YOUR TITANIC ENTERPRISE TRANSFORMATION PROJECT IS GOING TO FAIL

1. LEADERSHIP
   - Failed to empower the project leader with the right resources & tools to succeed
   - Old School facilitation got in the way of progress and value-add
   - Your Program Management Office (PMO) was top heavy, causing an imbalanced PMO-to-Value-Add equation
   - Failed to wrangle remote stakeholders into the project fully, extract needs or gain buy-in

2. POLITICS
   - Allowed politics to overshadow requirements gathering & analysis phase
   - Created a biased environment where the loudest voice got the biggest stage
   - Allowed fear and prejudice to infiltrate and impact outcomes

3. ABSENCE OF TRUTH
   - Attention given to only the most vociferous ‘Type-A’ executives and users
   - Allowed hidden agendas to override the real business needs, introducing bias
   - Failed to be exhaustive in your requirements collection and input

4. MIS-ALIGNMENT
   - Pressed ahead too quickly and did not ensure full stakeholder alignment or buy-in
   - Misaligned team members lost faith in the project and it’s leadership

5. DISENGAGEMENT
   - Blind spots in the engagement process and planning left the project too exposed
   - Failed to hold regular health checks with team
   - Ended up with consultants doing this TO YOU rather than WITH YOU