Relieving Project Manager Burnout - An Organizational View

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Based on research from PMI and others on the impact of poor project delivery environments on the Project Manager (PM) and teams

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Impact to PM: Confusion

#1 Project Success Driver: Benefits Realization Maturity
PMI *Pulse of the Profession* 2023

Diluted Benefits Realization, Value Framework, Strategic Alignment

If the environment isn't providing a clear shared understanding of top value-based targets and stakeholder benefits, project managers & teams suffer downstream issues in decision making.

Impact to PM: Pressure

Diluted Prioritization Framework

Prioritization isn't working if all the projects are all done at once, or if more than three priorities. The result is Squeaky Wheel Syndrome, putting the PM in the middle of a pressure-based system of scope creep and over-allocated prioritization.

#2 Project Success Driver: Low Level of Scope Creep
PMI *Pulse of the Profession* 2023

Impact to PM: Reactivity

Attempts to Fix Operationally

Before aligning and sequencing projects, attempts are made to fix, add, and/or speed up processes. This may get some movement, or it may add a "whack-a-mole" effect to the environment. A better fix is to align the organization to strategy.

Relief for PM: Engaged & Growing

Projects Aligned and Sequenced

When resources and decision makers are focused on the few strategic priorities, actions and decisions are clearer and faster, allowing the PM and teams more creativity, career empowerment, skill improvement, and employee engagement.

Research Sources/Links

Project Management Institute (PMI) *Pulse of the Profession* 2023 2017
Moving from strategic planning to prioritized project initiatives, PMI, 2014
How do you transform your PMO... by PMI and PwC, 2021
Project Prioritization: The Ultimate Guide by Transparent Choice