

## Benefits management and High Greens

This document provides an insight into how people with the iMA High Green communication style will perceive the principles and application of benefits management. To get the benefit of this page you first need to understand your own preferred style (or colour) and, ideally, those of your colleagues.

This page follows the format of the Praxis benefits management plan. Since the policy section is common to all Praxis management plans you can view that in a separate document available [here](#).

### Goals

The goals of benefits management are to:

- define benefits and dis-benefits of the proposed work;
- establish measurement mechanisms;
- implement any change needed in order to realise benefits;
- measure improvement and compare to the business case.

*A High Green would typically propose or want to see:*

- an explanation of what benefits management is aiming to achieve;
- a consistent and systematic approach to planning, quantifying, valuing and realising benefits;
- a long term commitment to the monitoring of benefits realisation;
- tangible and detailed financial benefits which are measurable and can be shown to realised.

*A High Green would typically be perceived as:*

- increasing bureaucracy and delay when insisting on evidence and facts to justify benefits;
- discounting intangible / non-financial benefits and relying solely on tangible / financial benefits.



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## Procedure

When defining or implementing the specific steps in the benefits management procedure a High Green would focus in the following ways.



### Quantify

*A High Green would typically propose or want to see:*

- the adoption and use of tools and techniques that are methodical and fact based for identifying benefits;
- consideration of benefits and lessons from previous projects;
- clear allocation of costs to benefits.

### Value

*A High Green would typically propose or want to see:*

- the adoption and use of tools and techniques for identifying benefits that are quantitative to facilitate informed and objective decisions;
- propose details of the way valuation tools should be used e.g. principles by which they should be used.

### Plan realisation and realise benefits

*A High Green would typically propose or want to see:*

- a methodical and evidence based approach to measuring the before and end-states;
- a high level of information that is robust and verifiable against which measurement can take place during and after the transition;
- a comprehensive and robust plan linking outputs to the changes necessary to realise the benefits and all steps for a successful transition.