse things that come within the culture of the group. Improving the work ethic in the group and ending up with better results can stem from better use of understanding how a group will work together due to knowing the kind of culture is within the group. A project manager has different areas of focus to make sure they are providing the best way to use their knowledge that they have obtained from learning about the group and by focusing on how the structure affects the team, culture of the members of the group and overall understanding of how people interact with each other in general can lead to a more successful project.

 Project managers must make sure that they are efficient with tasking and understanding their group because of the different things such as time and scope, etc. They must meet deadlines and set goals to meet, but can not blindly go about doing so without understanding a very vital part of their job which is understanding the organization structure, culture and a consensus of how the people are. Having done this in the correct way should lead to more success along their journey as the project develops, it also aids with the project manager as an individual allowing their leadership skills to further progress as well. Using all of the information that they know and combining it with the what they have learned from the group or organization as a whole; should provide the means to meet their goals a lot more often than those who do not take the time out and appreciate the people they have to work with or around.

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