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**Introduction**

Resource identification along with Assigning and leveling is important in achieving successful project outcomes. Resource can be anything to complete a work such as raw materials, budget, personnel, technology, and any other items or services needed during project execution. This Paper covers needed resources along with assigning and leveling the resources, success, and challenges of project management strategies.

**Needed Resources**

### Resources are project-specific and used across multiple projects. There needs to be accuracy in assessing the resources needed for successful project planning and deliverables before beginning a project, this way we can budget appropriately making sure we are staffed with team members and equipment needed to execute work. (Hoban, 2024)

The resources needed for this MAS project are **human resources**, financial resources, and **technology**.

Human resources: Human resources are the Project manager, Health care staff, Training staff, Super users, and Implementation Team. The project manager sees the entire project and makes sure that the budget, timelines, and objectives are met. The training team provides training, Superusers are the experts, the Implementation team is the specialists in health informatics, the health care staff will be the new users and they also provide feedback during the pilot phase.

**Technology Resources: This includes Hardware and Software. Hardware in this case are the Barcode scanners, and workstations on wheels whereas Software is the MAS.**

**Financial Resources: The Projected Budget is $ 1 million in the scenario; financial resources also include any additional costs beyond what is already been allocated. Allocated funds for any unforeseen expenses are also included.**

### ****Assign and Level Resources****

Once the needed resources are identified, our next step is to assign appropriate tasks while making sure that the resources are leveled to avoid overallocation.

A project manager is assigned to oversee the entire project, they make sure that the deadlines are met, and risks are prevented. Implementation teams are assigned to configure the MAS system, Training staff will schedule training sessions starting with super users who will then train their teams. Healthcare workers are assigned **in the testing phase who then will provide feedback on issues during the pilot phases.**

**Resources leveling is important to prevent overburden and balance the workloads. Project management software is used to monitor workloads and if there are excessive working hours assigned to an individual, the schedule can be adjusted to balance the workload. In case of limited resources it can be adjusted and if the roles become overwhelmed tasks can be redistributed to ensure the project stays on track.**

**Successes and challenges**

Evaluation differs because of the unique goals and objectives of each project. How well a project meets its goals and objectives can be measured by an assessment. During the evaluation, we need to consider factors such as cost, Timeline, Customer Satisfaction, and Quality of deliverables. They help us determine if a project is considered successful or not. It's important to remember that evaluation is not only done at the end but needs to happen continuously during the project because this allows teams to make informed decisions and adjust if necessary. When we are measuring the success of a project, it largely depends on its desired outcomes. As I have mentioned previously different projects have different goals that make evaluation criteria for success different. For example, when a team launches a new product success can be measured depending on sales figures, reviews, and customer engagement. On the other hand, when a team organizes an event, the success is measured through attendee feedback and ticket sales. Every project has different measurements of success, there is not a one-size-fits-all approach when evaluating the result of a project. Every assessment should be customized keeping their goals in mind. In the Scenario presented, If the organizational analysis successfully identifies the core problem, a 20% error rate in medication administration then it shows that a hospital is proactive in identifying areas of improvement. If the MAS implementation aligns with the regulatory compliance needs that are essential for staying up to date with federal reporting requirements then it shows the success and Choosing a leading vendor demonstrates success in navigating a trusting solution that fits the needs of the hospital. The new CMIO, willingness to learn and lead indicates long-term success.

According to float.com, We can follow the following steps while measuring the success of any project.

**Define the goals of the project.**

Clearly understanding the objective, scope, and timeline is essential before measuring the success. Stakeholders and team collaboration will ensure that everyone is on the same page. It assists us in setting realistic expectations with resource allocation and monitoring progress.

**Assess the project’s status**

Regularly examining the progress of a project enables us to identify issues early and make needed adjustments. Open communication with stakeholders and the team in this phase is important for staying on track and addressing any concerns.

**Analyze the results**

Continuous evaluation can be done by assessing the results we have achieved until now. Team meetings can be done to discuss what went well and what can be improved.

**4. Identifying any risks that might come with the project**

Being proactive in identifying and documenting any potential issue that affects project success, developing a risk management plan with mitigating strategies, and regularly reviewing and updating the plan as the project continues to communicate any change to the stakeholders and team.

**5. Establishing and monitoring KPIs**

Work with project teams to identify KPIs that reflect project success. KPIs can be end users’ satisfaction or cost savings. Track the KPIs through the project timeline with regular monitoring as it assists us in staying informed about the performance and making data-driven decisions. If we are aware that our project is not going in the right direction, we can revisit prior steps to assess present needs, analyze, and then manage risks.

If the MAS implementation aligns with the regulatory compliance needs, that is essential for staying up to date with federal reporting requirements. Choosing a leading vendor demonstrates success in navigating a trusting solution that fits the needs of the hospital. The new CMIO, willingness to learn and lead indicates long-term success. A major challenge in the scenario for both healthcare IT and staff during the transition to the new MAS is the risk of an initial rise in medication errors therefore the team should plan and prevent the risk with monitoring during the initial stage, extensive training, and supervision. Staff resistance can be reduced by Implementing new workflows in environments where routines are deeply ingrained. We can overcome this challenge by developing a change management plan with staff engagement, ongoing support, and comprehensive training.

### ****Challenges Evaluation****

### There can be a leadership gap due to the lack of project experience on a large scale, the new CMIO can lead to gaps in making decisions, delaying the project, and miscommunication. It is important to provide support to the new CMIO from the experience team ensuring proper delegation of responsibilities. The complexity of MAS integration increases the complexity of the project, there needs to be careful coordination technical expertise, and pilot testing in small units before full-phase rollout can be done. Additional costs might arise if there are any delays or if unexpected challenges occur. As a project manager justification for additional funding will be needed which can complicate approval from the stakeholders. Delays in integrating MAS system can place the hospital at non-compliance risk along with penalties or loss of funding.

### Intensive training, and mock trials, can prevent and address initial stage errors. Stakeholders engage at every level with frequent feedback and setting up super users or champions will advocate for the system. A new CMIO pairing with an experienced project manager can assist in managing challenges. Pilot testing before full-phase rollout will assess challenges and fix them before large-scale deployment. Preparing a plan for budget overages and communicating with stakeholders if more resources are needed can assist us in mitigating the challenges.

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**Project management strategies**

Organizations need to flip project management into a competitive advantage, and these are generally achieved when aligning them with the strategy of an organization therefore it is crucial to make sure that strategic planning stages are aligned with the methodology of project management. (Fransisco, 2018)

When doing a project, we need to constantly monitor and control many different processes. A good project team and their performance against time, cost, risks, quality, and scope will decide if it can be a good project management or not. (Sipes, 2019) Activities need to be closely monitored and updated, there needs to be tracking and reporting of percentage completed in weekly reports. I would bring the team together and include everyone in assigning the task. Good ongoing communication with leadership and stakeholders is an important strategy I would employ in the future to address the challenge because a lack of good communication will result in project failure, for instance, stakeholders or the leadership will think the project was to solve problem ABC when the project is going towards direction XYG. I would develop a communication plan to communicate because different people have different learning styles, a communication style that fits different learning styles can go a long way to better communication. We can track milestones making sure the project stays on schedule and if there is any delay, we can identify this early so that larger issues can be prevented. This can be done using project management software and tools such as Gantt Chart can be used. Due to the complexity of the MAS, we can do pilot testing before the full phase-out to decrease the chance of system-wide failures.

By employing project management strategies, we can address the challenges (implementing MAS) at OTMC. Leadership support along with change management, Risk management, and agile methodologies will assist in smooth execution, while system adoption and error reduction can be enhanced with phased implementation and training strategies.

### Conclusion:

Evaluating the success and challenges of the MAS project includes acknowledging the problems while proactively managing the potential difficulties. Balancing them ensures the project moves forward smoothly and meets its objectives.

**Reference:**

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Chapter 6, “Monitoring and Controlling: Project Management—Phase 4” (pp. 147–168)