

Planning Process Group Artifacts

9.1 Plan Human Resource Management

9.1.2 Organizational Theory (Tools and Techniques)

PMGT 690, ERAU, Prof. Sherman

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9.1.2 Organizational Theory (Tools and Techniques): This portion of the process focuses on organizational theory. The PMBOK states that this is information regarding the way in which people, teams, and organizational units behave. This homework assignment taken from PMGT 611, deliverable 1.5 which focused on a renovation project. There were different scenarios and the and they had to classify in terms of compliance, strategic and operational.

We need to convert a fun-in-the-sun destination to eco-tourism resort. Classify each project in terms of compliance, strategic and operational.

Compliance

Update all the bathrooms in condos that are 10 years old or older.

Test and revise disaster response plan.

Convert 12 adjacent acres into a wildlife preserve.

Operational

Convert the pool heating system from electrical to solar power

Launch a new promotional campaign with Hawaii Airlines

Renovate horse barn

Build a 4 mile nature hiking trail

Strategic

Change hotel brochures to reflect eco-tourism image

Introduce wireless Internet service in café and lounge areas.

I felt that the compliance classification was somewhat straight forward. Those projects, to me, seemed to stand out as 'must do' projects. Now I started getting into some gray area classifying operational vs strategic. I tried to focus on what projects were in direct support of our new eco-tourism resort and

what projects were simple upgrades (strategic). Renovating the barn could be rationalized into strategic and wireless internet could be operational.

Hopefully I am not too far out in the weeds and provided some valid insight.