**In Brief:** This Learning Guide will provide context and discussion points for the PCT Analyzer. What is the PCT Analyzer? Prosci’s (PCT) Project Change Triangle is an innovative tool that measures across the three main support structures for a project: project management, leadership/sponsorship and change management.

Like car’s “check engine” light, the PCT Analyzer is a visual and easy to use diagnostic tool that will change how you view project engagement. It uses the Prosci PCT Model as the framework to determine if each of the three sides of the triangle is creating the necessary support for the project.

**Project performance diagnostic based on the Prosci Project Change Triangle (PCT) Model**

![Project Change Triangle Diagram]

How do you identify project risks in:

- Leadership/Sponsorship
- Project Management
- Change Management

*With Prosci’s latest cloud tool, the Prosci PCT Analyzer, you can:*

1. collect data on the leadership/sponsorship, project management and change management from your project team
2. analyze results including averages and score distributions
3. identify risks and weaknesses
4. develop targeted, specific next steps to position your project for success
5. leverage Prosci’s robust, research backed knowledge-base in change management with strategic project engagement on your project

For more tools and resources: https://portal.prosci.com
About the Prosci PCT Model

The Prosci PCT Model (Project Change Triangle) is a simple but powerful framework for evaluating the health of a project and creating action plans for moving the project forward. The model and assessment are based on three critical components of any successful project:

**Leadership/Sponsorship** - the direction and governance for the project and the organization as a whole, coming from senior leaders

**Project Management** - the definition of the change itself and the actions and task for moving the technical side of the project forward so the solution is effectively installed

**Change Management** - the process and tools for ensuring that the people impacted by the change adopt and utilize the solution to achieve business benefits
Leadership/Sponsorship

- Leadership and sponsorship is the responsibility of executives and senior managers in the organization who authorize, fund and charter the top-down organizational changes that end up as projects or initiatives.
- They are primarily responsible for making decisions, providing direction, and demonstrating their own and the organization’s commitment to the particular change - whether it is a new product, an ERP system, a reorganization, or any number of organizational changes.
- The role of ‘sponsor of change’ is not one that can be selected or assigned; it is tied to and dictated by the actual change that is being implemented.
- From an organizational perspective, leadership is key in establishing the strategy and direction. Effective changes are clearly aligned with the vision and strategy of the organization.
- From a project perspective, leadership must support both the project management side (the technical activities to manage the development of a solution) and the change management side (the specific activities to help manage the people side of change) of a project or initiative.
- Leaders play key roles in supporting both the other disciplines represented by the connections in the Prosci Project Change Triangle (PCT).
Project Management

- Project management is the set of processes and tools applied to business problems or opportunities to develop and implement a solution.
- One of the key components is having a change defined - you must know what is changing (processes, systems, job roles, organizational structure, etc.) in order to manage that change effectively.
- Project management involves understanding the tradeoff between the time, cost, and scope of change that can be achieved.
- Finally, project management is the application of the discipline called 'project management' that is a structured approach for managing tasks, resources, and budget in order to achieve a defined deliverable. Successful changes apply project management tools and processes to their initiatives.
Change Management

- Change management is the set of processes, tools and practices that are used to manage the people side of a change. Change management is the bridge between “implementing a solution” and an organization ultimately realizing the benefits associated with the change.
- Change management requires two perspectives – an individual perspective (how people experience change) and an organizational perspective (how groups can be managed through a change).
- Change management is the process of helping employees transition from the current state to the future state (as defined by the change) in a way that minimizes productivity loss, negative customer impact and employee turnover, while at the same time maximizes the speed of adoption and ultimate utilization of the change throughout the organization.
- Tools like communication, sponsorship and coaching are used to help employees make their own individual transition.
- Business results are only achieved when employees are involved and participating in the change. Change management is the final element of realizing change effectively.

Prosci PCT Model™
About the PCT Analyzer

With Prosci’s new PCT Analyzer, you can now collect PCT assessment data and analyze the results with an easy-to-use, cloud-based interface. The tool includes both numeric analytics and diagnostics based on how your project is currently performing to help drive next steps and specific actions to position the project for success. With the PCT Analyzer, you can engage with your project team members and quickly hone in on risks and gaps that need to be improved for the project to succeed.
To get started, simply:

1. Choose existing project or create a new project

2. Add an assessment
3. Collect Data by sending out custom URL for your project team (or input data manually)

![PCT Analyzer Learning Guide](image)

4. Complete the assessment in 3 quick screens

![PCT Analyzer Learning Guide](image)
5. Get Results!

6. Analyze results for your assessment “instance”
7. Get granular by viewing individual submissions
8. Analyze progression with multiple project dashboard views

**Inputs**

- **PCT assessment scores** for Leadership/Sponsorship, Project Management and Change Management
- **Input of your entire project team** and others in the organization connected to the project - including people impacted by the change and senior leaders
- **Analysis over time** as you select key points for data collection and compare project progress

**Outputs**

- **Profile data** - Average, maximum and minimum scores for each PCT element, along with graphical and color-coded view of project health
- **Question level data** - Average and score distribution for each of the 30 PCT assessment scores
- **Profile analysis** - Implications and next steps from Prosci's knowledge base specific to your particular scores
- **Question level analysis** - Discussion, consequences and next steps for each question with a low average score
Editing and Deleting Data

Assessment Instance

To edit a PCT Assessment name, from either the “View All Projects” page, or the project dashboard page, click on the gear icon next to the assessment name.

To edit a self-entered submission, click into “Review Data Submissions”, and click on the “pencil” edit icon next to the assessment submission.

To permanently delete an assessment, click on the red “Delete Assessment” button from the project dashboard page. This will delete the assessment and any collected responses.
Projects

To edit a project, from within the project dashboard, click into the gear icon next to the project’s name.

To delete a project, click on the red “Delete Project” button, located at the bottom of the project dashboard page. Deleting a project will permanently delete all data associated with this project including all assessments and any collected data submissions.
Project Diagnostics are a snap!

The Prosci PCT Analyzer makes project diagnostics using the Prosci PCT Model a snap and allows for on-the-spot PCT assessments with project members anytime, anywhere. Make project engagements meaningful and create the right tracking points with the PT Analyzer. Contact support@prosci.com with any questions or support.

Learn more about Prosci – Manage Change, Maximize Performance

Prosci’s uniquely integrated system of models, tools and processes enables your organization to strategically execute change at three levels: 1) With individuals through the popular Prosci ADKAR® Model; 2) On projects through the robust Prosci 3-Phase Process; 3) As a competency across the organization through the cutting-edge Prosci Enterprise Change Management Suite. Prosci’s sole focus is helping individuals and organizations build their own change management capability.

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