

#7 TIPS FOR CHOOSING THE RIGHT PMO STRUCTURE FOR YOUR ORGANISATION

Guidance on Aligning Your PMO Structure with Organisational Goals, Needs, and Culture.



Jonathan Spiteri
jonspiteri.com



Understanding PMO Structures

An Overview of Various PMO Structures



Jonathan Spiteri
jonspiteri.com



The Main PMO Structures Include:

Supportive PMO: Provides guidance and resources to projects with minimal control including best practices, templates, and training.

Controlling PMO: Enforces compliance with project management standards and methodologies. Monitors performance, ensures adherence to processes, and may intervene to address deviations.

Directive PMO: Directly manages projects and project managers, taking an active role in planning and execution.



Jonathan Spiteri
jonspiteri.com



Other Variations Of PMO Include:

Center of Excellence (CoE) PMO: Focuses on developing and disseminating project management best practices, training, and knowledge sharing.

Departmental or Divisional PMO: Serves a specific department or division within the organisation, focusing on their unique project needs.

Enterprise PMO (EPMO): Oversees and aligns projects across the entire organisation, ensuring consistency in practices and alignment with strategic goals.

Hybrid PMO: Combines elements of different PMO structures to tailor its approach to the organisation's specific needs.



Jonathan Spiteri
jonspiteri.com



Selecting the Right PMO Structures

7 Essential Tips for Aligning PMO with
Organisational Needs



Jonathan Spiteri
jonspiteri.com





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ORGANISATIONAL GOALS AND STRATEGY

Strategic Alignment: Choose one that ensures alignment with the organisation's strategic goals and objectives.

Project Prioritisation: A Hybrid or ePMO can help prioritise projects based on strategic value and organisational needs.

Goal Integration: Ensure the PMO structure supports the integration of project outcomes with overall business strategy.



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PROJECT MANAGEMENT MATURITY

Existing Practices: For mature organisations, a Supportive PMO or CoE PMO provides enhancement without heavy control.

Standardisation Needs: Consider a Controlling PMO if there's a need for strict adherence to project management standards.

Process Improvement: A Hybrid PMO can offer a mix of support and control to address varied maturity levels.



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jonspiteri.com



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THE LEVEL OF CONTROL REQUIRED

High Control: A Directive or Controlling PMO is suitable for organisations needing strict oversight & management.

Moderate Oversight: A Hybrid PMO or Departmental PMO balances control with flexibility depending on departmental needs.

Minimal Control: Opt for a Supportive PMO if the focus is on providing resources and guidance without direct control.



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RESOURCE AND EXPERTISE NEEDS

Advanced Knowledge: A Center of Excellence (CoE) PMO offers deep expertise and specialised training in project management.

General Support: A Supportive PMO or Departmental PMO provides resources and basic support suitable for specific areas.

Adaptable Expertise: A Hybrid PMO can provide a mix of advanced and general support tailored to varied project needs.



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ORGANISATIONAL CULTURE

Compliance Focus: A Controlling or Directive PMO fits well in cultures that prioritise strict adherence to processes.

Flexibility: For a more adaptable culture, consider a Supportive or Hybrid PMO that accommodates innovation and change.

Cultural Fit: Choose a PMO structure that supports the culture you want to instill in your organisation.



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PROJECT COMPLEXITY & SIZE

Complex Projects: A Directive or ePMO is suitable for managing large and complex projects with high oversight needs.

Simple Projects: A Supportive or Departmental PMO can efficiently handle smaller or less complex projects.

Varied Needs: A Hybrid PMO can adjust its approach based on project size and complexity, providing a tailored solution.



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BUDGET & RESOURCE AVAILABILITY

Resource-Intensive: Directive and ePMOs typically require significant resources and investment for effective operation.

Cost Efficiency: Supportive and Departmental PMOs offer a more cost-effective approach with moderate resource needs.

Flexible Budget: A Hybrid PMO can provide a balanced solution, adapting to available budget and resource constraints.



Jonathan Spiteri
jonspiteri.com



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