

# Activity Overview

In this activity you will complete a stakeholder analysis and power grid.

As a project manager, it's important to understand how each stakeholder relates to your project. Completing a stakeholder analysis and power grid allows you to determine each stakeholder's influence and potential impact on a project, which is crucial to managing communications and expectations.

# Scenario

Review the scenario below. Then complete the step-by-step instructions.

You are the project manager at Office Green, a commercial landscaping company that specializes in plants and greenery for offices and other businesses. The company is getting ready to introduce its new Plant Pals service, and you will manage the launch. You and your team need to maintain trust and generate buy-in from your stakeholders. Some of your stakeholders include:

- **Director of Product:** The Director of Product is the project sponsor. As the sponsor, they fully support the project, sign off on high-level decisions, and sometimes act as a resource for the team. They are deeply invested in the outcome of the project, but less involved with its day-to-day operations.
- **Landscape Designer/Web Designer:** This person has two roles at Office Green, and within the Plant Pals project. In addition to their web design skills and knowledge of plants, they have strong relationships with a range of people across the company. The Plant Pals project could affect their role as Landscape Designer if it results in a pivot toward new services. If they don't want their role to change, it could be harder to get their buy-in.
- **Existing clients and their employees:** The core customers for this product launch are Office Green's existing clients and their employees. Their feedback can help Office Green improve the customer experience for the new service. Depending on their needs, some clients will be very interested in Plant Pals, while others will be less so. Lower-interest clients are unlikely to resist the project unless it impacts the existing product line.
- **Office Green's investors:** The investors support Office Green financially, so the company wants to keep them happy. Likewise, because Office Green's performance affects their investments, the investors want Plant Pals to succeed. However, they will not be directly involved in the project and it will not affect them before launch. They are therefore unlikely to oppose the project at this stage.
- **Office Green's receptionist:** The receptionist will not be directly involved with the Plant Pals project. They will need to answer customer questions about the service later on, but don't need to know many details until closer to launch. They have no major concerns about the project at this stage.

# Understanding stakeholders (stakeholder analysis)

Stakeholder	Role (Related to project)	Involvement	Impact	Power or Influence (H/M/L)	Interest (H/M/L)	Engagement
Director of Product	Project sponsor	They support the project, make high-level decisions, company's influence, networking/relationships and sometimes act as a resource for them.	<p><b>Positive:</b> A success project could enhance their reputation and support their vision for the company.</p> <p><b>Negative:</b> If the project fails, it could affect poorly on their decision-making and leadership.</p> <p><b>Resistance:</b> Unlikely, given their role as project sponsor and interest in the project's success.</p>	H	M	I would have engage with them Manage Closely. I would have regular updates and consultation. Having regular meetings to discuss project progress, high-level decisions, and strategic alignment.
Landscape Designer/Web Designer	Project team member	They have design and technical expertise, internal networking, and software tools.	<p><b>Positive:</b> Opportunity for their professional growth and skills</p> <p><b>Negative:</b> Changes in job responsibilities or focus, which may not align with their career goals or interests.</p> <p><b>Resistance:</b> Possible, especially if they see the project as a threat to their current rule, or a shift in their responsibilities.</p>	M	H	I would have engagement with them by Keeping Satisfied and Manage Closely. I would communicate with them frequently, ongoing communication, Involve them in key discussion related to design and web aspects of the project. Provide updates on how the project impacts their role and seek their input of their expertise.

# Understanding stakeholders (stakeholder analysis)

Stakeholder	Role (Related to project)	Involvement	Impact	Power or Influence (H/M/L)	Interest (H/M/L)	Engagement
Existing clients and their employees	Office Green customer	They provide feedback and insights of the product, and can have they participate in market testing.	<b>Positive:</b> Enhance service offerings and potential for improved workplace environment. <b>Negative:</b> They feel dissatisfied if new service doesn't meet expectations. <b>Resistance:</b> Possible from clients who are less interested in Plant Pals.	M	L	Engagement with Showing Consideration. I would have semi-regular consultation, primarily to gather feedback. Update could be on monthly basis. Engage them through surveys or groups to understand their needs and preferences.
Office Green's investors	Secondary stakeholder	They have financial support to your project, networking, and business expertise.	<b>Positive:</b> Increase revenue and company growth if the project succeeds. <b>Negative:</b> Financial loss and potential harm to the company's reputation if the project failed. <b>Resistance:</b> Unlikely, as they are not involve in day-to-day operations and primarily concerned with the financial success of the company.	L	M	Engagement with Monitor. Communication would be rare I would share them with quarterly reports or updates. Communication is clear and focuses on project's impact on company growth and financial health.

# Understanding stakeholders (stakeholder analysis)

Stakeholder	Role (Related to project)	Involvement	Impact	Power or Influence (H/M/L)	Interest (H/M/L)	Engagement
Office Green's receptionist	Office Green employee	They can have customer interaction and feedback, internal communication about the service to the other employees and clients, and Office tools and system.	<b>Positive:</b> It could lead to an improved working environment and company reputation, <b>Negative:</b> Increased workload due to customer inquiries or confusion if not informed about the service. <b>Resistance:</b> Unlikely, but possible if they feel unprepared to handle customer queries. Or if it significantly increase their workload without support or training.	L	L	Engagement with Monitor. I would communicate with them primarily information updates closer to the project launch. Project training and resources to handle customer inquiries about Plant Pals. Updates might be monthly or as needed to prepare for post-launch activities.

# Prioritizing stakeholders (power grid)

