IP BEST PRACTICES

PMO and Community

A best practice shared by InspiringPeople.

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PMO and Community

Change happens from within — a small core team (the PMO) gets high leverage from a growing community around it.

Key steps

The community typically draws from internal communications, leadership development and people-engagement functions, while business representatives sit on the Culture Board. In large organizations, aim for members in every country or function; the community should grow organically with the reach of the transformation.

Create a lean governance structure: ExCo, Culture Board, PMO core team, and project teams feeding the community. Hold biweekly community calls of maximum one hour and semi-annual gatherings, with community leadership rotating every six to twelve months.

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