Session Title:
Riding the Wave of Implementation: Navigating Change While Staying on Course

MSP Project Name:
UB/BPS Interdisciplinary Science and Engineering Partnership

Presenters:
Karen L. King, University at Buffalo

Authors:
Karen L. King, University at Buffalo

Project Session

Strand 1

Summary:
This presentation will discuss, through the lens of the Project Manager, challenges faced and viable solutions used to address changes during the implementation phase. The session will be framed by examining the original ISEP implementation plan that was envisioned during the proposal phase and first year of the grant, and the current revised plan. A detailed analysis of key changes will be explored. Attendees will engage in a discussion of how best to anticipate and navigate change, how to be aware of potential disturbances and how best to address the anticipated/unanticipated disturbances and finally, leverage the experiences into creating a stronger implementation plan.

Section 1: Questions framing the session:
• How do you leverage your experiences and insights from year one?
• What are tools needed to successfully navigate changes?
• What resources are available and how can you access them?
• How do you create a plan to navigate challenges and implement change while maintaining original vision?

Section 2: Conceptual framework:
• This intervention/plan relates to Strand 1: Life Cycle and section B, growth, disturbances and corrections.
• The presentation offers an opportunity for and Project Managers to share experiences, best practices and processes to navigate change during the life of the grant.
• Participants will engage in small group work where they will share experiences, and map out a plan of action designed to navigate growth, disturbances and corrections.

Section 3: Explanatory framework:
Lessons Learned:
• Growth and disruptions anticipated or otherwise, are inevitable during the life of a grant.
• In an age of social networks, emails and texts; actual face to face meetings and time spent investing in building genuine relationships is the most effective way to ensure that your project can withstand change and disturbances and grow stronger in the process.
• Structural problems and systemic challenges took years to build; most likely they will not be completely dismantled during the life of your grant. Therefore, take stock in the changes you and your grant partners/colleagues are able to enact.

Section 4: Discussion:
Findings will inform future work in the following ways:
• Be better prepared for leadership changes and the transition time new leadership requires including time to grasp the scope and vision of grant.
• Be prepared to adjust/revise implementation timetable.

Section 5: How will you structure this session? What is your plan for participant interaction?
• Brief overview of ISEP Grant
• Review of original implementation plan and revised plan.
• Present strategies utilized to navigate these changes and the outcomes.
Participant Interaction:
• Participants will form small groups, (3-4). Each group member will share her/his experience with navigating change and how it was un/resolved. Participants will brainstorm, and share best practices, focusing on strategies to employ when navigating growth, disturbances and corrections. Utilizing the navigation template presented, participants will map out plan to address/resolve challenges.
• Each group will present their findings to the larger group.
• Q & A