



# The Organizational Engineering Approach to Project Management: The Revolution in Building and Managing Effective Teams

*PMP, Ralph L. Kliem, Harris B. Anderson*

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Despite the advent of new methodologies and powerful tools, many projects continue to fail even when applying the well-accepted criteria of successful projects. These dismal results beg the question: If new methodologies and tools don't really impact project results, what does? Studies from major think tanks agree: people problems are the number-one challenge of team projects. The Organizational Engineering Approach to Project Management presents a powerful new way for harnessing the power of people and directing it to achieve the goals of any project.

Organizational engineering (OE) seeks to understand, measure, predict and guide the behavior of groups of people. I-Opt™ is an instrument used to ascertain the strategic styles of an individual. It measures the different ways people learn and apply their conclusions, thus opening the door to accurate predictions. Using the principles of OE and I-Opt™ in combination, the text presents a proven approach to managing projects. These principles have been successful in substantially improving project performance in numerous Fortune 500 companies as well as in mid-size and smaller companies.

The Organizational Engineering Approach to Project Management is the first book to apply OE and I-Opt™ to project management. The authors clearly explain this unique OE / I-Opt™ approach and how to use it effectively at any company or industry that utilizes project management. The text presents the rudiments of OE, explains the applicability of OE from a project management perspective, shows how to apply OE to common people issues, and concludes by providing step-by-step applications for new and existing projects.

The concepts and techniques presented in this text will help you:

Adapt to changing situations

Apply the most appropriate and effective level of project management disciplines

Maximize individual and team strengths

Minimize individual and team weaknesses

Match people to more appropriate tasks



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