

Proposal of an Actions and Achievements Organizational Management Methodology (A2OM2) in order to face cultural management improvement goals

Lead author:

Jose Carlos Machicao Valencia

[jcmachicao@gmail.com](mailto:jcmachicao@gmail.com)

Provided the proliferation of methodologies to define the strategic and operational context for an organization this article explores the need of some methodological aspects that are not rigorously covered by the existing tools. Specifically explores the difference between the methodologies focused on the management contents and the ones focused on the improvement of the management culture in order to identify and use the links between both contexts. This exploration found its justification as organizations are finding barriers to relate their methodologies, to real proposed achievements, actions and people within the organization. A preliminary model and four methodological principles are identified as the basis in order to generate a common structure facing these barriers.

After a literature research it was found that there are no recognized tools which help to put the methodologies all together to work with results. Aspects of the process of methodology appliance in organizations were identified. Main aspects are related to the lack of common language; fusions between new and existing management methodologies and to certain situation of the organization management culture and those of their individual members. These facts encouraged to generate an integration-focused methodology based on principles to manage organizational actions and achievements as well as to explore the value that can be generated for the organization and for the individuals applying this methodology.



**Jose Carlos Machicao Valencia**

Organizational Project Management Consultant, with 12 years experience managing projects, programs and portfolios, creating and implementing methodologies for project and program management at public and private organizations. Researcher in organizational project management at the Continental University in Peru. Wide experience implementing OPM3 surveys and solution planning. Lecturer at several universities in Lima, Peru. MSc in Energy Management, Certified PMP and member of several professional institutions in Peru and globally. Member of the PMI Consulting and Government SIG.



**Tatiana Machicao Valencia**

Industrial Engineer, with 8 years experience in production planning in the textile industry. Two years involved in projects of software implementation. Member of the PMI. At the moment Master Student of Project Management at the Norwegian University of Science and Technology. NTNU. Trondheim. Norway.