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Implementation Plan: Monitoring & Outcomes Measurement

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## Implementation Plan: Monitoring &amp; Outcomes Measurement

**Comprehensive metrics with expectations criteria**

Implementing a comprehensive set of important measures can be a challenging task. The system of measurement needs to be able to give data that assists with project planning, control, as well as process and inter and intra project analysis. Often metrics are introduced with the aim of process improvement. Metrics should cover the whole product development cycle. Initially, they are used for estimating time and cost. However, with the progress, they keep track of effort, time and cost and measure quality as well.

Kumta & Shah (2002) proposes a set of metrics for which data is supposed to be collected and analyzed based on the Capability Maturity Model. According to the author, metrics are to be implemented one step after the other within five levels, consistent with the level of maturity of the process of development. First level metrics offer a baseline for comparing the way that improvements are required. Second Level metrics emphasize on project management; third level metrics dwell on developed products; fourth level metrics focus on measuring the process itself for purposes of controlling it, and fifth level metrics focus on the process that has feedback loops with the aim of changing and constantly improving the process.

The Software Engineering Institute has established a Technical document that provides a detailed description of appropriate measurement indicators necessary for use for all the key process areas within various levels of maturity. They have chosen to consider measurement indicators and not particular documented metrics. This is because an indicator of size provides space for discussing trends in changes of size as well as their implications, pages of documentation or function points.

The table shows the process maturity framework with various metrics based on general sense of performance expected

| Metrics | Characteristics | Expectation |
|---------|-----------------|-------------|
|---------|-----------------|-------------|

Measurement of every Improving feedback to Optimizing  
 process rather than process –defect prevention  
 products for facilitation of  
 continuous improvement of  
 the process of development

Process measurement Measurement of processes Managed  
 started allowing great takes place with feedback  
 control of the process from previous activities

Measurement of product, Processes are defined and Defined  
 which includes detailed stable  
 internal as well as external  
 quality and measuring of  
 usability

### Outcomes monitoring & process for course correction

Monitoring involves tracking the implementation of activities involved in the project and achieving the planned outcomes. The activity helps in seeing if the ongoing project is proceeding on track (Stringer, 2013). The process itself is systematic and involves collecting data to provide real-time information for every stakeholder on the progress. If the project is not moving towards the intended direction, midcourse correction is to be undertaken.

That said, progress can be monitored through ongoing meetings, social media, discussions as well as other interactions and by assessing business outcomes. Important to that effect also is seeking input from stakeholders. Once on a feedback loop is established, it creates opportunities for ongoing monitoring. For instance, in case groups of individuals are brought together for a focus group or other meetings, it is important to check in periodically with these

groups. This can be conducted with help of an email or conference call, both of which are less time-intensive compared to initial assessment gatherings.

A follow-up inquiry can be usefully in assisting with an understanding of what is going on, and to properly channel the development of corrective action. Leaders who maintain blogs can stimulate constructive as well as informative debates and idea-development. Change does not often proceed as planned and of course, besides issues either foreseen or unforeseen arising. Corrections, as well as adjustment, will be almost inevitable.

These can range from minor tuning such as extending or clarifying responses to specific questions in the FAQ guide to major reductions such as ensuring the implementation of new training programs that can assist employees in acquiring necessary skills. The materials that help in educating, communicating and training should be revised periodically in light of further questions as well as issues, and based on either negative or positive experiences. Distribution of revised versions offers good opportunities for a continued check up with groups and individuals, for evaluation of status as well as progress.

### **Long-term sustainability strategy**

Leaders normally believe that specific leadership, as well as management factors, are important in implementing sustainable development of the organization's people. Such view helps in providing an explanation for the differentiation in the development of organizations (Pearce, Robinson & Subramanian, 2000). Importantly, however, is the fact that organizations should adapt to its environments and be able to acquire the necessary resources for surviving; the other important leadership function is that of influencing the culture, structure, technology, as well as management system.

Notably, leaders are considering sustainability as a fundamental driver of business. It is increasingly becoming part of the toolkit that promotes success in an organization. Increasingly, sustainability is increasing as a strategic significance. Based on survey results,

most organizations believe that their commitments to sustainability as organizations have risen within the past years, because of the increase from when respondents provided their answers affirmatively. Responding to demands of customers is the most stated motive why organizations change their ideal to integrate sustainable strategy.

Based on Longenecker model, strategic decisions made by leaders involve constituting, improving or changing specific structures such as relating organizational, distribution, invention and cultural possessions. Even though an organization can be affected by lacking dimensional progress over a long period, the existence and lifelong presence cannot neglect a continued search for sustainable development. Being able to manage sustainable organizational development triggers the capability to match short with long-term, to associate efficacy with efficiency.

Aligning sustainable strategy and organization mission based on meeting the demands of customers for sustainable solutions often create business opportunities with bottom-line effect. In addition, it offers support for programs and development of projects that emphasize resources on the essential business operation, which allows for the alertness of business in response to swiftly changing marketplaces. The sustainability agenda of an organization becomes embedded into business procedures as the connections between viable strategy as well as success is shown.

**References**<sup>2</sup>

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Pearce, J. A., Robinson, R. B., & Subramanian, R. (2000) Pearce, J. A., Robinson, R. B., & Subramanian, R. (2000). *Strategic management: Formulation, implementation, and control*. Columbus, OH: Irwin/McGraw-Hill.

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**Article Error** You may need to use an article before this word.



**Sp.** This word is misspelled. Use a dictionary or spellchecker when you proofread your work.



**Sp.** This word is misspelled. Use a dictionary or spellchecker when you proofread your work.



**Missing ", "** You may need to place a comma after this word.



**Prep.** You may be using the wrong preposition.



**Article Error** You may need to use an article before this word.



**Dup.** You have typed two **identical words** in a row. You may need to delete one of them.



**Proofread** This part of the sentence contains a grammatical error or misspelled word that makes your meaning unclear.



**Article Error** You may need to use an article before this word.



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