

9.1 Develop HR plan

Defines Roles & Responsibilities  
Assistance of team members with risk, quality & P mgmt. activities

- Determine how you will do planning
- Determine team
- Determine all roles & responsibilities
- Go back - iterations
- Finalize the "how to execute & ctrl" part
- Develop realistic & final PP

Tools/Techniques

Orga charts

Key:  
P = primary responsible  
S = secondary responsible

Responsibility assignment matrix

RACI chart:  
Responsible  
Accountable  
Consult  
Inform

OBS

Responsibility by dept.

RBS

Breaks work down by types of resources

Position description

Networking

Inputs

Activity Resource Requirements

EEF

OPA

Output

HR Plan

Roles & responsibilities

Project organization charts

Staffing mgmt. plan

Recognition & reward system

Especially in Matrix environment

May need considerable effort on large P

Get improved performance