

Our org framework is a simple framework for the enterprise to fulfill the client needs with minimum overheads.

However, we practice PMI based methods from: \PMI books\Practice Guides, based on our membership with PMI

With this we adhere to management principles within our enterprise framework that offer insights of our processes in fulfilling an order

Benefits realization management offers value to plug in the gap between the planned, scheduled deliverables either at project, program or portfolio level enabling all stakeholders to revisit the investments (time, men, material) and see best can be done to fill the gaps from planned to actual leading to better quality, assurances and promised value given to clients (internal & external).

Value is the net result of realized benefits less the cost. So our Org framework does generate value to customers by simplified process, cost savings and better visibility of the project deliverables

Org strategies drive goals and objectives to generate value. In our case we have developed various catalogues for key programs and the high level offers. These offers in turn offer features and benefits that generate value to the company.

What we have in place is a set of ORG operating guides, visibility of work to be done. What we need is the details of the **features for each drafted catalogue and the benefits that are generated** from this for clients who wish to leverage upon our services.

Once the value is available then we need to see how the framework is developed using the drafted Org framework vision.

Other values are generated by way of using the top licensed engineers, partner best practices, and other honors and creditability that we bring.

At Bhadale IT, we have initiated various programs and drafted close to 400 catalogues that span as many as 4,000 line items that broadly fall under services, products, research and modernization programs. These catalogues are the vision and document that enable better value creation through use of various processes, tools and staff using the ORG Structure. This may later on be a part of the Google ORG Enterprise structure that realize projects

We will need to tabulate the outputs (deliverables) for each catalogue initially, later on for each line item. From these, we have to capture the results obtained (actual or projected) and map the benefits transferred to clients by using our services. Lastly the value in terms of tangible or non tangible is identified that is transferred to client

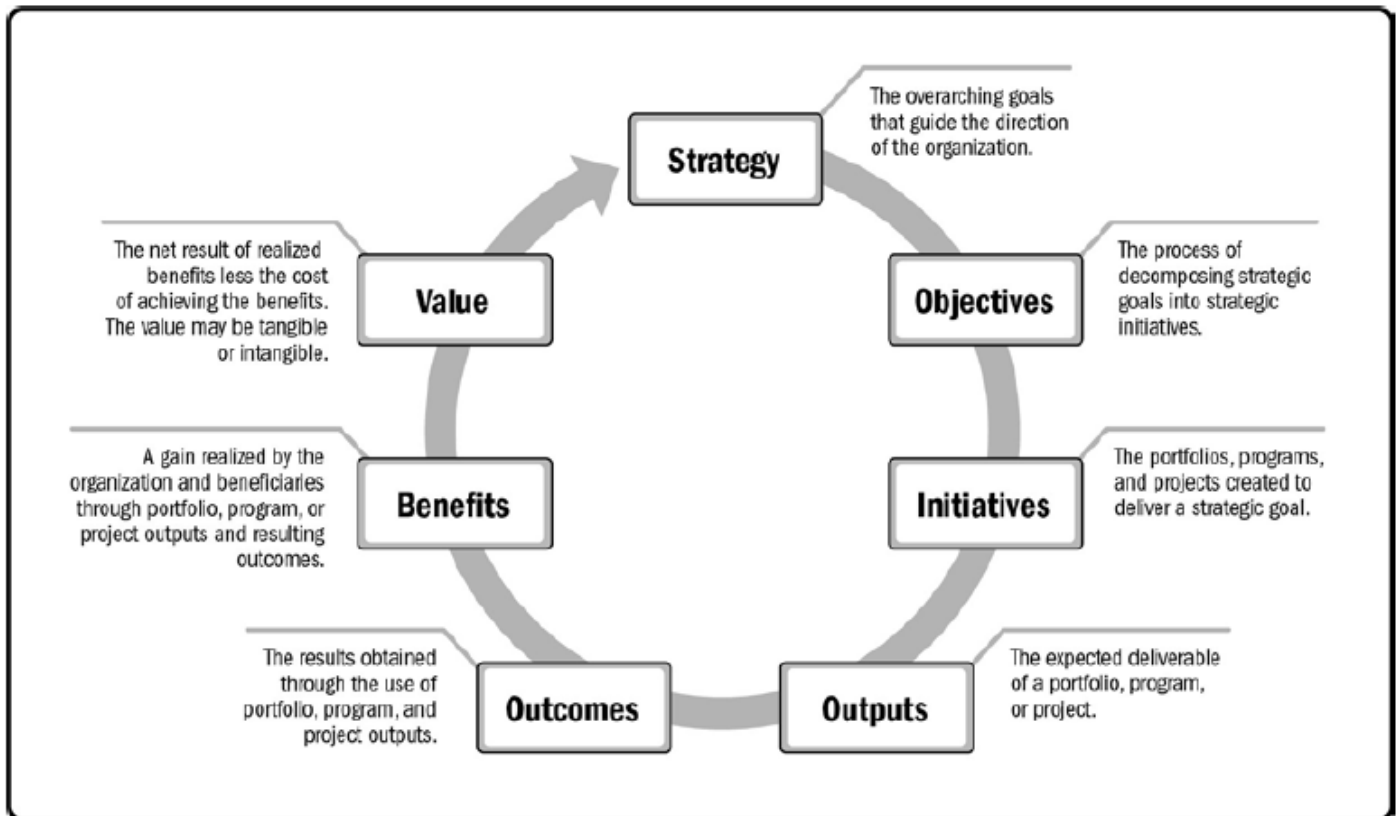


Figure 2-2. Connecting Organizational Strategy to BRM

Source: PMI handbook

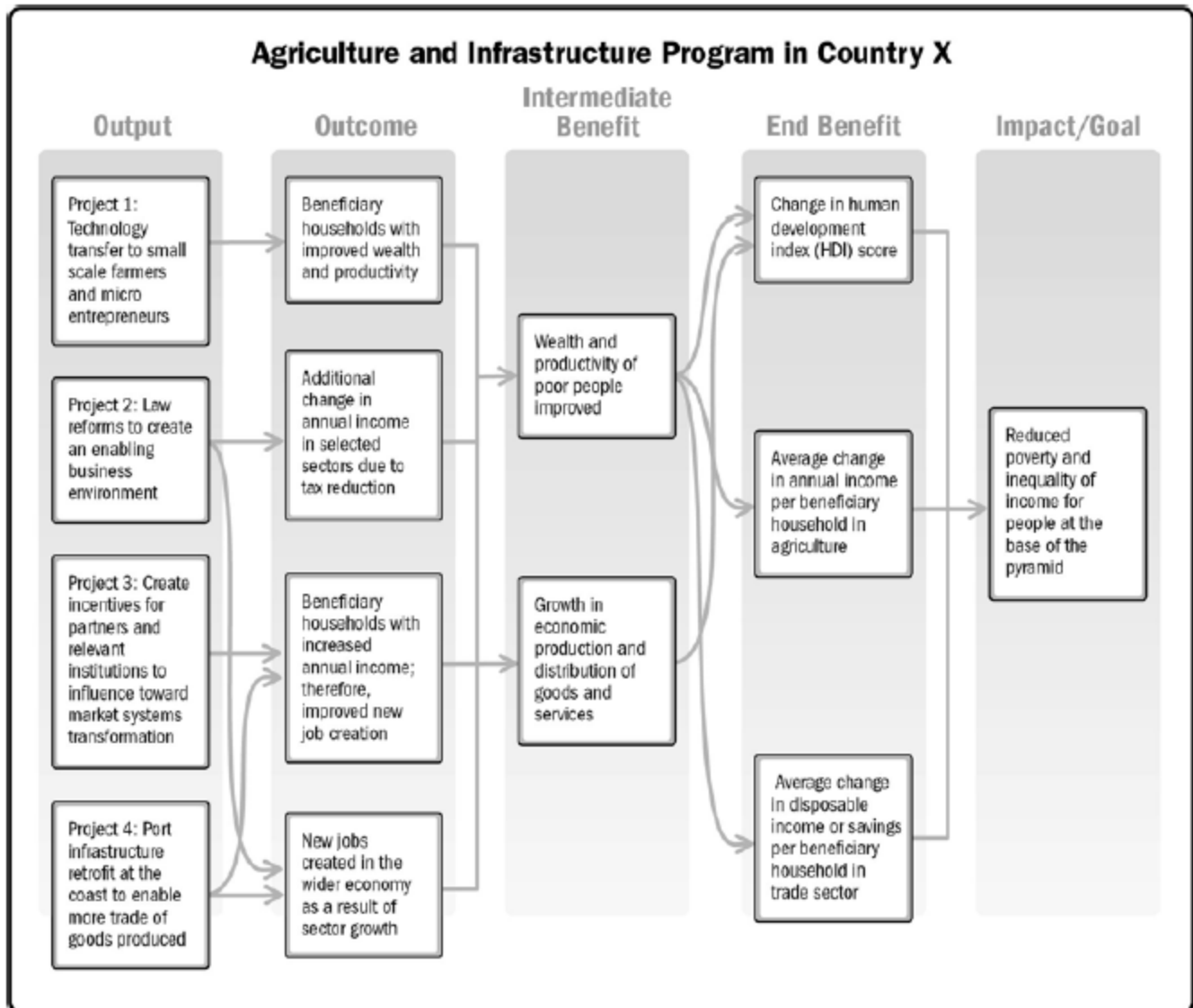


Figure 3-5. Example Benefits Map

Source: PMI handbook

		Deliverables																
		Portfolio A									Portfolio n							
		Program A			Project B				Project C		Program n		Project n					
Benefits	Deliverable A1	Deliverable A2	Deliverable A3	Deliverable B1	Deliverable B2	Deliverable B3	Deliverable B4	Deliverable C1	Deliverable C2	Deliverable C3	Deliverable n	Notes
Benefit 1																		
Benefit 2																		
Benefit 3																		
.																		
.																		
.																		
.																		
.																		
.																		
Benefit n																		

Figure 3-6. Benefits Traceability Matrix

Source: PMI handbook

Table 3-2. Example Configuration of Benefits Measurement Resource

Measure	Scale (Example)	Tangible/Intangible (T/I)	Notes	Direct/Indirect (D/I)	Notes	Planned/Emergent (P/E)	Notes
ROI	%	T	Can be calculated at each aspect of delivery program or strategy. Often associated with the requirements of a business case.	D	Needs close management if target is to be achieved. Unlikely to gain a positive improvement over target but can easily be a negative.	P	ROI is a planned target. Improvement unlikely through unplanned action.
Cost Reduction/Avoidance	%, %	T	Targets are normally quantitative and either financial or stated as a percentage of an existing financial figure.	D/I	Needs close management if target is to be achieved. Unlikely to gain a positive improvement over target but can easily be a negative.	P	Unlikely cost reduction will be unplanned, but it is possible to improve during actual delivery.
Gain Market Share	%	T	This is a specific goal—either achieved or not (gain).	D/I	May change positive or negative through outside influences (competitors circumstances change) on this measure.	P/E	Unlikely cost-reduction will be unplanned, but it is possible to improve during actual delivery.
Employee Morale	Percent change or on a scale of 1 to 5	I	Whatever goal is set to be the target, it can easily change—generally lost more quickly than gained/improved.	D/I	May also be qualitative and, because of management changes, can have both a positive or negative impact on this measure.	P/E	Both a positive and a negative influenced by both planned and unplanned actions.
Customer Satisfaction	Percent change or on a scale of 1 to 5	I	As this is a specific target, it can easily change—generally goes down more quickly than it improves.	D/I	Can change as a direct/indirect consequence of what competitors do and customer experiences.	P/E	May change during the delivery life cycle, either up or down.

Source: PMI handbook