

Building Benefits Management: A Qualification Framework

Building Benefits Management Capability

MetaPM position:

- No simple solutions, quick fixes, or silver bullets.
- It is highly contextual (for example *'the way we work around here'*..)
- Few shining examples of best practice, and those that do exist are not easily replicated

MetaPM approach:

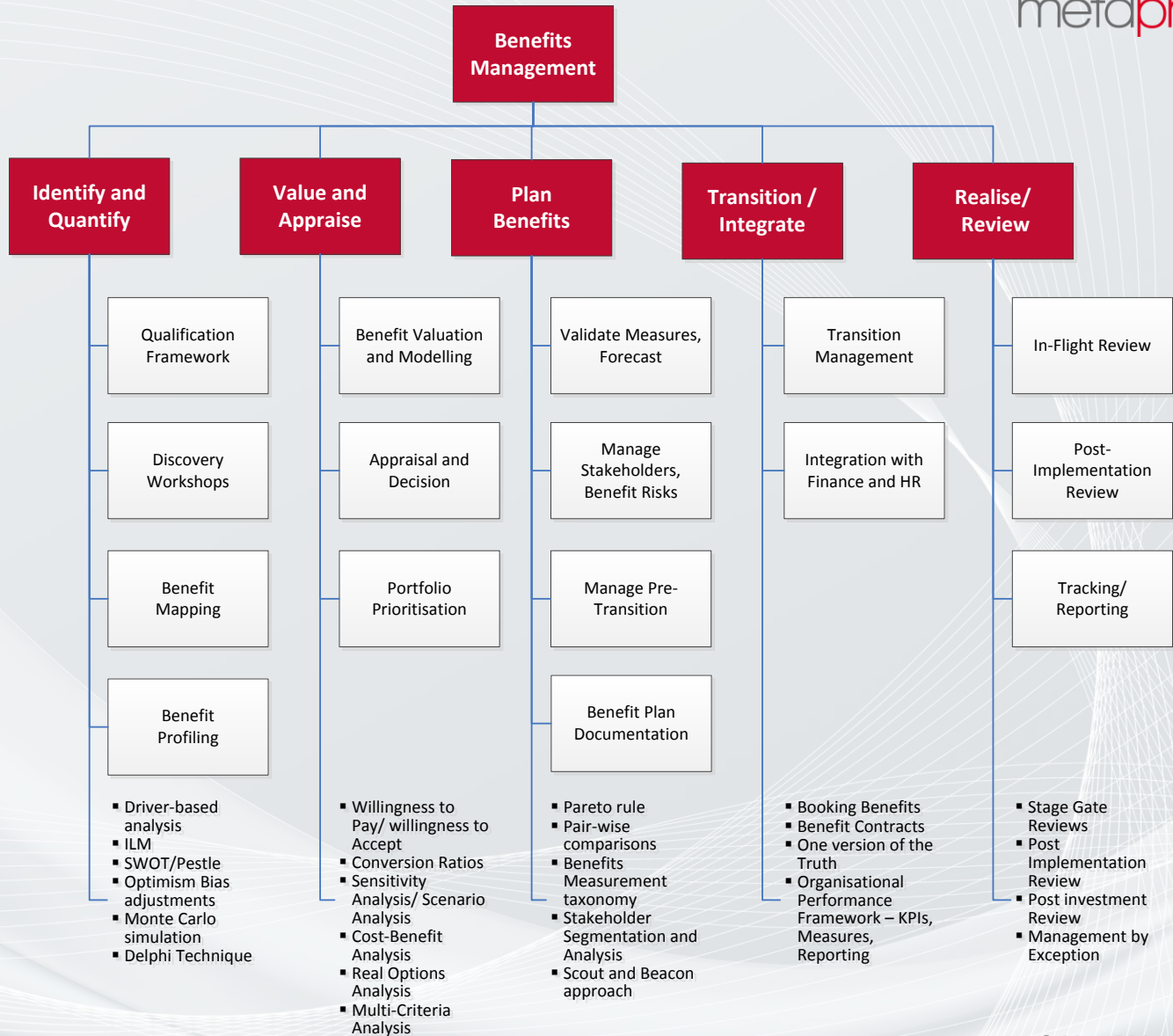
- Choose a comprehensive framework, making sure that it is holistic, flexible and integrated with well established delivery methods, accreditation etc. augmented and adapted to suit a client's requirements and expectations
- Take initial steps that lay a firm foundation for future capability
 - E.g. a Qualification Framework
- Consider looking beyond Benefits Management to Benefits-Driven Portfolio Management as the larger goal



MetaPM Benefits Management Framework



Based on the APMG™'s Benefits Management Guide™, augmented based on MetaPM knowledge and experience

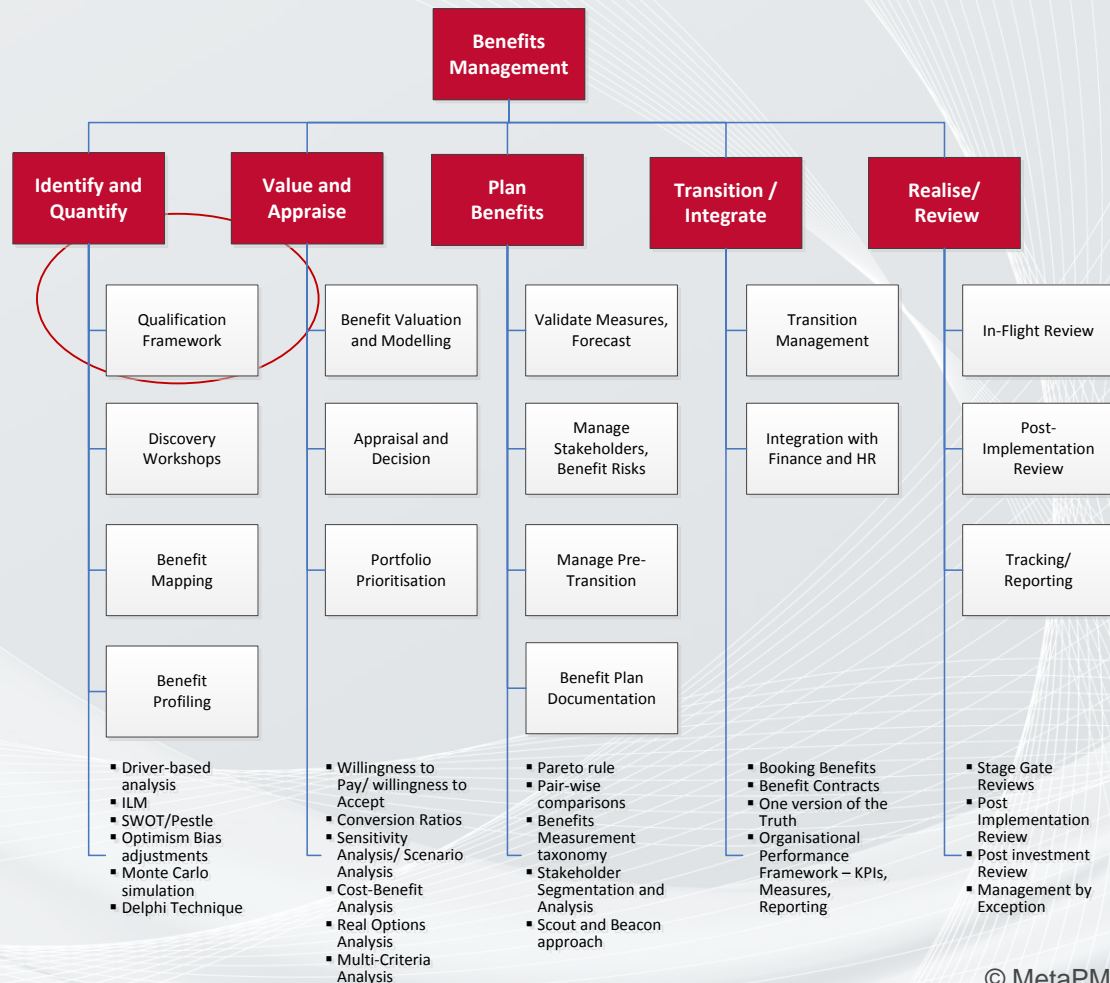


Initial Implementation Step:

Focus on a Qualification Framework, to set the structure, strategic linkage, ownership and eligibility rules for Benefits Management

Requires effective engagement with key stakeholders: Portfolio PMO, Finance, HR etc.

Provides a sound foundation for all future steps – identification/profiling, investment decisions, planning, realisation, and integration into the business performance management framework



Qualification Framework – example Categories

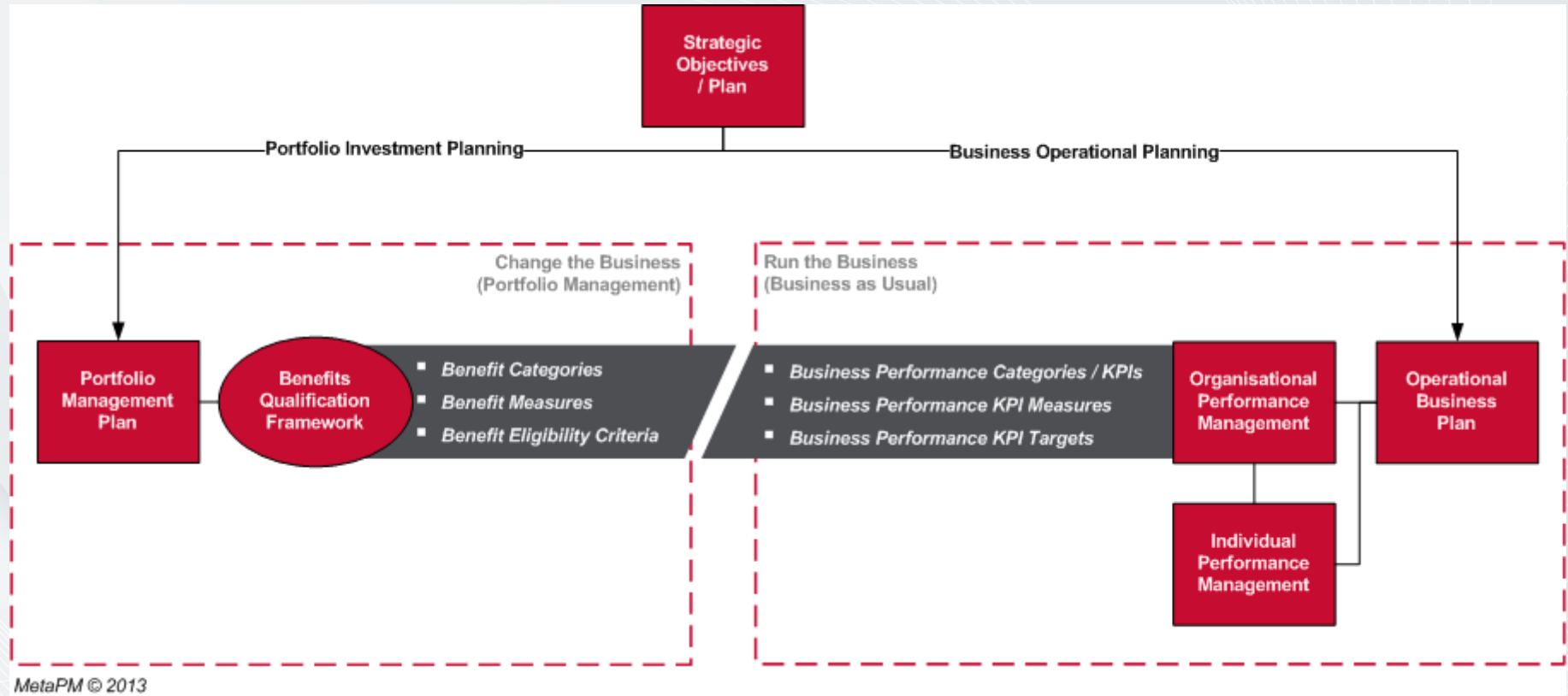


...But what are the eligibility rules for inclusion in these categories?

Benefit Driver	Benefit Category	Financial Impact * (Cashable)	Financial Impact * (Non-cashable)	Non-Financial Impact *
Value	Economic	P	P	
	Effectiveness		P	P
	Efficiency	P	P	
Strategic	Corporate Objective 1...		P	P
	Corporate Objective ...n		P	P

* (indicative)

Qualification Framework – context and positioning



Integrated Benefits Management



A qualification framework can assist integrating benefits into the organisation's performance management framework –

Operational Performance Management

- Link benefit measures to the organisation's KPIs
- Build benefits into business plans and budgets

HR performance management

- Align responsibilities for benefits with individual performance objectives
- Align responsibilities for benefit management with the reward and recognition processes

Contact us



MetaPM's Service Offer

When you need a new perspective on enabling and leading change effectively within your organisation, benefit from our deep specialist knowledge.

We help you understand how to achieve greater competitive advantage for your organisation and your career, and shape the development of internal capabilities for long term, strategic value.

Providing clear definition of benefits and planning for their realisation is critical because the ability to demonstrate results is one of the strongest success factors in any organisation.

We specialise in enabling successful change, so we have invested in truly understanding what works, what doesn't, and how to establish a sustainable benefits management capability.

For further information on what we offer please visit:

www.metapm.com.au/services/project-management/

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