

Presentation to FMI – PD Week

“Implementation of the new TBS Directive on the Management of Projects and Programmes at Library and Archives Canada”

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Library and Archives Canada



Library and Archives
Canada

Bibliothèque et Archives
Canada

Canada

Organizational overview



Library and Archives Canada Act

- to **acquire, preserve and make accessible** Canada's documentary heritage for the benefit of present and future generations, to facilitate cooperation among communities, and to **serve as the continuing memory** of the Government of Canada and its institutions



Annual Budget and FTEs

- \$124 M
- 955 FTE



PM landscape at LAC

- We have a CPMO with 3 resources – 2 certified PMP
- Supporting 7 major projects – total value \$474.9M
 - Construction of a State-of-the-art Preservation Centre – appr. \$365M
 - Partnership with City of Ottawa, Ottawa Public Library and LAC for the construction of a joint facility in Ottawa – appr. \$73M

The Implementation Journey



During the TBS consultation phase of the PM Directive

- Kept LAC's Management Board (MB) informed through formal presentations on the potential impact of the Directive on PM.
- Also presented to other internal governance committees to get management to start their reflection on PM.
- The CPMO started working on PM implementation options for LAC

After the approval of the TBS Policy and Directive

- Presented to MB the final policy requirements and what LAC already had in place in support of the new directive.
- Also provided an action plan and timelines to MB to finalize the implementation of the policy.
- Performed an "ADKAR" analysis on change management. (Awareness, Desire, Knowledge, Ability, Reinforcement).

Factors of the successful implementation

- Having a dedicated and visible leader - ADM Corporate Services and CFO.
- Keeping our Governance committees informed from the beginning.
- Fostering the discussion around the value of effective PM practices – and away from the compliance aspect.

Consideration of Stakeholders

- Many discussions at different Internal Governance Committees where all organizational DGs were present (Internal Services and Operation sector).

Results from the implementation of the TBS Directive



A Senior Designated Official for PM was identified and communicated to TBS.



A Project Management Framework was developed and approved by MB.



A gating approach was developed and approved by MB.



One Statement of Accountabilities and Responsibilities for Project Sponsor was signed



A PM challenge committee was created (ADM and DG level members)

Project Management – LAC Contact information



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