

The Need for Change Manager in Grant Management

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About Me

- I am a project manager (www.linkedin.com/in/yly)
- Specialty in EU consortia management (www.orientos.com)

Selected Projects

Since 2006, Direct participation & involvement of our executives, under different frameworks and different roles.

 smE-MPOWER ISA FP7-023404 (PARTNER) Performing Innovation Coaching of Manufacturing-related SMEs towards increasing their participation in FP7.	 DAPHNet FP7-010140 (CO-MANAGER) Dynamic Analysis of Physiological Networks (DAPHNet)
 SpidERA for LIFE ISA FP7-027327 (PARTNER) Speeding collaborations in the Life Science and Health domain of the European Research Area and beyond.	 KAPPA-Health CSA FP7-202008 (CO-MANAGER) Assessment and valorisation of project outcome for high technology and research intensive SMEs participating to Framework Programmes of Research in the healthcare sector.
 SM-BIO-POWER CSA FP7-201119 (COORDINATOR) Empowering Biomedical and Bioengineering SMEs to promote participation in FP7 projects.	
 RAPPORT CSA FP7-048504 (ADMINISTRATIVE COORDINATOR & RESEARCH PARTNER) Building RAPPORT Between Small and Medium-Sized Enterprises and Public or Private Research Capabilities.	
 MobiGuide ICT IP FP7-227811 (ADMINISTRATIVE COORDINATOR) Guiding Patients Anytime Anywhere.	 V-TIME HEALTH FP7-278185 (ADMINISTRATIVE COORDINATOR) Virtual reality-Trepaniti combined intervention for enhancing Mobility and reducing falls in the Elderly.
 BeyondSeq HEALTH H2020-634809 (PARTNER, CO-MANAGER) Genomic diagnostics beyond the sequence.	 MR6-GRAMMAR FP7-010600-602049 (ADMINISTRATIVE COORDINATOR) Moving from virus Genomes to Designer Gene Regulatory Grammar.



Up To Date

24 Projects	420 Project Partners	66 Cumulative Years	76.4 Million € (Budget)
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The Drive

- How to better assist researchers
- How to get better results / impact
- How many projects deliver significant results?
- Not to be confused with financials
- Why is that so?

What is Change Management

- What it is: a Management Discipline
- What it is NOT: ...
- Managing the people's side of change
- History: late 60's
- In the 21st century: in the front line
- Recognised profession
- ACMP
- ProSci



In a nutshell

- ProSci PCT[®] Model
- Three-leg stool



ACMP Method

- ACMP's Standard
- Organisation's view



ProSci Method

- The Prosci ADKAR® Model
- Individual's view



A	AWARENESS OF THE NEED FOR CHANGE
D	DESIRE TO SUPPORT THE CHANGE
K	KNOWLEDGE OF HOW TO CHANGE
A	ABILITY TO DEMONSTRATE SKILLS & BEHAVIORS
R	REINFORCEMENT TO MAKE THE CHANGE STICK

Impact of CM

Change Management Impact on Your Organization

WITHOUT CHANGE MANAGEMENT

Employees feel surprised and besieged by change



Failed project results



Extended project schedules



Additional project costs



Low adoption and usage

WITH CHANGE MANAGEMENT

Employees feel prepared, equipped and supported

6x
MORE

Likely to meet objective

5x
MORE

Likely to stay on schedule

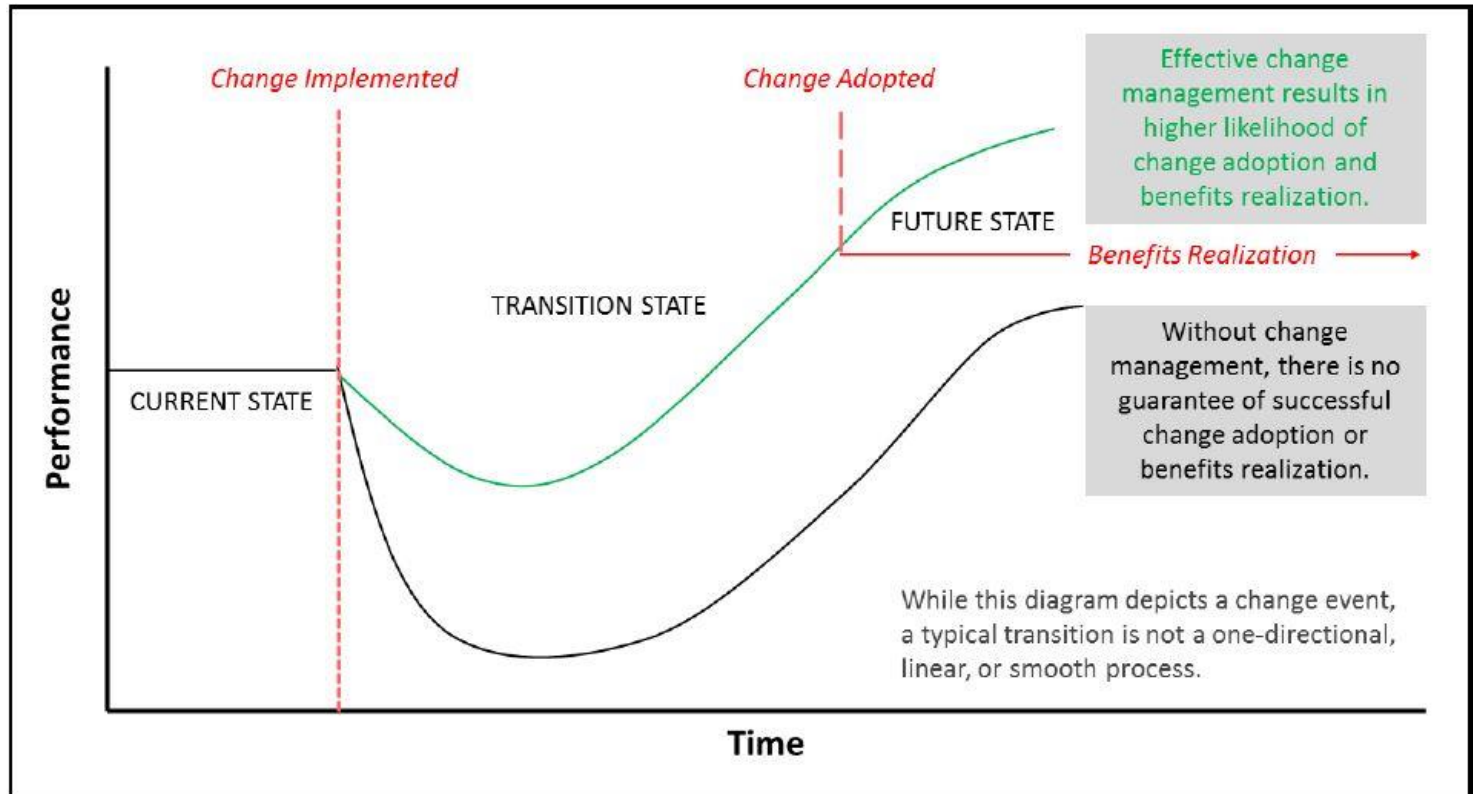
2x
MORE

Likely to stay on budget



Capture people-dependent ROI

How Change “Behaves”



The Effect Of Change

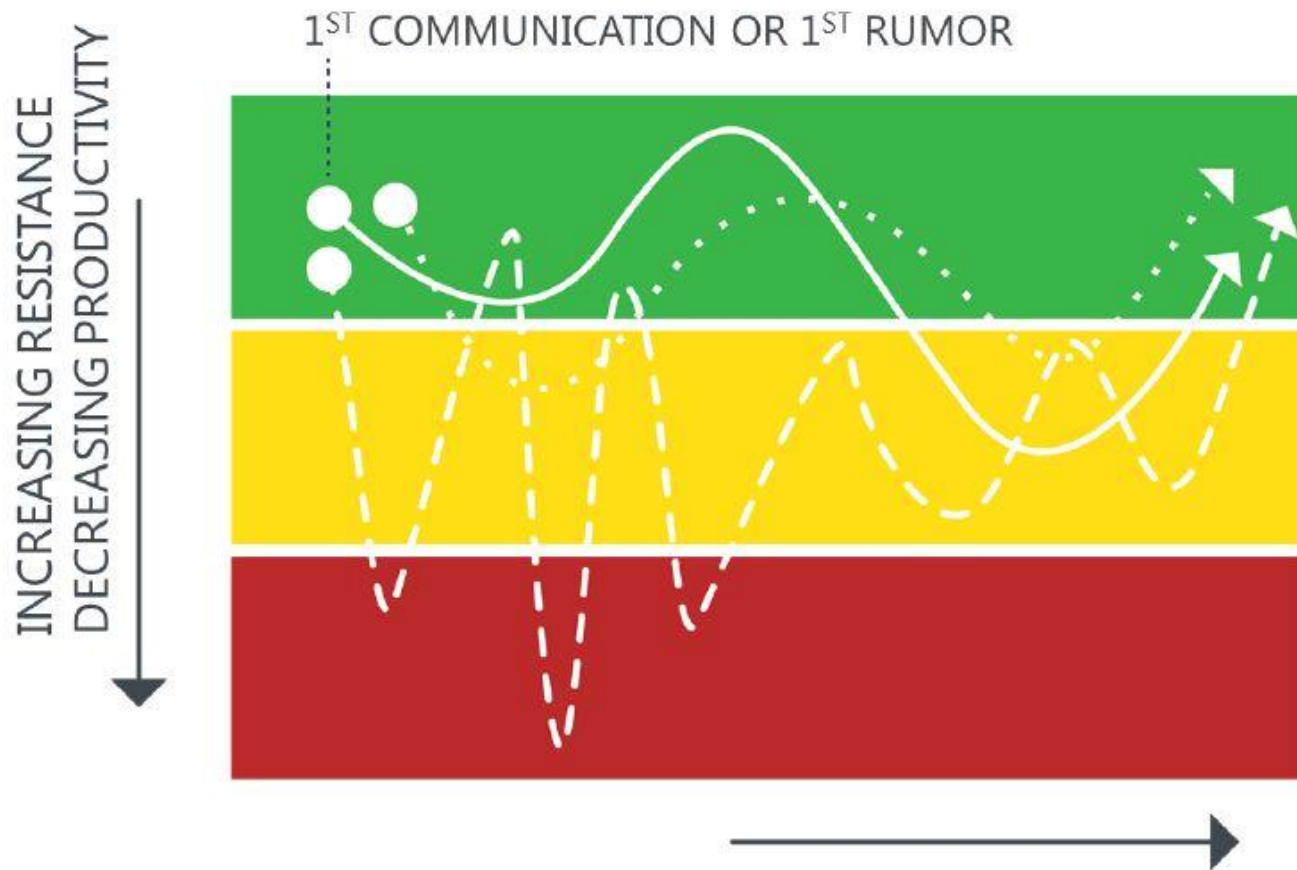


Figure 5 – Prosci® Flight-Risk Model showing multiple changes

Observations

- Successful projects have successful project management
- Improving management -> improving results?
- Impact: contributing to better scientific results

What if we apply CM

- Is project consist of a change?



Methodologies “Stack”



Why CM fit RMA

- Not esoteric
- Plugs in, modular
- Doesn't interfere or collide with others
- Assists the researchers
- Unique, quantifiable, evidence-based
- Commonly used
- Can be short-term or long-term
- Can be performed by external expert



A Take-Home Message

- **Be aware of the role of CM (PCT)**
- **Consider using CM for the benefit of the research**
- **Consider adding CM as a skill in the toolbox**

End

Thank you for listening

Additional reading:

- [ProSci](#)
- [ACMP](#)

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