

2025 DYNAMICS CON



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Turning Setbacks into Comebacks: Project Recovery 101





Everyone Falls!

Oh, How The Mighty Have Fallen!

- Almost every second ERP implementation fails to achieve its objective, faces delays, and exceeds budget, ultimately failing to meet stakeholders' and users' expectations.

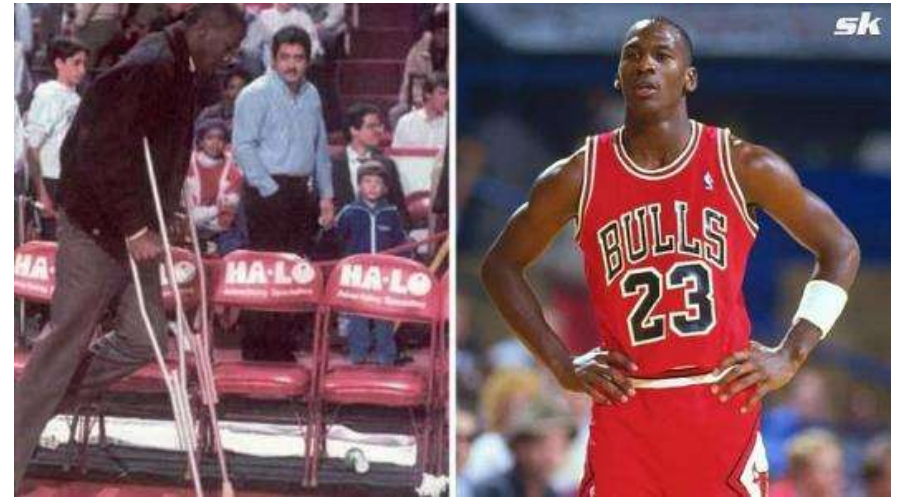


The Fall – The Setback!

Ronaldo Nazario R9



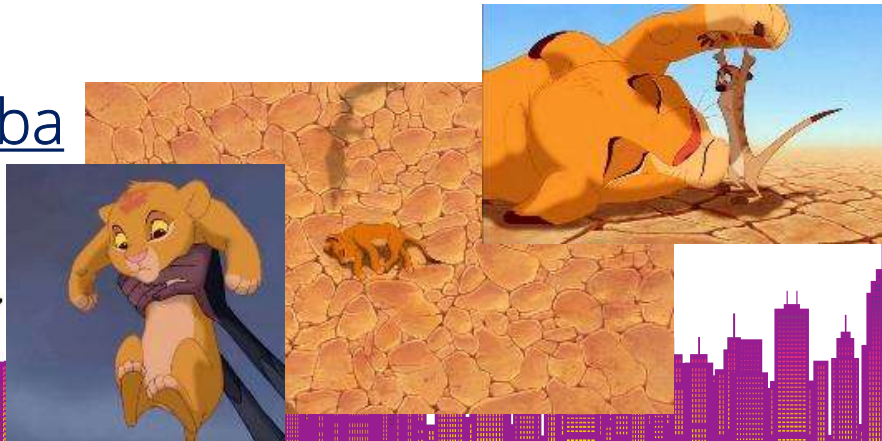
Michael Jordan



Lindsey Vonn



Simba



KEY TAKEAWAYS

- Why do we Fall?

- Factors and warning signs impacting troubled projects and implementations.

- How can we Rise?

- Project Recovery tips, tricks, and a personal touch to overcome any setback to achieve success.

- Find your Superpower

- How can we use our real-life personal and professional experience to help us in our projects and relationships?



What is Project Recovery?



- Based on PMI, project recovery is a critical process that involves recognizing problems, taking immediate corrective actions, ensuring sustained recovery, and learning from the experience to improve future project management.
- Simply put, project recovery involves a structured approach to bring a troubled project back on track.



What is Recovery?



- General Definition: Recovery is the process of returning to a normal state of health, mind, or strength.



- Medical Definition: Recovery refers to the process of becoming well again after an illness or injury.



- Behavioral Health Definition: Recovery is a process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.



What is Recovery?



- Legal Definition: Recovery can mean regaining possession or control of something stolen or lost, or securing compensation or money lost by means of a legal process.



- Economic Definition: Recovery in economics often refers to the signs of improvement in a market or economy after a downturn.



My Definition?

**Overcoming hardships,
challenges, roadblocks, and
problems to move from the
current position into a
preferred position and reach
the desired outcome!**



Phases of Project Recovery?



1) Project Health Assessment and Recognizing the Warning Lights.



2) Creating and Implementing a Project Recovery Plan and Corrective Actions.



3) Monitoring and Fine-tuning.



4) Stabilization.



Why do we Fall?



Project Health Assessment!

- Evaluate the project's status, review documentation, consult with team members, and identify potential issues and their root causes to determine the project's actual health
- Be objective and continuously ask questions to get to the truth
 1. How and Why were things done?
 2. What was good, and Why?
 3. What went wrong and Why!



Ask and Listen
don't Speak and Judge!

Project in need of a rescue!

- 1) Weak Project Governance and Decision-making
- 2) Misalignment between Business Needs and Project Objectives
- 3) Bad Project Planning and Unrealistic Timeline
- 4) Lack of Change Management and Communication
- 5) Over-Customization and Poor Integration
- 6) Uncontrolled Scope Creep
- 7) Cost and Budget Overruns
- 8) Insufficient Testing and Training
- 9) Low Team Motivation



Recognizing the Warning Lights!

1. Weak Project Governance and Decision-making
 - Lack of transparency
 - Lack of clear roles and responsibilities:
 - Inadequate decision-making and sign-off process
 - Inconsistent monitoring and reporting:
 - Inadequate risk management
2. Misalignment between the Business Needs and Project Objectives
 - Failure to align with strategic objectives
 - Absence of As-Is and To-Be business processes.
 - Poorly defined business requirements.
 - Recurring negative feedback from stakeholders, signaling misaligned expectations.



Recognizing the Warning Lights!

3. Bad Project Planning and Unrealistic Timeline

- The project is behind schedule and has failed to meet critical deadlines and milestones
- Unrealistic “Big Bang” Approach
- Extensive overtime work by the team.
- Misaligned Project Methodology

4. Lack of Change Management and Communication

- Inadequate stakeholder engagement
- Resistance to change
 - Ignoring Cultural Differences
 - The users don’t understand how their jobs are going to be impacted
 - Inadequate change management practices and organizational readiness.
- Low user adoption rates
- Poor communication channels and absence of feedback mechanisms



Recognizing the Warning Lights!

5. Over-Customization and Poor Integration

- Inconsistent User Experience
- Maintenance Difficulties and Scalability Problems
- Security Risks and Compatibility Issues

6. Uncontrolled Scope Creep

- Recreating old functionality
- Absence of change control
- Frequent and substantial change requests

7. Cost and Budget Overruns

- Impacting the project's Financial sustainability
- Risk of reaching the point of no return and continuing to bleed money and resources

8. Insufficient Testing and Training

- Increased support cases and decreased daily operation productivity and profitability



Recognizing the Warning Lights!



9. Low Team Motivation

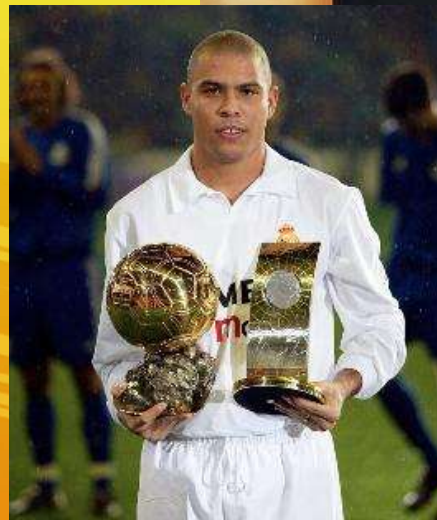
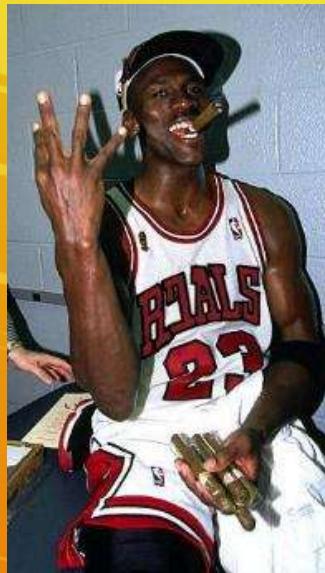
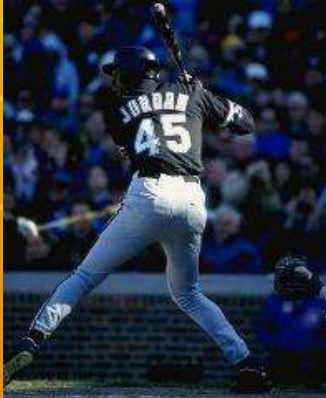
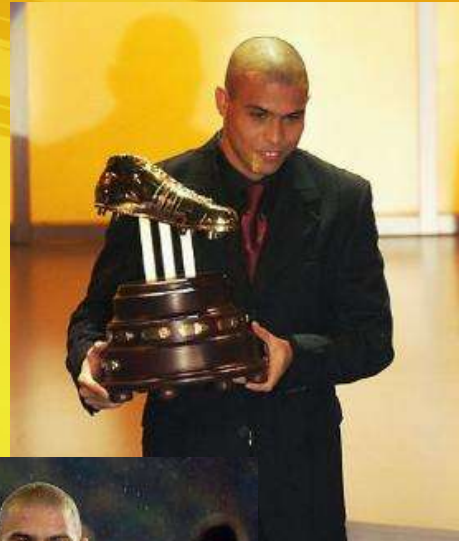
- Decreased productivity and Increased internal conflicts.
- Loss of Vital Resources:
 - Departure of key team members or stakeholders
 - Poor workload distribution
 - Increased stress and disturbed work-life balance
- Failure to manage capacity.
- Inadequate resource allocation and planning
- Lack of implementation experience
 - challenges with data migration and implementation.



A dramatic, low-key photograph showing a hand reaching out from a dark, textured, and seemingly confined space, possibly a tunnel or a cave. The hand is positioned in the lower center, reaching towards a bright, circular opening at the far end of the tunnel. The walls of the tunnel are rough and layered, creating a sense of depth and texture. The lighting is high-contrast, with the bright light from the opening illuminating the hand and the surrounding walls, while the rest of the tunnel is in deep shadow.

**How can we
Rise?**

The Rise – The Comeback!



Project Recovery Plan!

Detailed project plan that outlines the accountability for the activities needed to address the identified issues, put in a realistic timeline, followed by proper resource allocation, change management, and risk mitigation strategies.



Project Recovery Plan!

- **Implementing Corrective Actions:**

- Carefully executing the recovery plan by making controlled changes where needed to the project scope, schedule, budget, and team.



Monitoring and Fine-tuning!

- Consistently monitor the project's progress to verify the effectiveness of corrective actions and ensure alignment with its objectives by:
 - Tracking Key Performance Indicators (KPIs)
 - Data Driven Analysis and Reporting



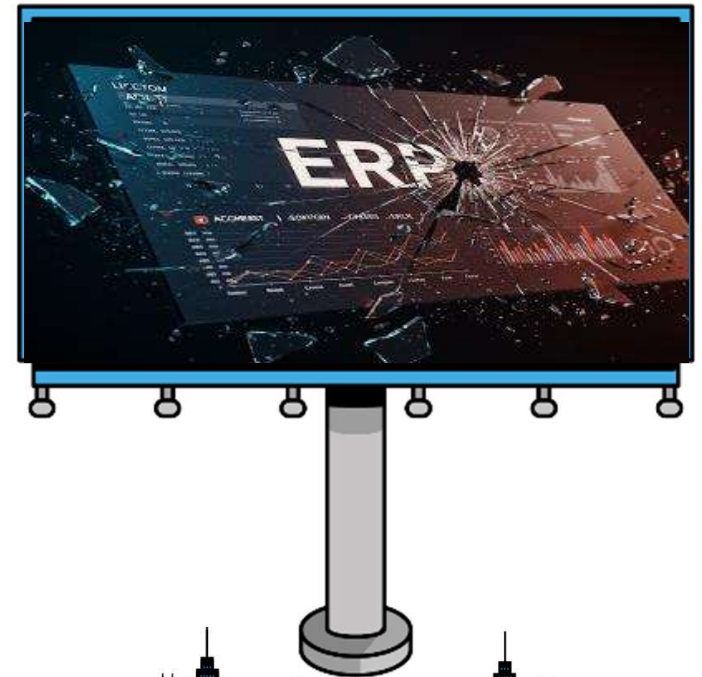
Stabilization!

- Restoring the project's health and bringing it back on track towards successful completion, meeting its goals and delivering value to stakeholders



Find Your Superpower!

I Have Only One
Power....
I Never Give Up!



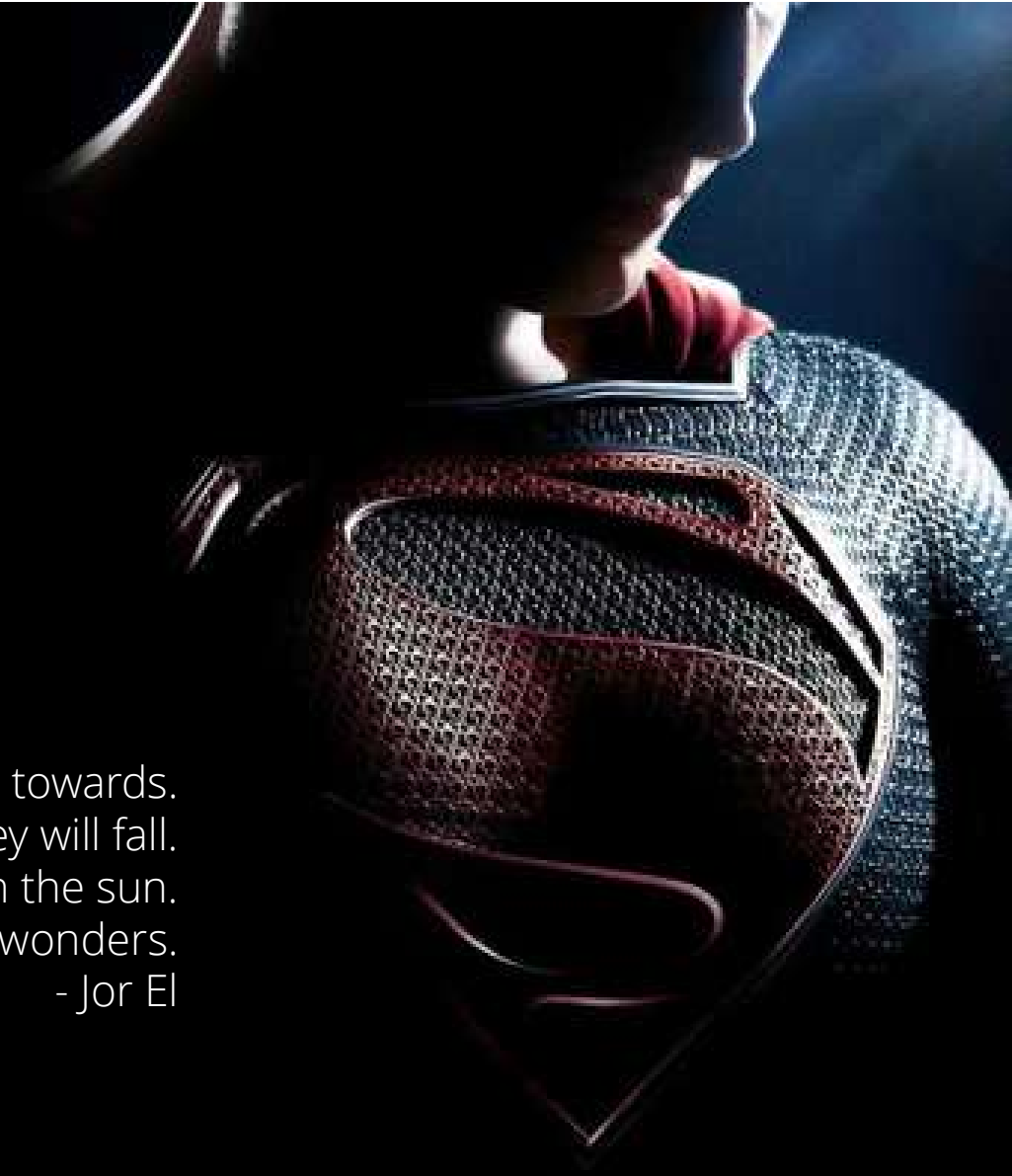
Case Study – The Kryptonite!

- Strong Project Governance and Decision-making.
- Constructive conflict resolution, don't just rush into a fight.
- Take ownership and promote quality always over speed.
- Suffer through the kryptonite and keep going even if the project seems impossible to survive.
- People's fear and resistance come from uncertainty, not from reality
- Documentation is a must – Publish it in the project newspaper.
- Fly to their rescue. Organize frequent On-Site visits and Workshops.
- Fight for solutions you know are right and will benefit the client.



Sometimes you need to be the Hero...

You will give the people an ideal to strive towards.
They will race behind you. They will stumble. They will fall.
But in time, they will join you in the sun.
In time, you will help them accomplish wonders.
- Jor El



**Other times, you
need to be the
Villain ...**

**...To awaken the
Heroes around you!**



Case Study – The Amazonian!



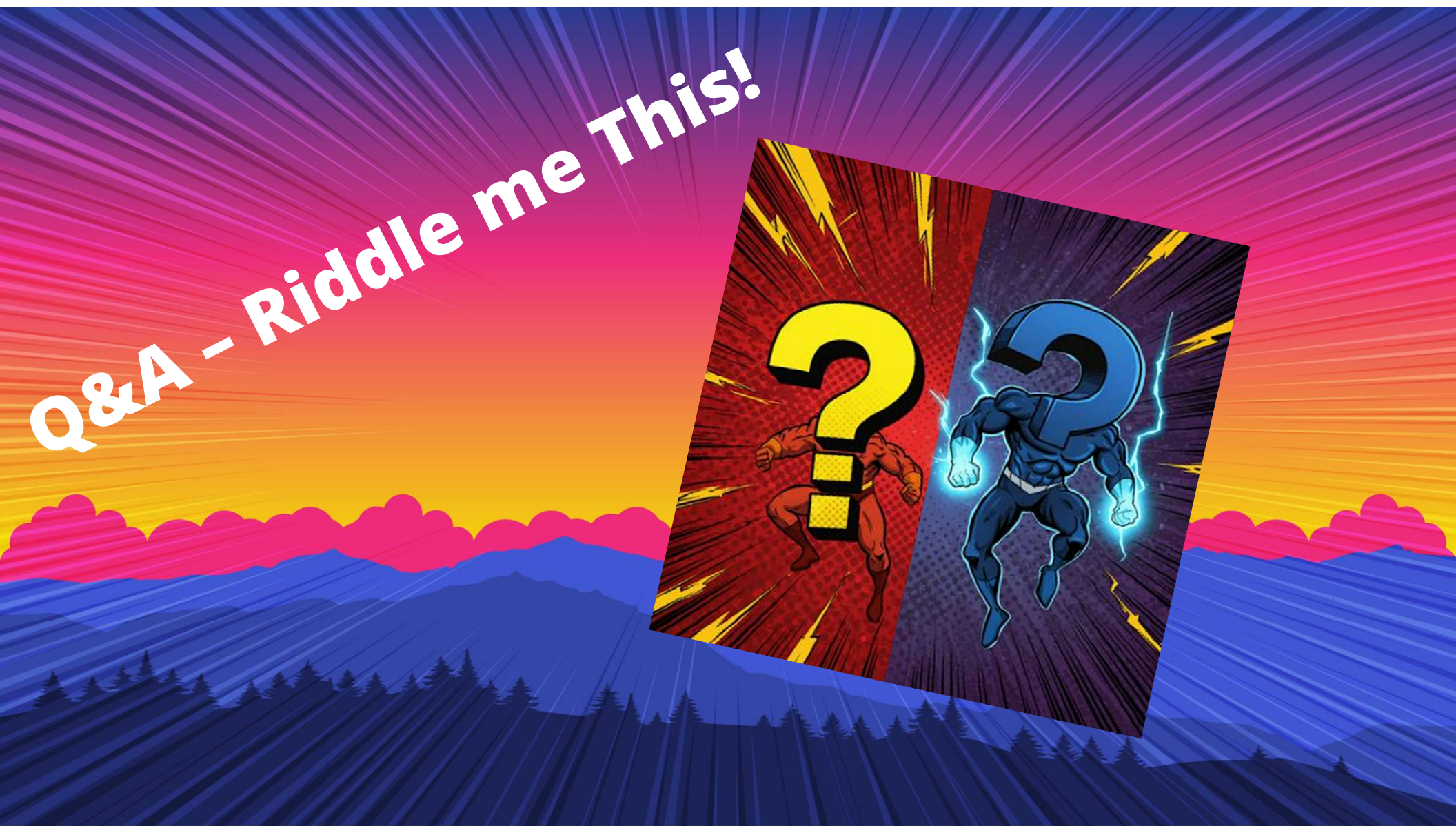
- Use the lasso of truth, speak with emotions and transparency.
- Admit Mistakes and learn from them
- No Compromise with Quality
- Defend your work and your team with the magic bracelets.
- Razzle – Dazzle technique to avoid resistance
- Provide structure and effective use of tools
 - Azure DevOps / Power BI / Microsoft Project
- Commitment and Consistency to the task at hand



Case Study – The Alfred!

- Provide structure within the team and be crystal clear Roles and Responsibilities.
- Create clear and measurable project deliverables, milestones, and schedule.
- Involve the business in the decision-making and offer them a seat at the table
- Do housekeeping to dust off the tardiness and procrastination.
- Offer advice, support, and guidance.
- The Batcave - Provide the team a safe place to fail.





Q&A – Riddle me This!

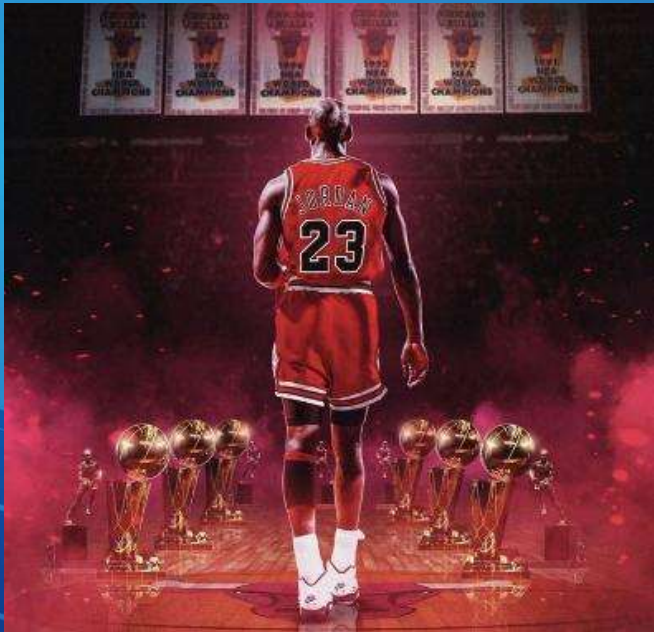
Conclusion and Key Takeaways

The background of the slide features a blue gradient with white radiating lines emanating from the top center. On the left side, there are black silhouettes of a male and female superhero standing on a dark, jagged cliff edge. The male superhero is on the right, wearing a cape and looking towards the right. The female superhero is on the left, also wearing a cape and looking towards the right. In the background, there are stylized blue mountains and a layer of white clouds.

1. Why do we Fall?
2. How can we Rise?
3. Find your Superpower!

Recovery is Possible.
Pick Yourself Up and Try Again!

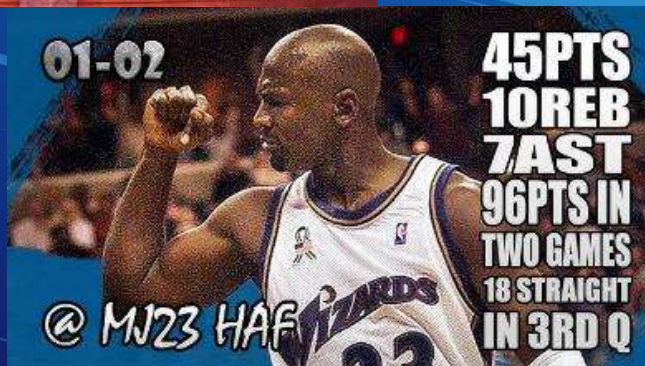
The Outcome



At age 40, Lindsey Vonn makes an 'impossible' comeback, becoming the oldest woman to make an alpine World Cup podium.

"It's been a rough season of people saying that I can't, that I'm too old, that I'm not good enough anymore. I think I proved everyone wrong."

[@allegiant](#)



**DYNAMICS
CON 2025**

**THANK
you**



Miroslav Panevski
Principal Project Manager
| Portfolio and Program Mana...

