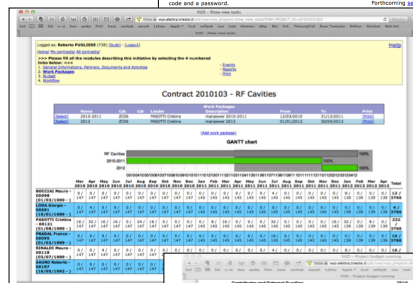
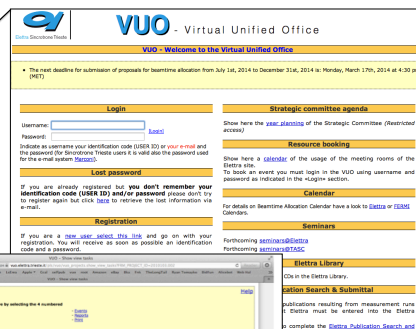
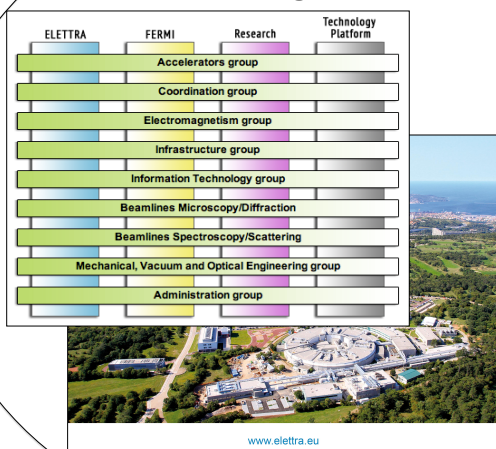


# MANAGING BY OBJECTIVES A RESEARCH INFRASTRUCTURE

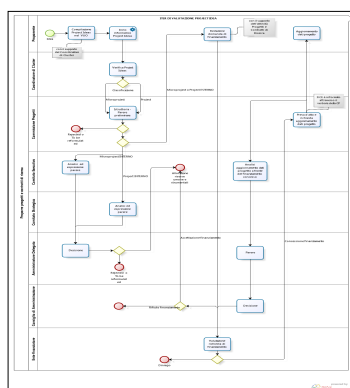
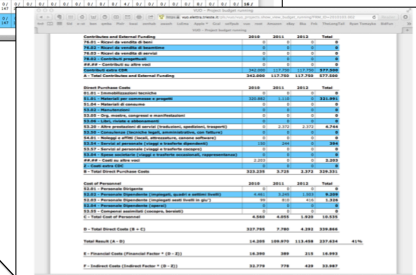
R. Pugliese, F. Billè, D. Favretto, N. Guidi, M. Turcinovich

Virtual Unified Office (VVO) is an effective scientific business management system. Based on the Project Management Institute standards help us to manage by objectives the whole research infrastructure. In particular, the VVO allows an integrated management of initiatives (projects, contracts, operating activities, staff commitments, skills, appointment letters and of the assessment procedures). The VVO integrates the various source of information including the company ERP and computes a set of company indicators to feed a balanced scorecard which allow us to execute the company strategy.

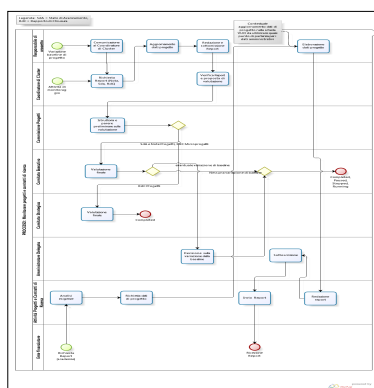
## Elettra and its matrix organisation



VVO Home, Initiative GANTT, work packages staff commitments and financial plan



**Project Proposal and Monitoring Workflows:** startup, planning, execution, monitoring and control and closure processes according to the PMI standards



**Key Performance Indicators**  
**Company Wide Balanced Scorecard**