

Are you really developing project managers or just wasting your money?

AIPM National Conference
15 October 2008

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Process Groups





So what??????

- 1/3 of current Project Managers will retire within the next 5 years.
- Known skills shortages
- Projected increase in infrastructure spending
- Increased focus on delivery of Government services 'by project'
- Project managers are being asked to do so much more

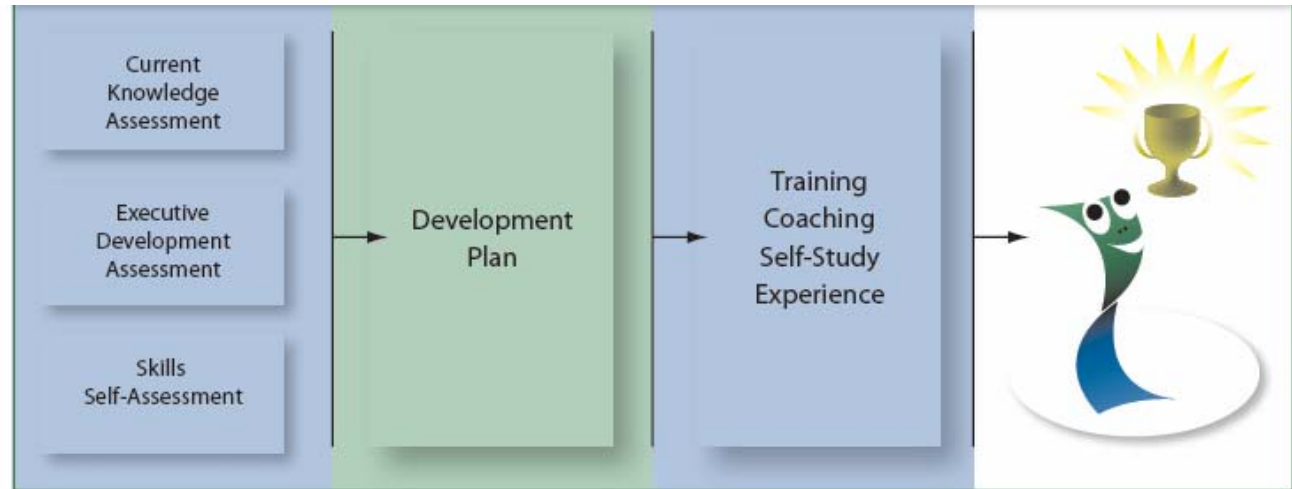
Common Approaches to PM Development

- Reading and self-study
- On the job
- Short course
- Methodology course
- Qualification
- Certification
- Conferences

Why this doesn't work

- Piecemeal
- Focus on 'technical' skills
- Can't translate theory into practice
- Training in areas individuals already know or are good at
- Does not address post-qualification /certification

A model for PM development



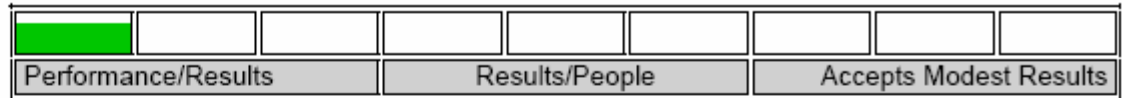
Knowledge

Sub-Topic(s)	Weakness	Proficiency	Strength
Information Distribution and Performance Reporting		██████████	
Project Quality Management		██████████	
Project Scope Management		██████████	
Risk Response Planning, Monitoring, and Control		██████████	
Risk Analysis		██████████	
Task Definition, Sequencing, and Duration Estimating		██████████	
Staff Acquisition and Team Development		██████████	
Communications Planning		██████████	
Cost Estimating, Budgeting, and Control		██████████	
Project Plan Development & Execution		██████████	
Task Plan Control		██████████	
Integrated Change Control			██████████
Resource Planning			██████████
Organizational Planning			██████████
Project Procurement Management			██████████

Exec Development

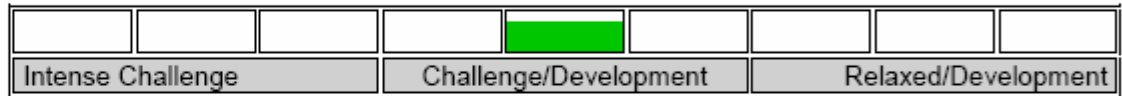
Consulting Style

An indication of the individual's natural consulting style and relative balance between achieving results and dealing with the feelings of other people.



Personal Motivational Structure

Reflects the relative importance of challenge, service and risk avoidance in the motivational structure of the individual.



Approach to Motivating Others

This scale reflects the individual's most natural approach to motivating other people.



Leadership Style

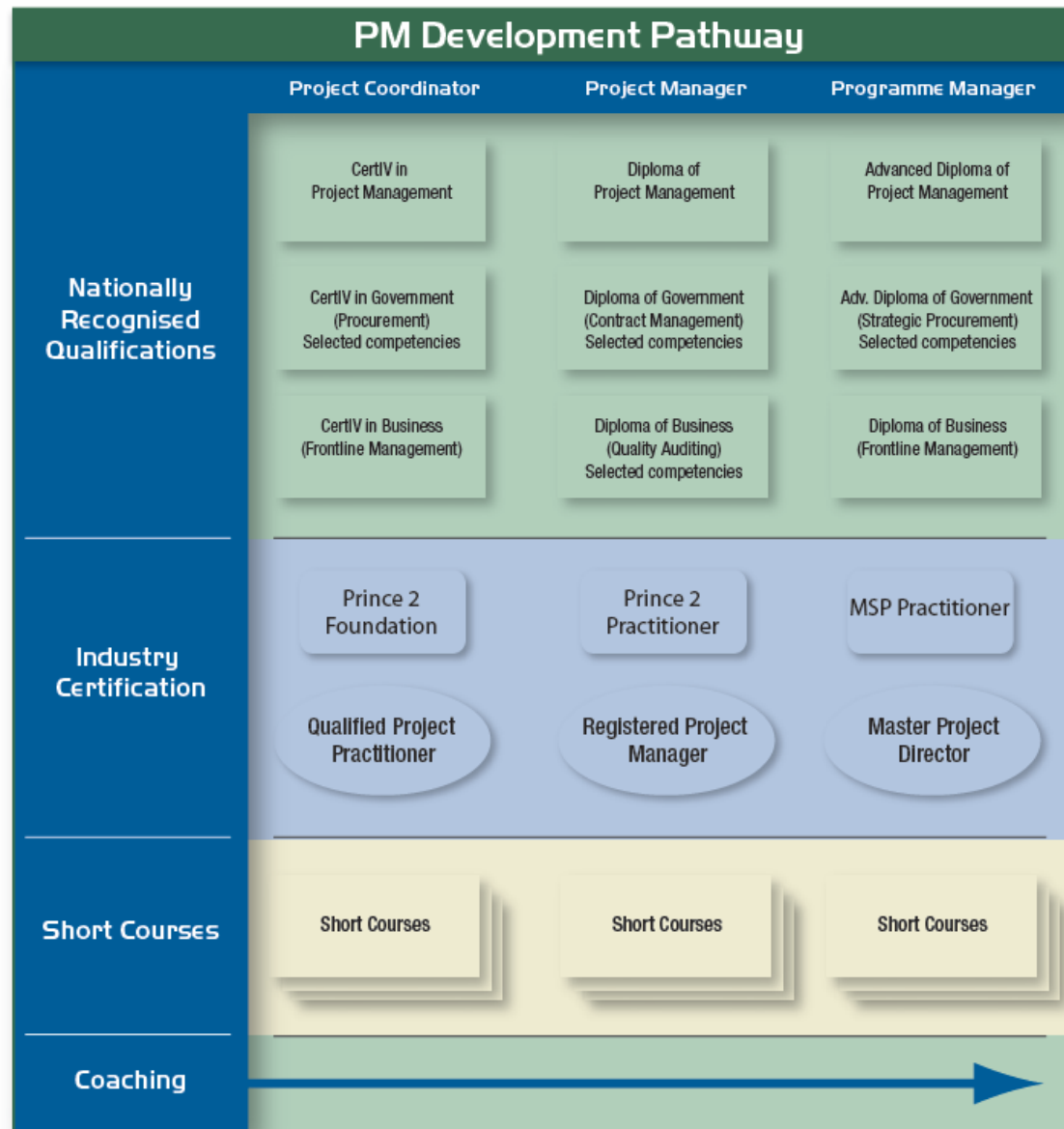
An indication of the person's natural approach to leadership and dealing with others.



Skills

Skill Area	Element	Self Assessment Rating				
		1	2	3	4	5
Interpersonal Skills						
Providing feedback to individuals and teams	Knowledge					
	Experience					
Dealing with difficult people	Knowledge					
	Experience					
Negotiation with team members, vendors and management	Knowledge					
	Experience					
Decision making	Knowledge					
	Experience					
Managing and leading teams	Knowledge					
	Experience					
Writing business documents	Knowledge					
	Experience					
Managing team performance	Knowledge					
	Experience					
Presentations to managers and groups	Knowledge					
	Experience					

Skill Area	Element	Self Assessment Rating				
		1	2	3	4	5
Project Management						
Programme Management	Knowledge					
	Experience					
Identifying, defining and managing project scope	Knowledge					
	Experience					
Project change control	Knowledge					
	Experience					
Identifying stakeholders and analysing their influence	Knowledge					
	Experience					
Integrating all project management functions	Knowledge					
	Experience					
Developing a business case	Knowledge					
	Experience					



Some of the answers...

- More than schedules, risk and budgets
- Not just about training
- Need a plan and systematic approach
- Coaching is critical

Questions?

