Project Turnaround and Recovery Strategies Training Course



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4100 € (Per Person)

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Course Introduction / Overview:

In today's fast-paced business environment, project failure is a costly and all-too-common reality, leading to significant financial losses, damaged reputations, and decreased team morale. The ability to identify, diagnose, and rescue a failing project is no longer a niche skill but a critical competency for organizational survival and success. This intensive training course provides a comprehensive framework for mastering project turnaround and recovery strategies. Drawing on principles from leading experts like Todd C. Williams, author of "Rescue the Problem Project," this program moves beyond theoretical knowledge to offer practical, actionable techniques. Participants will learn to conduct rapid project health checks, perform in-depth root cause analysis, and develop robust recovery plans. At BIG BEN Training Center, we have designed this course to equip professionals with the tools to manage stakeholder expectations under pressure, re-energize demoralized teams, and implement stringent controls to steer troubled initiatives back to success. This is an A-to-Z guide on transforming project crises into opportunities for learning and organizational improvement, ensuring you can confidently lead any project back from the brink.

Target Audience / This training course is suitable for:

- Project Managers and Program Managers.
- PMO Directors and Staff.
- Team Leaders and Supervisors.
- Senior Executives and Sponsors.
- Functional and Departmental Managers.
- Business Analysts and Project Coordinators.
- Consultants involved in project oversight and recovery.
- Anyone responsible for the successful delivery of complex projects.

Target Sectors and Industries:

- Information Technology and Software Development.
- Construction and Engineering.
- Banking, Finance, and Insurance.
- Healthcare and Pharmaceuticals.
- Telecommunications.
- Manufacturing and Logistics.
- Governmental agencies and public sector organizations.
- Consulting and Professional Services.

Target Organizations Departments:

- Project Management Office (PMO).
- Information Technology (IT).
- Engineering and Product Development.
- Operations and Production.
- Research and Development (R&D).
- Strategic Planning and Business Development.
- Finance and Accounting.
- Quality Assurance and Control.

Course Offerings:

By the end of this course, the participants will have able to:

- Diagnose the early warning signs and root causes of project distress.
- Develop a comprehensive and actionable project recovery plan.
- Conduct rapid project audits and health assessments effectively.
- Master stakeholder communication and management techniques in high-pressure situations.
- Implement effective re-planning and re-scoping strategies to bring projects back on track.
- Lead and motivate a demoralized project team through the turnaround process.
- Apply robust risk management and mitigation techniques specific to troubled projects.
- Establish strong governance and control mechanisms to prevent future failures.
- Document and leverage lessons learned to build organizational resilience.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, immersive, and practical, ensuring that participants can immediately apply the learned concepts in their professional roles. We move beyond traditional lectures to create a dynamic learning environment centered on real-world application. The course heavily utilizes case studies of both failed and successfully recovered projects, allowing participants to analyze complex scenarios and debate strategic decisions in a controlled setting. A significant portion of the training is dedicated to hands-on workshops and group exercises where teams will collaborate to develop a complete project recovery plan for a simulated troubled project. This includes role-playing sessions focused on navigating difficult conversations with stakeholders and team members. Our expert instructors facilitate these activities, providing personalized feedback and guiding discussions to draw out key learning points. The methodology emphasizes peer-to-peer learning, encouraging participants to share their own experiences and challenges, creating a rich and collaborative atmosphere that fosters deep, practical understanding of project recovery.

Course Agenda (Course Units):

Unit One: Diagnosing Project Distress

- Defining project failure versus project distress.
- Identifying the early warning signs of a troubled project.
- Frameworks for conducting a rapid project health check.
- Root cause analysis techniques (Fishbone, 5 Whys, Fault Tree Analysis).
- Assessing the impact on scope, time, cost, and quality.
- Understanding the political and psychological dynamics of a failing project.
- The role of the project audit in the recovery process.

Unit Two: Formulating the Recovery Strategy

- Assembling and empowering the project recovery team.
- Defining clear recovery objectives and success criteria.
- Conducting a comprehensive stakeholder analysis and engagement plan.
- Developing the project recovery plan document.
- Techniques for re-scoping and prioritizing project deliverables.
- Creating a realistic and defensible recovery budget and schedule.
- Gaining formal buy-in and approval for the turnaround plan.

Unit Three: Executing the Project Turnaround

- Implementing the project recovery plan with precision.
- Re-baselining the project schedule and budget.
- Establishing an intensive project control and monitoring system.
- Managing a high-frequency communication plan for all stakeholders.
- Advanced risk identification and mitigation for the recovery phase.
- Implementing a strict change control process.
- Navigating the challenges of execution under intense scrutiny.

Unit Four: Leadership and Team Management in a Crisis

- Leading with confidence and transparency during uncertainty.
- Techniques for rebuilding trust and morale within the project team.
- Effective conflict resolution and negotiation skills.
- Making critical decisions under pressure with incomplete information.
- Motivating the team by celebrating small wins and milestones.
- Protecting the team from external pressures and blame.
- Coaching team members to adapt to the new recovery framework.

Unit Five: Post-Recovery and Organizational Learning

- Stabilizing the project after the recovery phase.
- Transitioning the project back to standard operational management.
- Conducting a thorough post-mortem or lessons learned review.
- Analyzing the root causes of failure at an organizational level.
- Developing preventative strategies and improving project management processes.
- Documenting the recovery journey as a valuable organizational asset.
- Building a culture of resilience and continuous improvement.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

At what point does a project recovery effort become more costly than a controlled project termination, and what ethical considerations should guide this decision?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by adopting a holistic and psychologically-informed approach to project recovery, moving beyond mere process and tool application. While many courses focus solely on the technical aspects of re-planning and re-budgeting, this program dedicates significant attention to the critical human elements of crisis management. We delve deeply into the leadership competencies required to navigate high-stakes environments, rebuild team morale, and manage stakeholder anxieties with transparency and authority. The curriculum is built around complex, real-world case studies that mirror the ambiguity and political pressures of actual troubled projects, forcing participants to make decisions with incomplete information. A key differentiator is our focus on building long-term organizational resilience. The final unit is not just about closing the recovery phase but about embedding the lessons learned into the organization's DNA to prevent future failures. This strategic perspective ensures that participants leave not only as project rescuers but as agents of systemic improvement, capable of transforming a crisis into a catalyst for positive organizational change.