

Program Management Training to Enable Optimal Growth for a Rapidly Expanding Business

Andes Global Trading is a rapidly expanding company in the food industry, ranked as one of the Top 50 fastest growing companies by leading business journals.

As Andes was experiencing astronomical growth, the need for strategic selection of enterprise projects and their efficient execution became increasingly critical. The organization brought on a Program Management Office (PMO) Lead that was charged with establishing the company's PMO, laying a structure for portfolio selection and project execution within an agile-based framework, and seeking to optimize its practices for process efficiencies.

Clarkston worked closely with Andes leadership to craft a coaching program that addressed the stated objectives. The program included 1:1 training in various key project and program management areas, including establishing a PMO, Agile Scrum methodology, Lean Six Sigma for continuous improvement, soft skills coaching around working with stakeholders, influencing without direct authority, and navigating various work styles. In addition to 1:1 sessions, Clarkston advisors provided timely and actionable feedback upon observation of the Lead in developing and launching the PMO, driving key meetings and working with various team members.

Consumer Products Case Study

PROJECT OVERVIEW

INDUSTRY:



Consumer Products

PRODUCTS AND SERVICES:



Food Exporter

PRIMARY OBJECTIVES:

- Understand the current project management standards and processes and advise on design of a best-in-class Program Management Office (PMO) for Andes
- Craft an engaging learning program around the key skill needs for establishing and launching a successful PMO
- Embed opportunities for direct application-based learning

RESOLUTION:

- Provided best practices for establishing a Program Management Office (PMO) and supported its successful launch
- Designed and executed an engaging learning program around the key skill needs (Project & Program Management, Agile/Scrum Methodology, Lean Six Sigma, and People Management), with opportunities for direct application-based learning
- Provided timely, actionable feedback based on observation of skill application in day-to-day settings
- Empowered the client with the tools and knowledge to continuously improve its PMO and other business operations

KEY BENEFITS:

- Successfully launched the company's PMO with a set of key tools and templates and standardized way of working
- Established criteria for portfolio selection based on the organization's needs
- Implemented Agile Scrum-based approach to project management



The transformation of the PMO Lead into a highly competent leader of the organization

An average of 54% competency increase across the assessed skill categories: Project & Program Management capabilities, Continuous Improvement practices, and People Management skillsets.

25% reduction in project team's administrative time due to standardization of portfolio and project/program management tools and effective meeting practices

50% reduction of CEO's time toward PMO-related activities due to improved reporting mechanisms and confidence in the PMO practices

"I am extremely pleased with Clarkston's project & program management training and coaching support for our organization. The instructors were not only incredibly knowledgeable but also able to provide real-life, practical examples and guidance. Clarkston's dedication to helping my team and my business truly exceeded my expectations and I could not have asked for more."

-SANTIAGO MANZUR
CEO, ANDES GLOBAL TRADING

