

# FORTUNE

# THE 100 BEST COMPANIES TO WORK FOR

18 Procter & Gamble Cincinnati (127) www.pg.com	34,162 (53,530) 18% 42%
19 First Horizon National Memphis (517) www.firhorizon.com	11,998 (11) 29% 64%
20 Global BioMedical Corp.	19,294 (9,531) 25% 46%
21 Vanguard Group Valley Forge, Pa. (3) www.vanguard.com	10,231 (130) 22% 47%



# CASE STUDY: 75% Budget Reduction and Still Achieving Objectives

## “A New Project Management and Implementation Methodology at Global Biomedical Corp.”

### WHO:

The company is the world leader in medical technology providing lifelong solutions for people with chronic disease. They have a global presence, doing business in more than 120 countries. There are more than 38,000 people worldwide.

### WHAT:

We had a staff of experienced project managers, coming from different companies with a wide variety of backgrounds. And while they were all strong and extremely gifted, there was something missing. Projects were getting done but everyone had a different approach. This became particularly evident when different project managers worked on projects for the same clients. The clients were confused as to why things varied so much from one to the other. They would become comfortable working one way and then suddenly be expected to change for the next project. Some projects were losing support and/or funding because the strategic objectives were not identified and agreed upon before the projects began.

### HOW:

The HR Systems department, as part of the Shared Services organization, supports all global Human Resource applications. As a team, we needed a methodology to organize and facilitate the approach to projects. We chose Rapid Implementation Methodology (R.I.M.©), developed by Maximum Potential International. R.I.M.© is a comprehensive, yet simple methodology for handling projects. Providing the team members with the tools they needed to perform their jobs, and with a roadmap that directed them through each step of the project, from the planning stages through the move to production.

The project began with a Joint Application Design (J.A.D.) session – a brainstorming strategy where together, the projects planners determined the goals and objectives for the project. The J.A.D. session allowed for everyone on the project to come together and have questions answered and objectives determined. A list of desired outcomes and issues to be resolved were agreed upon and documented at the conclusion of the meeting. The pivotal moment is when the team was the one to tell us what we needed. As a part of this process- the benefits came in huge savings and the team portfolio was enhanced.

<http://www.maximum-potential.com/maturitymodel.html>

The project plan that came out of the J.A.D. session was the roadmap for the entire project, specifying the what (tasks), the when (estimated timeframe), and who (resources). R.I.M.© specified the how (toolkit; matrices, benchmarks, charts, quality controls, forms, etc.) All involved were aware of the major deadlines and knew their responsibilities because we used a project management methodology (R.I.M.©) to execute our project.

### RETURN: R.D.M.

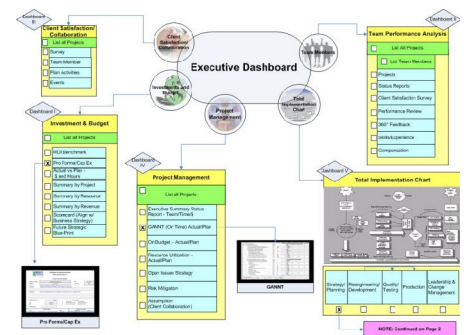
R.I.M.© was the starting point for what we eventually licensed and became known as Rapid Delivery Methodology (R.D.M.). We made the decision to customize R.I.M. to suit the needs of the organization. R.D.M. is a structured project methodology. It is scalable to any size project with controls required. R.D.M. provides a toolkit of templates and controls to guide the project teams in maximizing team efficiency, minimizing rework and reducing the time it takes to implement projects. That was huge for us; **our project budget was reduced by 75% while still being expected to support all the same systems.** RDM helps to provide outstanding quality and service to the clients.

### SUCCESS AND THE FUTURE

Led by the project team, the entire organization spent a full day in a training session on RDM once the project had been completed.

RDM has been successful because it makes people's lives easier. There is consistency across all projects. The shared methodology minimizes rework, shortens timelines, lowers implementation costs and delivers effective results.

The next steps were to develop a Project Controls web site “Dash-Board” which would be the place for all executives, sponsors, project managers and team members to go to see any information pertaining to projects.



[www.maximum-potential.com/products.html](http://www.maximum-potential.com/products.html)

### Debbie Olson

#### The Client/Case Study Author:

An Executive in the area of Technology and Human Capital performance. Debbie has extensive experience in planning, managing and implementing complex Global systems. A proven ability to integrate people, processes and technology, She is recognized for extensive knowledge of HRIS technologies and products. A true Thought Leader in setting priorities that delivers true strategic value.

### Mary Ann McIlraith

#### Project Director/R.I.M. Author:

Read Bio at:

<http://www.maximum-potential.com/about3.html>

For more information on R.I.M  
Contact: [maryann@maximum-potential.com](mailto:maryann@maximum-potential.com) or Tel.  
(305) 672-1190

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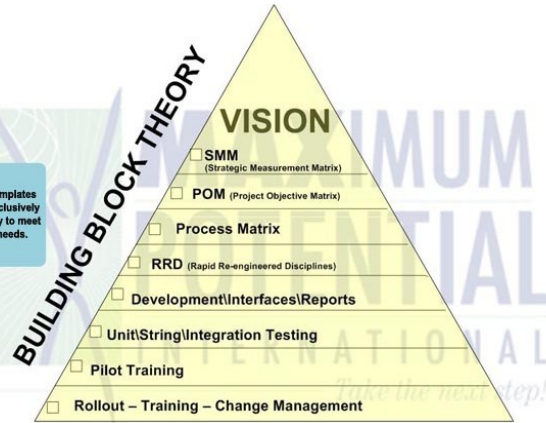
## “A New Project Management and Implementation Methodology at Global Biomedical Corp.”

### Building Block Theory

RDM uses a building block philosophy to:

- Set project strategic direction
- Gather requirements
- Re-engineer business processes
- Develop system solutions
- Test the solution
- Utilize quality gates
- Move the project to production
- Support the solution ongoing

We can design templates and processes exclusively for your company to meet your business needs.



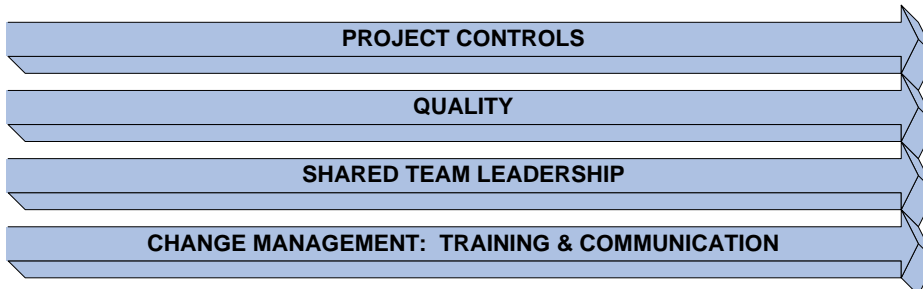
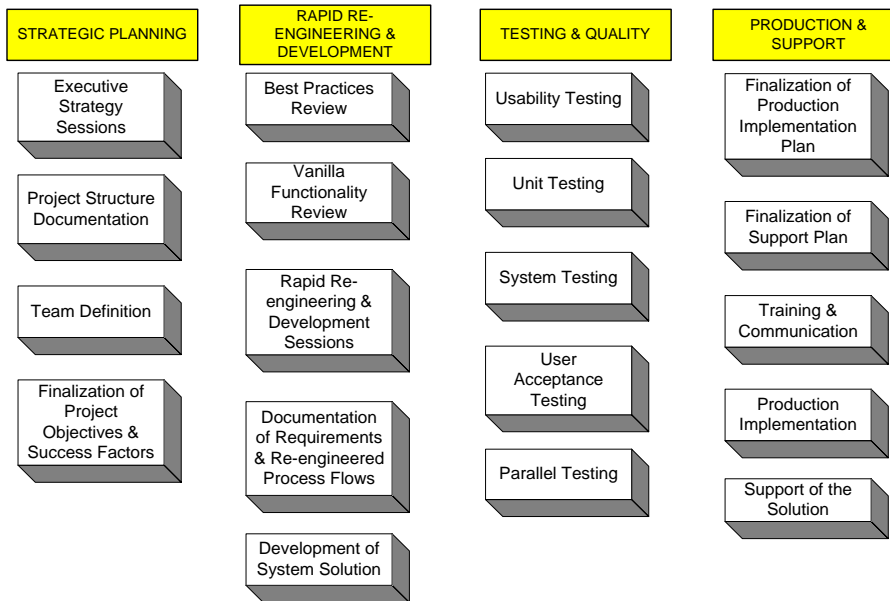
Shared Vision, Shared Leadership, Shared Success

<http://www.maximum-potential.com/execchart3.htm>

### Think Rapid!

Additionally, with the need to provide our team with a Rapid Thinking Process, RDM achieved that goal by implementing consistent tools, processes and templates across all projects.

## The Phases of RDM



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*Take the next step!*

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**BUSINESS E.**

[www.businessedg.com](http://www.businessedg.com)  
Email: [private@businessedg.com](mailto:private@businessedg.com)

Corporate Headquarters  
294 South Hibiscus Drive  
Miami Beach, FL 33139  
Tel: 305-672-1190