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Program management office definition

When businesses focus on the wellness of their employees, there are many upsides including boosting company morale, increasing productivity and attracting top talent. Here are employee wellness program ideas that focus on these goals and more.

Host Standing Meetings Meetings are typically those that include worktables with many chairs surrounding them. Typically, the only people standing are those heading the meeting or conducting presentations. Instead of hosting a conference or meeting in that manner, change things up in an effort to support workplace wellness programs by hosting standing or walking and talking meetings. These meetings can still consist of workstations in the conference room, but they encourage participants to engage in standing-room conversations.

Purchase Gym Passes Brainstorming wellness program ideas should include purchasing gym passes or memberships for your employees. When you're placing focus on an employee wellness program, this is an optimal way to ensure employees remaining healthy throughout the year. Encourage them to take classes, participate in wellness challenges and keep track of fitness goals when using these passes and gym memberships.

Include Free Health Screenings Staff members often neglect their health due to busy schedules or lack of sufficient health insurance coverage. Therefore, when you're developing wellness programs for employees, include free health screenings throughout the year. These wellness programs at work can include screenings that occur quarterly, every six months or annually. Be sure there's a poster, email announcement, newsletter article and text message alert giving employees plenty of information regarding these screenings.

Encourage Inter-Office Wellness Challenges Do you work with competitive team members? If so, setting up work wellness programs that embody the competitive spirit. For example, you could create employee wellness programs focusing on who takes the most steps during a given period or who is drinking the most water. The idea is to develop a program that focuses on increasing wellness.

Don't Forget Healthy Snacks Your work site wellness programs should include stocking your break room or work site kitchen with healthy snacks. When there are opportunities for staff members to take breaks and indulge in something healthy throughout their day, it helps them focus on their work better. Implement a corporate wellness program that allows employees to change up their eating habits from eating salty and sugary vending machine foods to healthier options. You'll be working with team members who aren't sluggish. They'll feel energized, and these changes may begin occurring at home as well.

MORE FROM QUESTIONSANSWERED.NET A project management office (abbreviated to PMO) is a group or department within a business, government agency, or enterprise that defines and maintains standards for project management within the organization. The PMO strives to standardize and introduce economies of repetition in the execution of projects. The PMO is the source of documentation, guidance and metrics on the practice of project management and execution. Darling & Whitty (2016) note the definition of the PMO's function has evolved over time: The 1800s project office was a type of national governance of the agricultural industry 1939 appears as the earliest instance of the term 'project management office' being published The 1950s concept of the PMO is representative of what a contemporary PMO looks like Today the PMO is a dynamic entity used to solve specific issues[1] Often PMOs base project management principles on industry-standard methodologies such as PRINCE2 or guidelines such as PMBOK.[2] Performance There are many reasons for project failures. As per a PricewaterhouseCoopers survey [3] of 1,524 organizations, inadequate project estimating and planning constitutes 30% of project failures, lack of executive sponsorship constitutes 16% and poorly defined goals and objectives constitutes 12%. It also found that using established project management approaches increased success as measured by a project's key performance indicators of quality, scope, schedule, budgets and benefits. The survey indicates that operating an established PMO is one of the top three reasons that drives successful project delivery.[3] Darling & Whitty (2016) found there is the complexity of interconnections in PMO intellectual capital and though often the rationale for PMO establishment is to enhance stakeholder satisfaction with projects often the establishment of the PMO leads to significant dissatisfaction by senior management.[1] Functions PMOs may take other functions beyond standards and methodology and participate in strategic project management either as a facilitator or actively as owner of the Portfolio Management process. Tasks[4] may include monitoring and reporting on active projects and portfolios (following up project until completion), and reporting progress to top management for strategic decisions on what projects to continue or cancel. The degree of control and influence that PMOs have on projects depend on the type of PMO structure within the enterprise; it can be: Supportive, with a consultative role Controlling, by requiring compliance for example Directive, by taking control and managing the projects There are many opinions and practices some say PMOs must fulfill. The PMBok 5th edition dedicates a page and a half to such discussion identifying 6 PMO functions. Hobbs & Aubry (2010) identified 27 distinct functions of PMOs highlighting a number of these that were found to not correlate to enhanced project performance. Darling & Whitty (2016) state there is a need for evidence-based management practice, that consultants and practitioners are providing unproven solutions which organisations both public and private are investing enormous quantities of finance to without assured outcome, further the publication of opinions without scientific basis in the field of science, medicine or law would not be tolerated, and it is equally important for justification to be presented in the management field.[1] Some PMOs operate in specialist contexts. In the Scaled Agile Framework the term APMO is used to define a PMO with a focus on supporting business agility. PMO departments change frequently and for a variety of reasons. Research indicates changes to portfolio management and methods, collaboration and accountability; project management maturity and performance; and work climate are all factors that drive PMO change.[5] Whilst PMO functions change through frequent transformations, it is argued that the core function of the PMO is to act as a catalyst for change and delivery within organizations [6] [7] Types There are a range of PMO types, including:[8] Enterprise PMO: ensures that projects align with the organization strategy and objective; these have the broadest remit of all PMO types, typically reporting direct to the CEO (or similar role), and have authority to make strategic and tactical decisions across all projects[9] Divisional PMO: provides support to projects for a specific business unit within an organization; includes portfolio management, training, resource planning, and project coordination. Project PMO: established for the duration of a single large project or program; includes administrative support, controlling, reporting and monitoring. Project Management Center of Excellence (PMCoE): defines standardized project management standards, procedures, methods and tools to support project teams across an entire organization; includes administrative services and training in process, methodology, and tools. The Project Management Institute (PMI) Program Management Office Community of Practice (CoP), describes the PMO as a strategic driver for organizational excellence, which seeks to enhance the practices of execution management, organizational governance, and strategic change leadership.[10] Darling & Whitty (2016) highlight many PMO typologies exist from the early 1800s as a collective for running government strategy in the agricultural sector, to the civil infrastructure projects of the early 20th century to the early 2000s when the PMO became a commodity to be traded and traded upon. It would be impossible to group PMO's into specific types (Darling & Whitty, 2016).[1] Whilst the 'P' in PMO usually refers to the word Project, it can also refer to a Programme or Portfolio Management Office. Where Project Management Offices support Projects, Program Management Offices have a broader remit including getting and sustaining the benefits from projects/programs. Portfolio Management Offices have the added responsibility of supporting organizations in achieving strategic goals[11] See also P3O Project management Project management software Program management List of project management software Project Portfolio Management Document management system References ^ a b c d Eric John Darling; Stephen Jonathan Whitty (2016). "The project management office: it's just not what it used to be". *International Journal of Managing Projects in Business*. Emerald Publishing. 9 (2): 282–308. doi:10.1108/IJMPPB-08-2015-0083. ^ Giraudo, L. & Monaldi, E (May 11, 2015). "PMO Evolution". Project Management Institute. Retrieved May 6, 2018.{{cite news}}: CS1 maint: multiple names: authors list (link) ^ a b "The third global survey on the current state of project management" (PDF). PriceWaterhouseCoopers. 2013. ^ "Funding for Government Olympic Executive / Olympic Programme Programme Office" (PDF). Greater London Authority. 2012. 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