

# Measuring Success

Assessment and continuous evaluation is essential in each organization of the Corps if the PMBP implementation is to be successful. In this way, we can measure how we are doing, share best practices, and make appropriate adjustments and course corrections as we learn from our experience.

Tracking curriculum deployment quantitatively involves keeping a record of numbers taking the curriculum. Measuring success of the curriculum is another story. How do we measure whether the curriculum is successful? How do we measure whether PMBP is successful?

One approach for getting a handle - qualitatively - on how we are doing is offered for your consideration. The approach consists of the following components:

- ❑ Identify criteria for success in PMBP (draw on the key learning points of Course 1, the Strategic Vision, and ER-5-1-11)
- ❑ Assess how your organization is doing in those criteria
- ❑ Rate whether green, amber, and red
- ❑ Identify gaps and an action plan to fill the gaps
- ❑ Repeat cycle of evaluation on a continuous basis
- ❑ Follow trends to assess possible correlations with PMBP initiatives.

**Assessment phase.** Assemble a cross-functional team (suggest members of management, leadership, and employees to conduct the assessment). Get your emerging leaders involved! Interview a few teams - including PDTs and leadership/management teams - using questions developed from the success criteria established. Discuss results and rating using the small group discussion methodology. Identify what can be done to fill the gaps. Look closely at what is operating that influences how we do our work. What values are at work? What strengths exist in the culture that you can use to advance the PMBP vision; what gets in the way - what can be done about them.