



REBEL PM FRAMEWORK

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REBEL PM FRAMEWORK is a flexible project management framework designed to prioritize teamwork, minimize meeting fatigue, and adapt to various industries and projects - not just software development. It combines the best aspects of agile methodologies with a simplified structure that fosters collaboration, adaptability, and productivity.

Six Core Principles

1. **Team-Centric Collaboration:** Focus on building trust, fostering open communication, and enabling mutual support within the team.
 2. **Outcome-Driven Progress:** Reduce reliance on meetings and ceremonies, focusing instead on measurable outcomes and shared accountability.
 3. **Autonomy with Alignment:** Teams operate with autonomy but align on common goals and shared progress metrics.
 4. **Simplicity:** Keep processes lean to reduce overhead and ensure focus on the work.
 5. **Flexibility for All Projects:** Adaptable to any project type, including non-software industries, by focusing on universal project goals and processes.
 6. **Continuous Learning and Growth:** Encourage teams to regularly reflect, adapt, and invest in skill development to improve performance and morale
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REBEL PM FRAMEWORK Workflow

1. Roles

- **Caregiver:** This person ensures smooth collaboration, removes obstacles, and supports team dynamics. Aligns scope and priorities with the Caller, Experts and Team Players. Tracks progress and reports to stakeholders
- **Caller:** Defines the project's goals. This could be a client, sponsor, or stakeholder.
- **Expert:** A subject-matter specialist who provides deep knowledge in specific areas of the project. The expert guides the team on technical decisions, ensures best practices, and mentors other team members to promote growth and knowledge sharing.
- **Team Players:** Cross-functional members responsible for executing tasks, managing and overseeing dependencies, making decisions collaboratively, and supporting each other.

2. Core Practices

- **Shared Goalboards:** Use tools like Kanban boards, digital trackers or project plans to visualize work progress transparently. Use Collaboration tools for Communication, knowledge transfer and discussions.
- **Weekly Syncs:** A single weekly meeting to align on progress, challenges, and upcoming priorities. Attendees is the Caregiver, the Caller. Team Players and Experts attend as needed
- **Dynamic Work Cycles:** Instead of fixed sprints, work cycles can be adjusted to the project's pace and are task-based.
- **Team Empowerment Time:** Allocate 1-2 hours weekly for skill-sharing, brainstorming, or simply discussing improvements in a casual setting.
- **Peer Reviews:** Regular reviews of deliverables by teammates to ensure quality and alignment.

3. Artifacts (all part of the Goalboard)

- **Team Charter:** A living document that captures Project organisation diagram, team norms, communication guidelines, phase plan, meeting cycles, Contacts and Roles (with their representatives)
- **All-you-can Log:** Tracks Open Points, Open Questions, Change Requests, Decisions
- **Backlog / Requirements Log:** A living document that captures requirements, those responsible, progress and status, estimates and Priority ranks.
- **Outcome Log:** Tracks completed goals, metrics, KPIs and lessons learned to celebrate wins and improve continuously.
- **Risk Matrix:** Simplified documentation of potential risks with mitigation strategies, updated dynamically by team members.

4. Meetings (Minimized but Effective)

- **Kickoff Workshop:** An interactive session at the start of a project to align on goals, roles, and processes. Evaluate Team Charter.
- **Requirement Alignment (as needed):** Plan and Review Backlog/Requirements log. Conduct time-, duration- and budget- estimates, assign those responsible where possible, define obstacles and dependencies. Suggest priorities to Caller.
- **Weekly Progress Check (60 minutes):** A short sync to discuss progress, address blockers, and realign on priorities.
- **Retrospective (as needed):** Reflect on what's working, what isn't, and iterate on processes.

Key Adaptations

- For **creative projects**: Focus on brainstorming workshops and flexibility in milestones.
 - For **manufacturing or operations**: Emphasize detailed planning and real-time status tracking.
 - For **research initiatives**: Incorporate milestones for hypothesis testing and result validation.
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Why REBEL PM FRAMEWORK Works

- **Teamwork-First**: Builds stronger connections and trust within the team through shared goals and less micromanagement.
- **Reduced Fatigue**: Fewer meetings, with every discussion being intentional and time efficient.
- **Broad Applicability**: Universal structure makes it usable in industries ranging from education to construction.
- **Focus on Outcomes**: Encourages measurable progress and celebrates achievements frequently.
- **Boosts Morale**: Providing space for growth and reflection keeps team members motivated and engaged

Workflow in REBEL PM FRAMEWORK

1. **Kickoff:** The team agrees on a shared vision, outcomes, and responsibilities based on the Callers goals
 2. **Dynamic Work Cycles:** Tasks are pulled and executed from the Goalboard.
 3. **Weekly Syncs:** The team shares updates, addresses blockers, and re-prioritizes as needed.
 4. **Deliverables:** The team evaluates and finalizes deliverables through peer reviews.
 5. **Retrospective:** Reflections to iterate on process improvements as needed.
 6. **Transparency:** Make all decisions, progress, knowledge and challenges visible to team members and stakeholders to build trust and maintain alignment
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REBEL PM FRAMEWORK is a flexible and empowering alternative to traditional frameworks, enabling teams to focus on what matters most—working together to achieve outstanding outcomes.