

Project leadership roles at trihealth essay sample

[Business](#), [Management](#)



Abstract

The generation of projects within an organization can be considered one of the most important methods that an organization can use to reach their strategic goals. When projects are created and/or generated the roles needed for the project are identified and filled to meet the needs of the human resource project. The organization of Tri Health oversees the responsibilities of similar health facilities and hospitals. Due to the growth of TriHealth the need for defined roles and responsibilities for projects was implemented to ensure the best quality assurance for all parties involved. In every aspect of project management there are a vary of goals and if there are not policies and procedures in place total dysfunction can take control. The structure and size of the organizations project can determine how it is organized. Within any project there are executive, managerial and associate level roles in regards to a human resource project (Bezak & Nahod, 2011). Throughout this paper the common roles of an HR project, the functions of those roles, the result of shared responsibilities, and the long/short term effects to the organization.

Identifying the common roles in a Human Resource Project; Analyze these roles to typical HR functions An organization can have projects of various sizes that have different policies and procedures on how the people are utilized. Within smaller project little or no structure may be needed for that organization. There might be one sponsor/stakeholder, project manager and a core project team. The functions of these roles have different levels, yet within a project they work together once there is a successful completion. Within a project, a sponsor is a person or a number of people that provide

financial backing for the project. A sponsor can determine the outcome of a project and at times they perform various tasks in regards for any given project, i. e., the sponsor can support the project and mentor the project manager; create stakeholder relationships; provide financial and non-financial resources; ensure progress, goals, satisfaction and closure (Bhagria, 2010).

However, for a large project there are more people involved such as: executive (steering team, sponsor, stakeholders, chief projects officer), managerial (functional manager, project manager, facilitator, customer) and associate (core team member, subject matter expert), it is important that every person understands their role and what is expected of them. Yet, the complexity and/or scope of a project can determine the number of stakeholders/sponsors contributing. A large project does not have to take place within an organization, a project can be part of a city or county and the stakeholders may be members of the community. The stakeholders are important ingredient for the project by providing the financial backing for the project, in turn the project manager centralizes the project (Piscopo, 2012). As a PM one spends a great deal of time communicating with everyone that is involved in the project. The project manager's job is to execute the plans, produce positive results and close the project. The project manager not only manages the budget, he/she makes sure all staff/employees have the resources they need to complete their portion of the project, even down to staff/employee schedules.

Not to mention, the project manager has to possess the necessary skills and knowledge, as well as be trusted and respected enough manage the project. Yet, there is also the Project and/or core team, which consists of the full-time and part-time employees assigned to work on various parts of the project. The project/core team can include the analysts, designers, programmers, etc., to help keep organization within the management matrix. The core team members are the group of people who are on the project from start to finish. They work closely with the project manager to make numerous decisions so various task can be accomplished within the project (Kloppenborg, Nkomo, Flotter, & McAfee, 2012). Core team members are just as important as the sponsor/stakeholders and project manager, as a team they understand all aspects of the project and they work towards completing those task through the end.

Reorganize any two (2) roles at TriHealth that result in shared responsibilities and then state why you chose those two roles. The main ingredient needed for the successful completion of any project is communication. As a project manager it is important that he/she prepare the sophisticated work plan and timeline. He is also responsible for the productivity and progress of team and the development or implementation of the recommended next steps.

Therefore after careful consideration, I would reorganize the roles of the sponsor/stakeholders and project managers/leader. Throughout the project there has to be a constant communication between the project manager and the sponsor, so in my opinion the sponsor is actually capable of doing the job of the project manager. The sponsor is involved in the initiating planning, executing, and closing stages of the project, he can very well manage the

project. In my opinion, these two roles are similar and the sponsor has final say on the result of the project. So I believe if time permits for the sponsor the individual can be the sponsor and project leader.

In turn, in time the sponsor can manage his own project and receive assistance from the Performance Improvement Consultant (PIC). This person will be a mentor of sorts, he can provide direction, management advice, plus support during each stage of the project. The person whom assumes the role of the PIC will have the skills, knowledge and expertise to provide assistance to the sponsor in both roles during the project.

Suggest the short-term and long-term effects on the company with roles being shared among employees. Within any business or organization managers and/or management team make the calculated decisions that can be the most critical to the success of that organization. Typically, it is the responsibility of the manager to ensure that the employees are skilled and developed enough to produce the best results (Wascher, 2014). The main objective of any organization is growth is from good leadership and quality products. Therefore a key role of the manager is to share responsibilities, and value your employees to make them feel more invested. A vested employee makes for a motivated and productive employee. As a manager motivating your employees encourages them to do their best and it makes them feel part of something.

A great way to do this is by openly and effectively communicating the vision and mission of the company, which is vital to everyone from executives, to mid-level management, to supervisors and staff. By developing relationships

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through communication one is fostering a true team environment within any organization (Wascher, 2014). So the short-term effects on the organization would be deciding which employees are capable of taking on a role in any given project. Each person needs to have the proper team building skills in order to work well with any other team member to complete the project as well as ensure the project is a success for all parties involved, especially the stakeholders. The long-term effects of the organization with the roles being shared among employees keeping the project centralized, in which can be completing a quality project on time and within budget. In the short-term and long-term no employee should be gloried for completing the project it should be a collective effort with recognition across the board (Kloppenborg, Nkomo, Fottler, & McAfee, 2012).

Analyze the need for an additional role. Then, propose a new role and its proposed impact. After carefully analyzing the need for an additional role within a human resource project, I suggest a facilitator also known as a project coordinator. A facilitator offers assistance to the role of the project manager within a project. As a facilitator and/or administrative professional this person usually works under a manager to support one or more project teams. The facilitator is responsible for a number of duties including but not limited to managing schedules, facilitating communication between team members, creating and coordinating materials for smaller projects and meetings, etc. In turn, a project facilitator must be accustomed to working with a large various groups of people. Not matter how big or small a project is it can become complicated, so by having a right hand as a project manager such as a facilitator the edge can be taken off a good bit. Ultimately the

facilitator takes on some of the responsibilities of the manager to help guarantee that the goals of project can be met.

REFERENCES

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