

ANALYSIS OF THE PHASED APPROACH IN A COMPLEX BUSINESS TRANSFORMATION PLAN AT REMPLOY – AN ASSUME ORGANIZATION ESTABLISHED FOR DISABILITY EMPLOYMENT

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ABSTRACT

Changes are the drive behind any projects initiated, thus the approach of project management is also changed. While the traditional approach is based on the assumption that goals and scope are remained constantly during the project, this is not a viable option for modern corporations which run with various types of business lines in different economies. A phased approach is employed for modern business in which departments of a company or subsidiaries of a corporation are dependent to each other, and any changes conducted in this unit will absolutely have impacts on the remaining ones. This paper will provide an overview of the phased approach to a complex business transformation plan at Remploy - an organization established for disability employment. Parallel with the dynamic transformation of the economy, project management framework also develop to meet the needs of young or global company. In this paper, we will compare and contrast two popular frameworks, PRINCE2 and Agile and select the most suitable one for the Modernisation program at Remploy. They both have distinguished strengths and can provide great support for project managers. Depending on the scope of work and human resources of the company, as well as intended outcomes, project manager will opt for a suitable one.

Keywords: Remploy; disability; employment; stakeholders; modernization.