

Project Management Assessment System (PMAS)

The Schroeder & Schroeder Project Management Assessment System represents a unique approach to the assessment and improvement of project and program management skills, both at an individual and organizational level. PMAS focuses on the “art” and “science” skills known to be most critical to effective project management, and project managers are assessed not only in terms of their knowledge and skills but also on the ability to apply these effectively to the different types of project management situations that arise in their organizations.

Assessment data is generated holistically using a range of data collection techniques, to provide a comprehensive and detailed understanding of an organization’s project management capabilities and needs. Within the PMAS framework, highly qualified and specialised consultants work in close collaboration with clients to develop:

- A detailed assessment plan tailored to organizational and business needs
- A comprehensive assessment of the Art and Science skills of each project manager
- An integrated evaluation of project management expertise across the whole organization
- The development of specific recommendations and realistic plans for the development and strengthening of project management skills at individual, departmental and organizational levels.

The overall outcome of the assessment will be a clear roadmap for the enhancement of the organization’s project management function in order to reduce business risks, improve the efficiency and effectiveness of project management and generate successful project outcomes.

Organisational Change Readiness Assessment System (OCRAS)

Schroeder & Schroeder’s Organisational Change Readiness Assessment System (OCRAS) enables organizations to measure their current level of change readiness and identify what needs to be done to maximize the success of what are often mission-critical transformations.

Grounded in our unique Art and Science of Transformation™ approach, proven to be effective in diverse organizational contexts, OCRAS investigates the change-readiness of an organisation’s people as well as its processes and infrastructure, using multiple methods to uncover any hidden barriers to success.

This is a holistic, art and science-based change readiness assessment system, which investigates:

- a) Systemic change shaping levers such as organisational communications, performance management and the compensation and rewards system.
- b) Human, cultural and stakeholder-related factors such as leadership styles, levels of understanding and awareness, strengths and skills and risk perceptions.

Our holistic, multi-methods approach generates a range of information about an organization’s state of change readiness. The system uses advanced analytics to identify and prioritize drivers of change, which are often hidden in bar charts and percentages, and incorporates qualitative data collection and analysis to get behind the “hard” data and provide valuable in-depth insights. In this way, OCRAS generates practical information for use in tackling problem areas and barriers to change, and maximizing the prospects for a highly successful transformation.