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### **STRATEGIC FIT OF PROJECT MANAGEMENT AT A BRAZILIAN STATE-OWNED FIRM: THE CASE OF ELETRONUCLEAR**

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*Abstract: In the literature, mention is made of the significant loss of resources in the case of projects that do not contribute to the firm's main objectives, mainly because they are not aligned with its strategy. The lack of project strategic fit thus ends up having a negative impact on its performance and competitiveness. This article shares the results of a study on project management – PM - at the Brazilian state-owned firm, Eletronuclear, created in 1997 to build and operate nuclear power plants in the country. The study's objective was to assess the strategic fit of PM at this firm and identify factors that contributed to, or hindered, the achievement of the desired fit. The research adopted the case study method, collecting data from various sources using different means – documental investigation, structured questionnaires and interviews – in order to ensure their consistency. The results indicated a predominance of weaknesses in PM at the company, namely in terms of inconsistencies with its strategy, evidencing PM's lack of strategic fit. They highlighted resources – specifically inappropriate allocation and quality – and the difficulty of changing to a culture of PM with a strategic vision, as the main problems. At the same time, they revealed recent initiatives, pertinent to the adoption of strategic-level project mediation processes and project portfolio planning, that if translated into concrete actions, could indeed contribute to a better strategic fit of PM at Eletronuclear. The study thus provided insights for other firms seeking to improve their project management.*

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*Abstract: Competence management is seen as one of the most important sources for comparative strategic advantages. Especially in transformation economies like the Czech Republic, human resources have to be regarded as a key factor for current and future success of the economy. Therefore this article focuses on the external and internal drivers of change, influencing competence management and development in this country. The analysis shows that management competences are still in a building phase. Roughly 20 years after the great reforms, competence management shows first trends to increase market- and employee-orientation.*

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