

A Relational Typology of Project Management Offices

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ABSTRACT

This explorative article develops a relational typology of PMOs based on their roles with stakeholders. A multi-case study was used to identify the roles of PMOs in multiple-PMO settings. A three-dimensional role space allows locating the complex relational profiles that PMOs take on with respect to their stakeholders in practice. Superordinate, subordinate, and coequal roles were identified in a framework of servicing, controlling, and partnering in organizations. While servicing [subordinate role profile] and controlling [superordinate role profile] support organizational effectiveness and exploitation of knowledge, partnering [coequal role profile] creates the slack necessary for potential exploration of new knowledge.

KEYWORDS: PMO; PMO networks; relational typology; organizational slack; innovation; learning

INTRODUCTION

The organizational phenomenon of the project management office (PMO) keeps the interest within the project management research field. An indicator of this situation is the noticeable recent research production on this subject in research conferences (L. H. Crawford, 2010; Kulvik, Poskela, Tarkulainen, & Artto, 2010; Winch, Meunier, & Head, 2010) and in specialized project management journals (Aubry, Hobbs, Müller, & Blomquist, 2010; Hurt & Thomas, 2009; Pellegrinelli & Garagna, 2009). This statement can also be extended to other project management subjects that pertain to the organizational level (as opposed to the project level) such as program, portfolio, business projects, and so forth.

One interpretation of the vigor of this research trend suggests that research has not yet delivered those answers needed to help professionals solve their problems. In a more critical approach, it can also be interpreted as a fashion nurtured by, among others, researchers themselves. To avoid the fashion effect and the fade-out, L. H. Crawford (2010) suggested going back to what PMOs really do and focus on their functions. In parallel, project management structures continue to evolve. When considering a PMO as an organizational innovation, Hobbs and colleagues (Hobbs, Aubry, & Thuillier, 2008) showed that the PMO is still in a ferment era. The phenomenon is not stabilized yet.

Until recently, empirical research has primarily looked at individual PMOs, often because organizations had only implemented a single PMO to serve project management needs. Some of the well-researched questions related to PMO models (Hobbs & Aubry, 2010), performance (Dai & Wells, 2004), or frequent transformations (Aubry et al., 2010; Hurt & Thomas, 2009). With some exceptions, however, there is only limited quantitative validation to concepts and propositions regarding PMO performance (Dai & Wells, 2004), PMO typologies (Hobbs & Aubry, 2008), or patterns of change (Aubry et al., 2010).

More recently, large organizations have started to implement multiple concurrent PMOs, each one having different mandates, functions, and characteristics. From previous workshops in which the authors have participated, they know that implementation of multiple PMOs is often not coordinated; this results in multiple PMOs working in isolation, which is rather surprising given that project-oriented organizations were developed to break these silos of functional units (Burns & Stalker, 1961; Turner & Keegan, 1999). Organizations are now searching for a better articulation among their PMOs and within their overall governance structure. As of now,

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