

# Considerations for Project Resource Management in Adaptive Environment

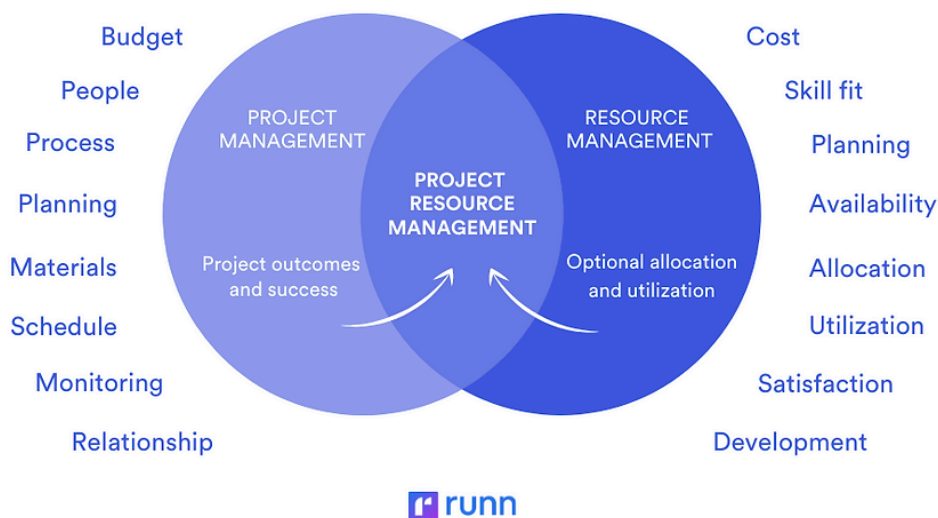
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## Introduction

Agile and adaptive methods are on the rise as efficient models for IT project teams to implement, which in return helps deliver expected project goals in a shorter amount of time. Because of this standard, managing human and physical resources can be a stressful responsibility for a project manager. In this blog post we will discuss agile resource management, challenges you could face, and some considerations when dealing with project resource management.

## Agile Resource Management

Project resource management can be defined as the process of allocating the correct and most effective use of human and physical resources, which are the two main categories(Schwalbe). Your human resources would be your entire project stakeholders, from project team members to customers, support staff, etc. Physical resources would be facilities, equipment, or supplies needed.



The characteristics of agile resource management are flexibility, iterative approach, collaboration, prioritization, and continuous monitoring and adaption. Here are the main characteristics of resource management that you should consider (Schwalbe):

- Planning Resource Management: this will be the section for estimating, allocating, and detailed use of all project resources.
- Estimating Activity Resources: this section will estimate the cost of the human and physical resources needed. This should create a basic structure of estimates.
- Acquiring Resources: this section will be for gathering team members, supplies, and other resources needed.
- Developing the Project Team: this stage is important, as it creates the basis of your project team's relationship. It is important to consider implementing team-building activities as well as conducting performance reviews.
- Managing the Project Team: this will be for tracking the progress of your previous performance reviews, as well as resolving issues or coordinating changes that need to be made.
- Controlling Resource: this will ensure that all physical resources are available, keeping in mind to monitor and compare your plan to the current project expectation.

Understanding the characteristics of agile environments and resource management will help you see how they relate, and help you manage resources with effective tools.



## Techniques for Managing the Team

The quote “people are our most important asset” means that people determine the success or failure of a project (Schwalbe). Project managers have the responsibility to lead their teams in several project activities. Conflict management is an important skill to learn and develop. Conflict within your team can create and produce results or new ideas. Although conflict is not a bad thing, understanding strategies for conflict resolution is important to consider for the success of your project as well as your team's relationship. Here are some modes of conflict handling:

1. Confrontation Mode (problem-solving): This mode is used when the task and relationship are high priorities. This mode will allow project managers to face the conflict head-on with solving approaches, to help work out disagreements. It is also referred to as the “win/win” situation.
2. Compromise Mode: This mode is used when the task and relationship are on a median level of importance. Project managers will search for solutions and bargain, to be able to bring satisfaction to both parties
3. Smoothing Mode (accommodating): the project manager will avoid the differences, and emphasize the areas of agreement. This mode is used when the relationship is a high priority, and the task is a low priority.
4. Forcing Mode (win/lose): this mode is best effective if used when the task is a high-level priority, while the relationship has a low priority. The project manager will include their viewpoint, even though it may be at the expense of another point of view.
5. Withdrawal Mode: This mode is a full withdrawal from a current or future disagreement. This is the least desired mode because it can be looked at as avoiding or pushing back the issue. However, it can be used if both the task and relationship have low-level priority.

Considering these modes to be implemented into your resource-managing approaches is important. Another type of mode is collaborating. This mode would gather different viewpoints and insights to develop a general decision. Remember that you may not agree with the decision as a project manager, but you have to trust your team to follow the best interests of the project.

## Problems, Solutions, and Considerations

As a project manager, resource management can become a difficult task to understand and operate, seeing as you have to keep both human and physical resources at a high priority. Understanding some challenges that you may face in resource management ahead of time, can help you create future solutions. Here we will discuss some potential problems, as well as methods and considerations to take:

- Agile Planning: When in an agile environment, the most identifiable characteristic is it's fast-paced. Taking on the whole project at once with a fast timeline can risk different tasks falling through the cracks. You can implement agile methods into your resource planning, by breaking down the project into small units. This allows you to track your project better while reassessing allocated resources based on task progression.
- Resource Allocation: Overallocation means that there are not enough resources for a task to be performed. This can cause delays, conflicts, and project compromise in resource decisions. First, you should make sure you list which activities have the highest priority, as well as which activities need the most resources. Resource loading helps project managers by comparing the demands to the team schedule. Another technique is resource leveling, which can resolve resource problems by delaying certain tasks.
- Software Assistance: Microsoft Project 2016 can be used as a software management tool that can be used for resource management. "It can help keep track of resources through stored information, identify potential resource shortages and deadlines, automated leveling tools, and can reassign underutilized resources" (Schwalbe).
- Team Collaboration and Communication: Having a well-collaborative team is a critical factor in the success of your team. There may not necessarily be conflict, but poor communication in project teams can lead to a decrease in team performance, misinterpretations of expectations, duplications, etc. As a solution, consider promoting open communication, not only with your team but with stakeholders and anyone vital to human resources. Regular progress reviews can also help you keep your team on track and accountable.



## **Conclusion**

Navigating and understanding project resource management in adaptive environments requires strategic planning, continuous communication, and efficient problem-solving. Agile resource management involves a series of processes, and understanding its characteristics can facilitate a smoother project execution. Effective team management is vital, and using communication and collaboration is the key. As a project manager, developing your conflict resolution skills is also important to keep a productive team dynamic.

Agile planning techniques such as applying agile characteristics, resource allocation, or even leveraging software tools like Microsoft Project 2016, can all help you as a project manager. By embracing agile principles, fostering team dynamics, and implementing proactive solutions, project managers can navigate resource management with ease.

## References:

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4. <https://duckduckgo.com/?t=ffab&q=project+resource+management&atb=v233-1&iax=images&ia=images&iai=https%3A%2F%2Fbhec-edu-bd.s3.us-east-2.amazonaws.com%2F2019%2Fbig-image%2F15729387792.RME.jpeg> (Image 3)