

# Project management body of knowledge

[Business, Management](#)



A supportive organizational culture encompasses interaction between departments, commitment from employees, project planning as well as evaluation of performance. Interaction between departments tends to favor relationship creation between various interfaces and hence bolsters chances of project success. Worker motivation determines employee commitment to the project's overall aims and objectives. The more committed the employees, the greater the effort input to the project and its success. Moreover, the planning process for projects should involve as many vertical levels and interfaces as possible. The involvement of various project elements in planning allows a greater understanding of the overall picture and solicits appropriate cooperation. The involvement of various elements in the project environment in planning also ensures that realizable deadlines and costs are provided. In order to gauge the success of the project at any stage, performance evaluation needs to be carried out at various levels. Effective performance evaluation allows the project managers to adopt effective strategies for coping. Rewards must also be provided commensurate with project objectives.

Any organization that plans to transform its culture from adversarial to cooperation needs to take into account a pervasive vision that allows for various elements in the organization to participate, tolerate and cooperate together. Employees must be motivated to help each other out and there ought to be a reward system to encourage such designs. Moreover, policies regarding hierarchical communication, authority and responsibility need to be clearly defined for effective and accountable action (Project Management Institute).