

Prosci® PCT Analyzer

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 innovate tool that measures across the three main support structures for a project: project management, leadership/ sponsorship and change management.

Prosci
PORTAL

For more tools and resources:
<https://portal.prosci.com>

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



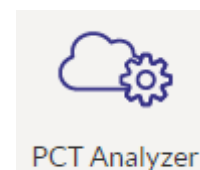
How do you identify project risks in:



- 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



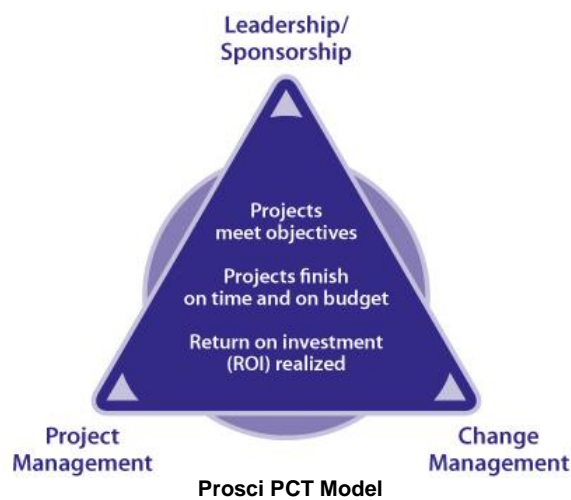
About the Prosci PCT Model

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

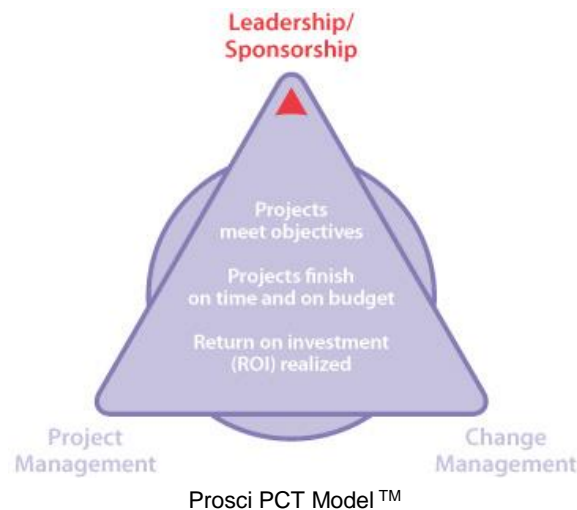
Project Management - the definition of the change itself and the actions and task for moving the technical side of the project forward so the solution is effectively installed

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



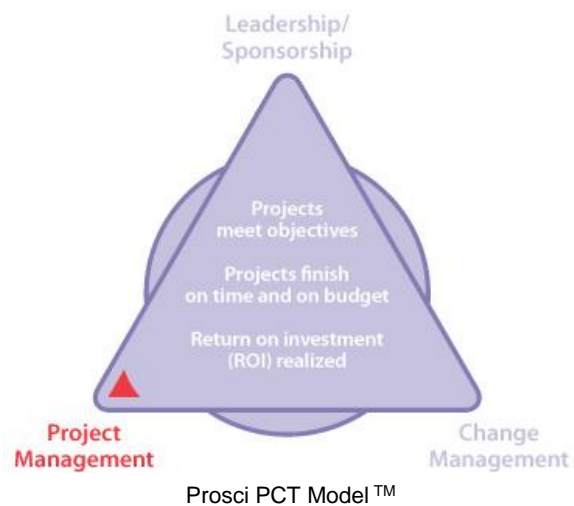
Leadership/Sponsorship

- 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)*.



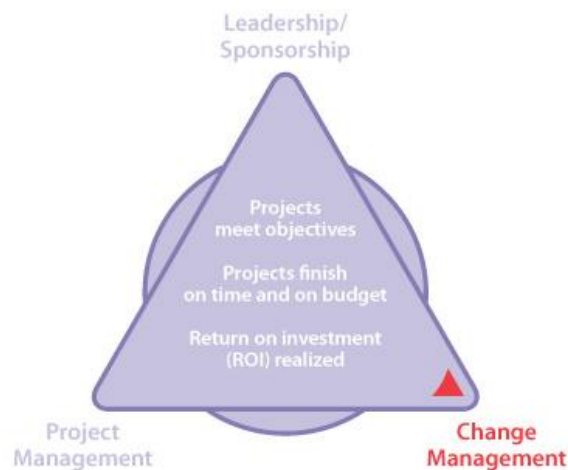
Project Management

- 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 define deliverable. Successful changes apply project management tools and processes to their initiatives.



Change Management

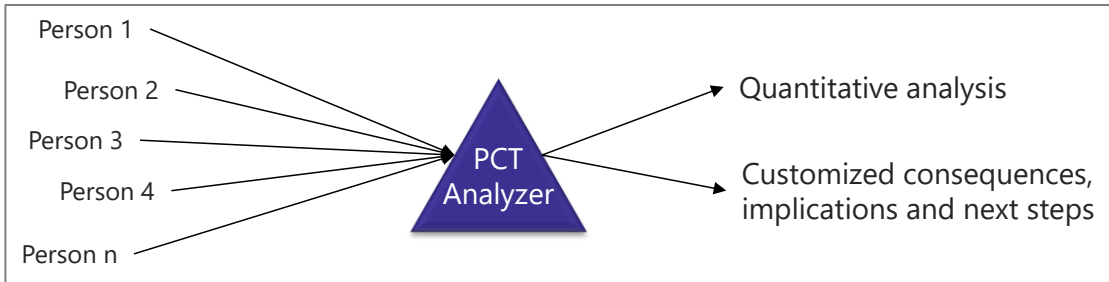
- Change management is the set of processes, tools and practices that are used to manage the people side of a change. Change management is the bridge between “implementing a solution” and an organization ultimately realizing the benefits associated with the change.
- Change management requires two perspectives – 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.



PCT ANALYZER
Return to the Prosci Portal
Logout

PROJECTS

Project 23

View All Projects

Add a Project

RESOURCE CENTER

Learning Guide

Print Version

PCT Analyzer Projects View Inactive Projects

▼ Project 23 + Add an Assessment Active Inactive

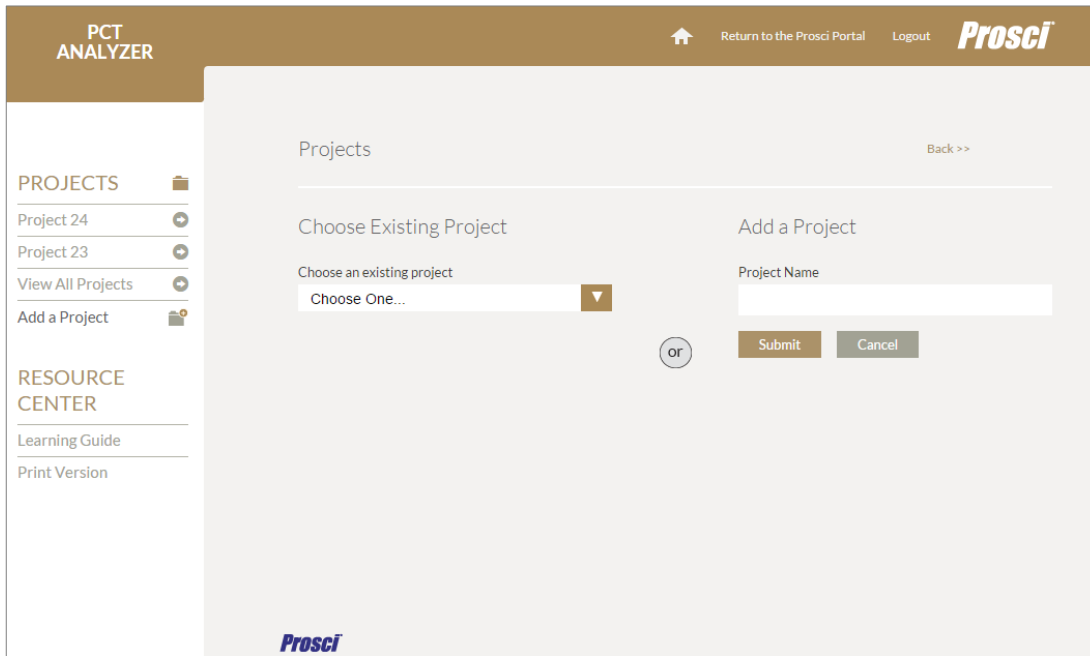
Assessment Name	Date Last Modified	Responses	L/S	PM	CM
Project Start	10/14/2014 11:05am	4	18.5	13.3	17.8
Mid Project - Americas	12/09/2014 8:37am	2	19.5	22.0	23.0
Mid Project - Asia	12/09/2014 8:36am	2	22.0	17.0	16.5
Validation	12/09/2014 8:38am	2	25.0	22.0	16.0
Pre-Launch	12/09/2014 8:38am	4	21.8	21.8	22.5

© 2014, Prosci Inc. All rights reserved | www.prosci.com
[PCT Analyzer Help](#) | [Contact Us](#) | [Terms of Use](#) | [Privacy Policy](#)

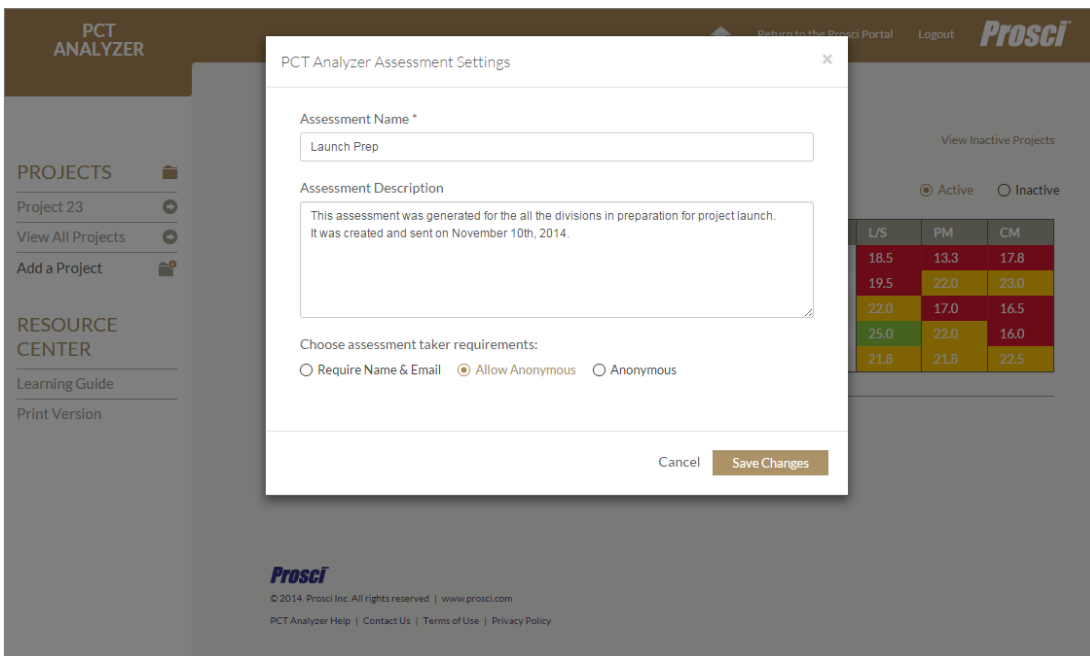
PCT Analyzer Project Summary Dashboard

To get started, simply:

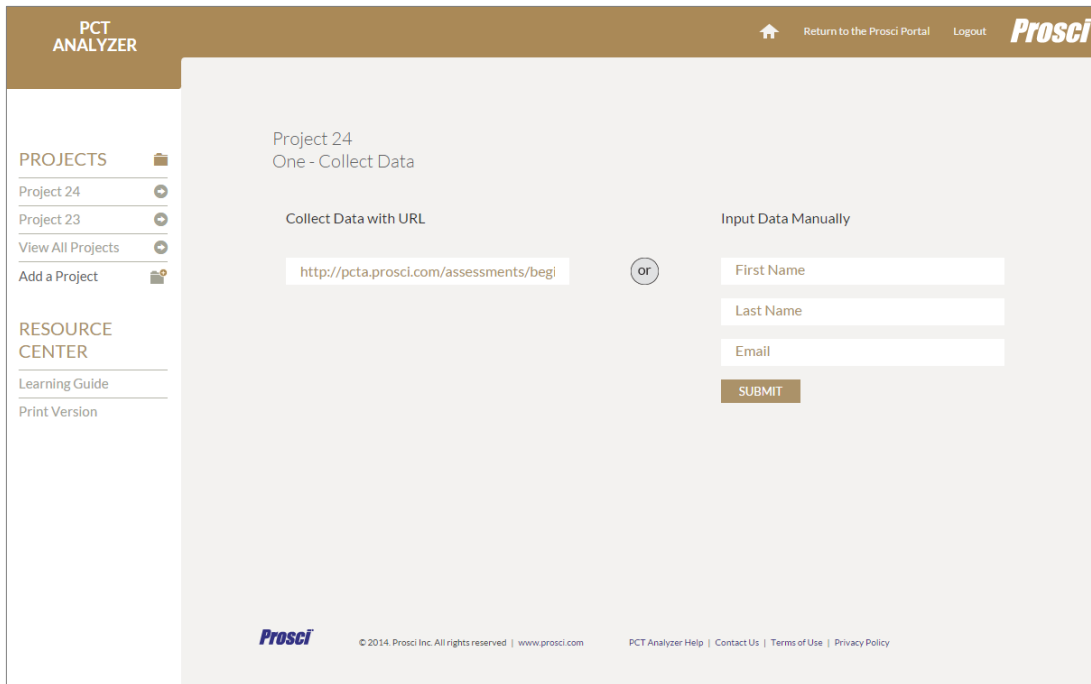
1. Choose existing project or create a new project



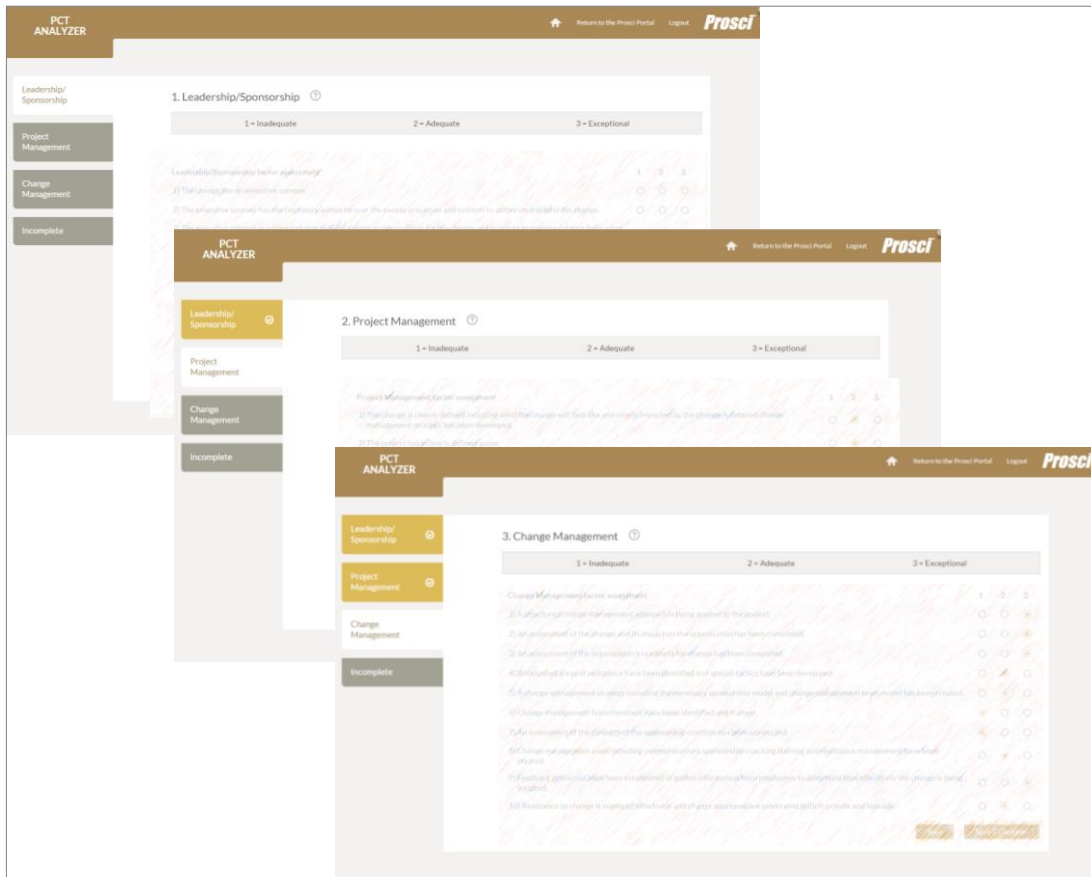
2. Add an assessment



3. Collect Data by sending out custom URL for your to project team (or input data manually)



4. Complete the assessment in 3 quick screens



5. Get Results!

The screenshot shows the 'Report' page in the PCT Analyzer interface. On the left, there is a sidebar with navigation options: Leadership/Sponsorship, Project Management, Change Management, and Finished. The main content area displays a 'Report' for an instance. At the top, there are three buttons: 'RETURN Instance Dashboard >', 'VIEW Instance Report >', and 'COLLECT More Data >'. Below these is a triangular score visualization with 'L/S' at the top, 'PM' at the bottom left, and 'CM' at the bottom right. The scores are: L/S 20, PM 18, and CM 22. A message says 'Thank you for completing this assessment'. At the bottom, there is a legend for PCT Analyzer scores: a red triangle for 10-19 Inadequate, a yellow triangle for 20-24 Adequate, and a green triangle for 25-30 Exceptional. The footer contains the Prosci logo and copyright information: © 2014 Prosci Inc. All rights reserved | www.prosci.com | PCT Analyzer Help | Contact Us | Terms of Use | Privacy Policy.

6. Analyze results for your assessment "instance"

The screenshot shows the 'Overall Profile Analysis' page for 'Project 24 One'. The left sidebar includes 'PROJECTS' (Project 24, Project 23, View All Projects, Add a Project) and 'RESOURCE CENTER' (Learning Guide, Print Version). The main content area has navigation buttons: 'REVIEW Data Submissions >', 'COLLECT More Data >', 'CREATE New Assessment >', and 'RETURN Instance Dashboard >'. The triangular score visualization shows L/S 20.0, PM 18.0, and CM 22.0. The 'Overall Profile Analysis' section contains a paragraph stating that project management is weak and change management and sponsorship are not robust. Below this is an 'Action Steps' section with detailed instructions. At the bottom, there is a legend for PCT Analyzer scores and a 'Factor Score Breakdown' table.

Factor Score Breakdown

Leadership/Sponsorship factor assessment					
#	Question	Avg	1s	2s	3s
1.	The change has an executive sponsor.	2.0	0	1	0

7. Get granular by viewing individual submissions

The screenshot shows the PCT Analyzer main dashboard. On the left, there is a sidebar with 'PROJECTS' (Project 24, Project 23, View All Projects, Add a Project) and 'RESOURCE CENTER' (Learning Guide, Print Version). The main area has navigation buttons: RETURN Instance Report, COLLECT More Data, CREATE New Instance, and RETURN Instance Dashboard. Below these is 'Project 23 Project Start' with a table of data:

Date Entered	L/S	PM	CM
10/14/2014 11:07am	▲ 13 ☹	▲ 15 ☹	▲ 19 ☹
10/14/2014 11:24am	▲ 26 ☹	▲ 13 ☹	▲ 29 ☹
10/22/2014 1:28pm	▲ 10 ☹	▲ 10 ☹	▲ 10 ☹
10/22/2014 1:29pm	▲ 25 ☹	▲ 15 ☹	▲ 13 ☹

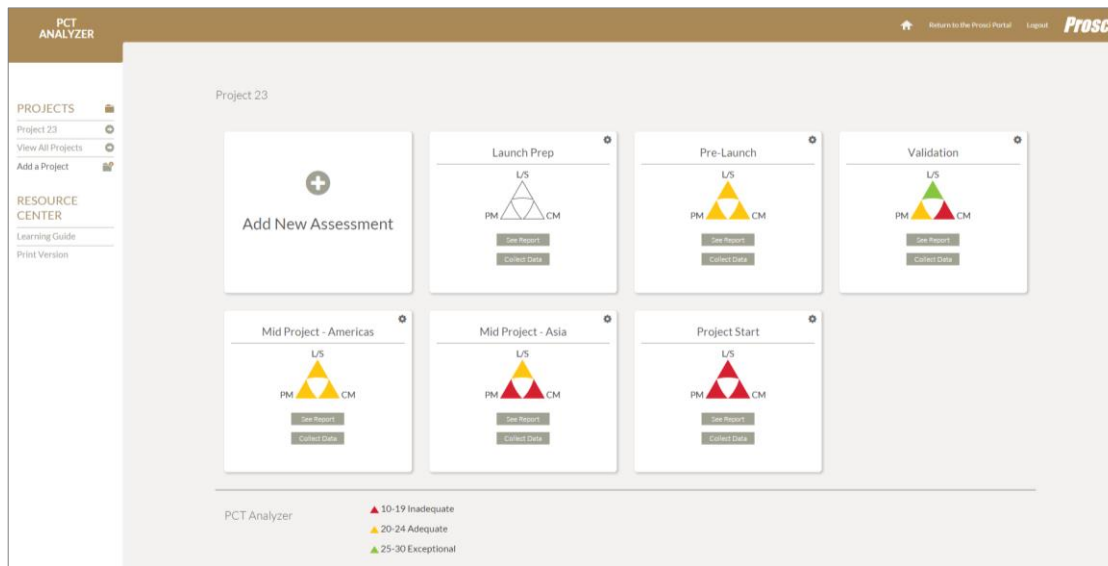
Below the table, there are three status indicators: PCT Analyzer, ▲ 10-19 Inadequate, ▲ 20-24 Adequate, and ▲ 25-30 Exceptional. The footer contains Prosci logo and copyright information: © 2014 Prosci Inc. All rights reserved | www.prosci.com | PCT Analyzer Help | Contact Us | Terms of Use | Privacy Policy.

The screenshot shows a pop-up window titled 'User 11's Score'. At the top, there are three score categories: 1 = Inadequate, 2 = Adequate, and 3 = Exceptional. Below these are three tabs: Leadership/Sponsorship, Project Management, and Change Management. The 'Leadership/Sponsorship factor assessment' is selected, showing a list of 10 criteria with their respective scores:

Leadership/Sponsorship factor assessment	Score
1) The change has an executive sponsor.	1
2) The executive sponsor has the necessary authority over the people processes and systems to authorize and fund the change.	1
3) The executive sponsor is willing and able to build a sponsorship coalition for the change and is able to manage resistance from other managers and supervisors.	1
4) The executive sponsor will actively and visibly participate with the project team throughout the entire project.	1
5) The executive sponsor will resolve issues and make decisions relating to the project schedule, scope and resources.	2
6) The executive sponsor can build awareness of the need for the change (why the change is happening) directly with employees.	2
7) The organization has a clearly defined vision and strategy.	2
8) This change is aligned with the strategy and vision for the organization.	1
9) Priorities have been set and communicated regarding this change and other competing initiatives.	1
10) The sponsor will visibly reinforce the change and celebrate successes with the team and the organization.	1

The background shows the same dashboard as the previous screenshot, but with the pop-up window overlaid. The footer is the same as the previous screenshot.

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.

Assessment Name	Date Created	Responses	L/S	PM	CM
Project Kickoff Checkpoint 	09/10/2017 12:04pm	3	23.3	23.7	17.7

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


Name	Email Address	Date Entered	L/S	PM	CM	
Anonymous Submission		09/10/2017 12:04pm (MT)	▲ 24 ☰	▲ 26 ☰	▲ 16 ☰	
Anonymous Submission		10/16/2017 09:27am (MT)	▲ 24 ☰	▲ 24 ☰	▲ 17 ☰	
Anonymous Submission		10/16/2017 2:27pm (MT)	▲ 22 ☰	▲ 21 ☰	▲ 20 ☰	

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.



Project Kickoff Checkpoint

L/S



PM CM

See Report

Collect Data

Delete Assessment

Projects

To edit a project name, 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.

The screenshot shows the project dashboard interface. At the top left, there is a link "Change Project" with a gear icon circled in red. Below this are two main cards. The left card is titled "Add New Assessment" and features a plus sign icon. The right card is titled "Project Kickoff Checkpoint" and features a gear icon in its top right corner. This card displays a triangular diagram with three vertices labeled "L/S" (top), "PM" (bottom left), and "CM" (bottom right). The "L/S" vertex is yellow, "PM" is yellow, and "CM" is red. Below the diagram are three buttons: "See Report" (grey), "Collect Data" (grey), and "Delete Assessment" (red). Below the cards is a legend for "PCT Analyzer" with three categories: "Under 20 Inadequate" (red triangle), "20-24 Adequate" (yellow triangle), and "25 and over Exceptional" (green triangle). At the bottom center of the dashboard is a red "Delete Project" button.

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.

Portfolio of Solutions:

Select from Prosci's suite of offerings to customize a solution for your organization

- Research
- Methodology
- Tool
- Training
- Books
- Licensing

Prosci[®]
Manage
CHANGE
MAXIMIZE
Performance[™]

www.prosci.com
+1-970-203-9332
1367 S. Garfield Ave,
Loveland, CO USA