

# Evolving the Established PMO

*Evolving Your PMO into  
"The People Management Office"*

As the PMO's role widens to include more strategic responsibilities, one thing does not change:  
**project personnel and stakeholders are central to success.**



Business  
Consultants

Reinforce the strategic reasons for the project



Change  
Agents

Facilitate involvement of high-level stakeholders and manage resistance to change



Trusted  
Advisors

Demonstrate a grasp of how the project impacts the business and customers

## Put It into Practice

Expand your thinking about who your stakeholders are! If the EPMO participates in portfolio management of strategic projects, everyone from the CEO to front line staff has a stake in the outcome.

## High Performers Offer Variety of Project Management Training

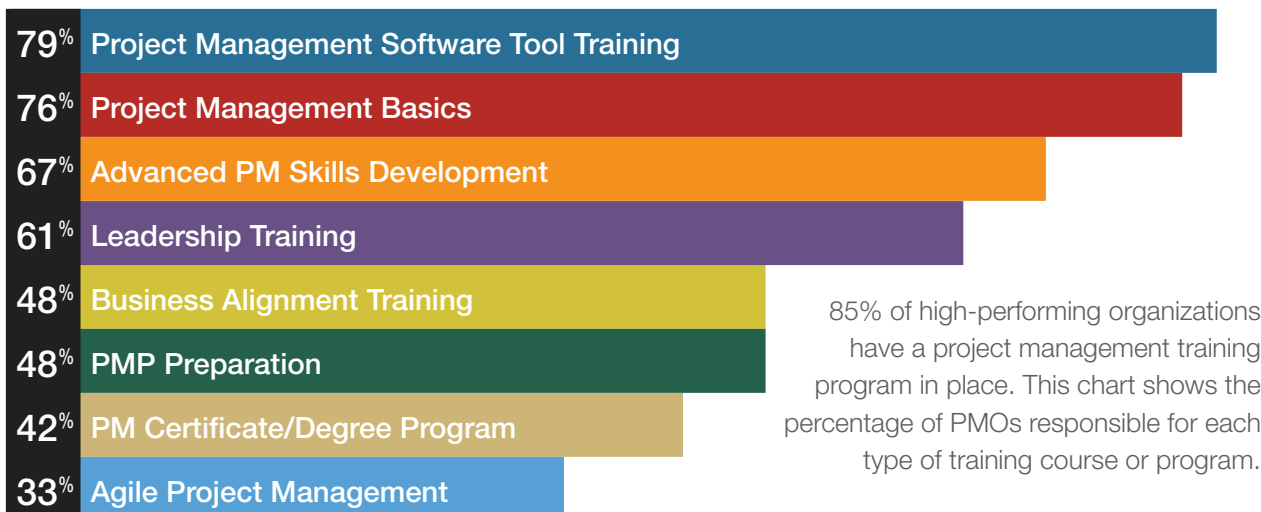


Figure: The State of the PMO

**DID YOU KNOW**  
100% of Best-in-Class PMOs perform curriculum development and training.