



Generation X and Y Project Managers

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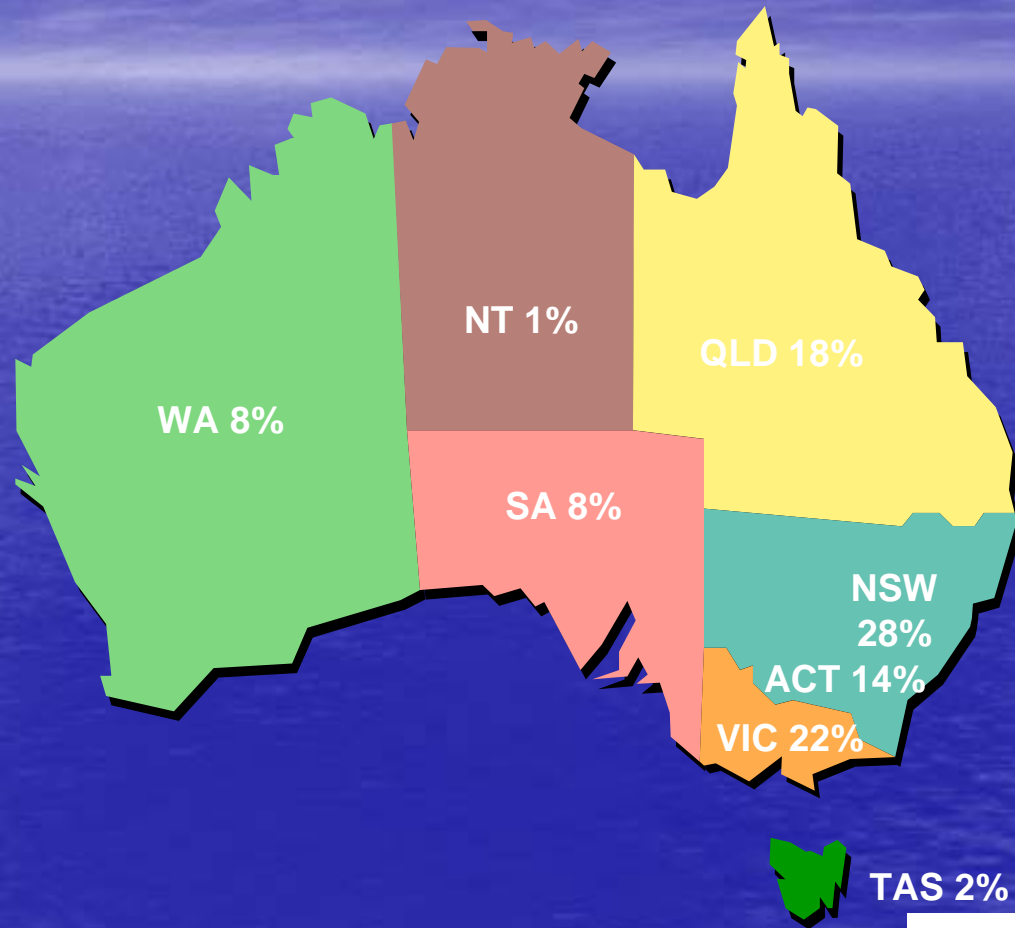
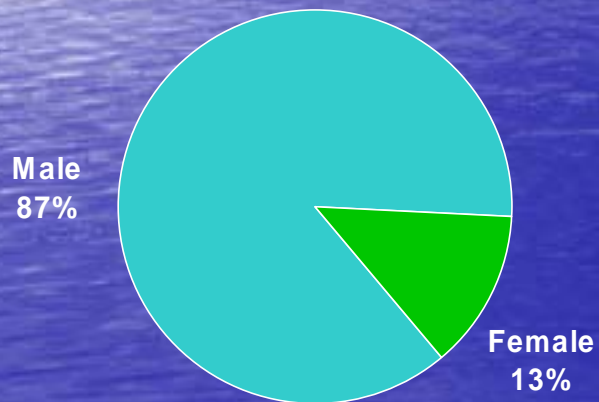
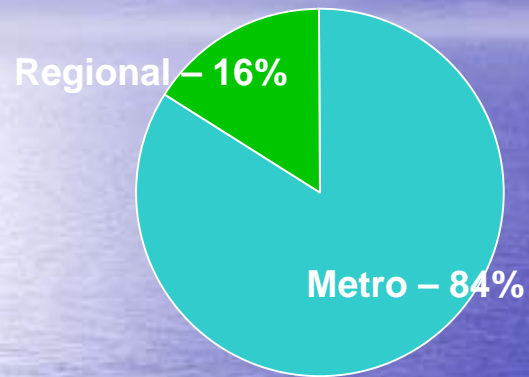


A little about AIPM

- Peak Body for Project Management in Australia
- Representing and promoting the profession of Project Management for over thirty years
 - 6,500 individual members ~ 40% growth in last eighteen months
 - 132 corporate members



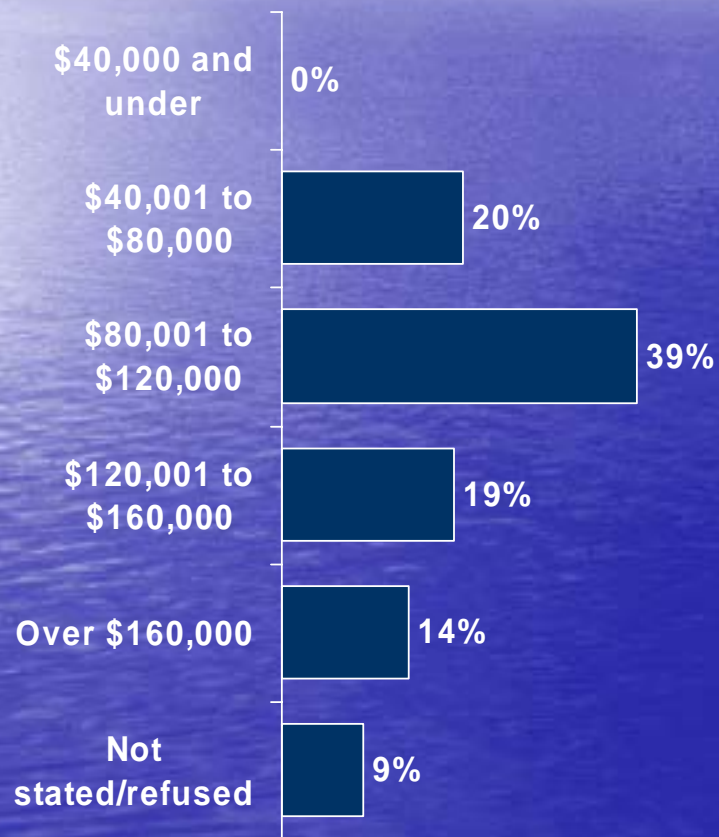
AIPM Member Survey – October 2005



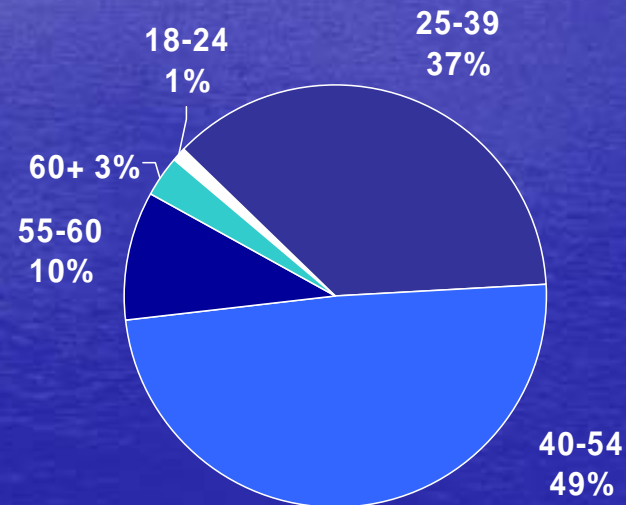


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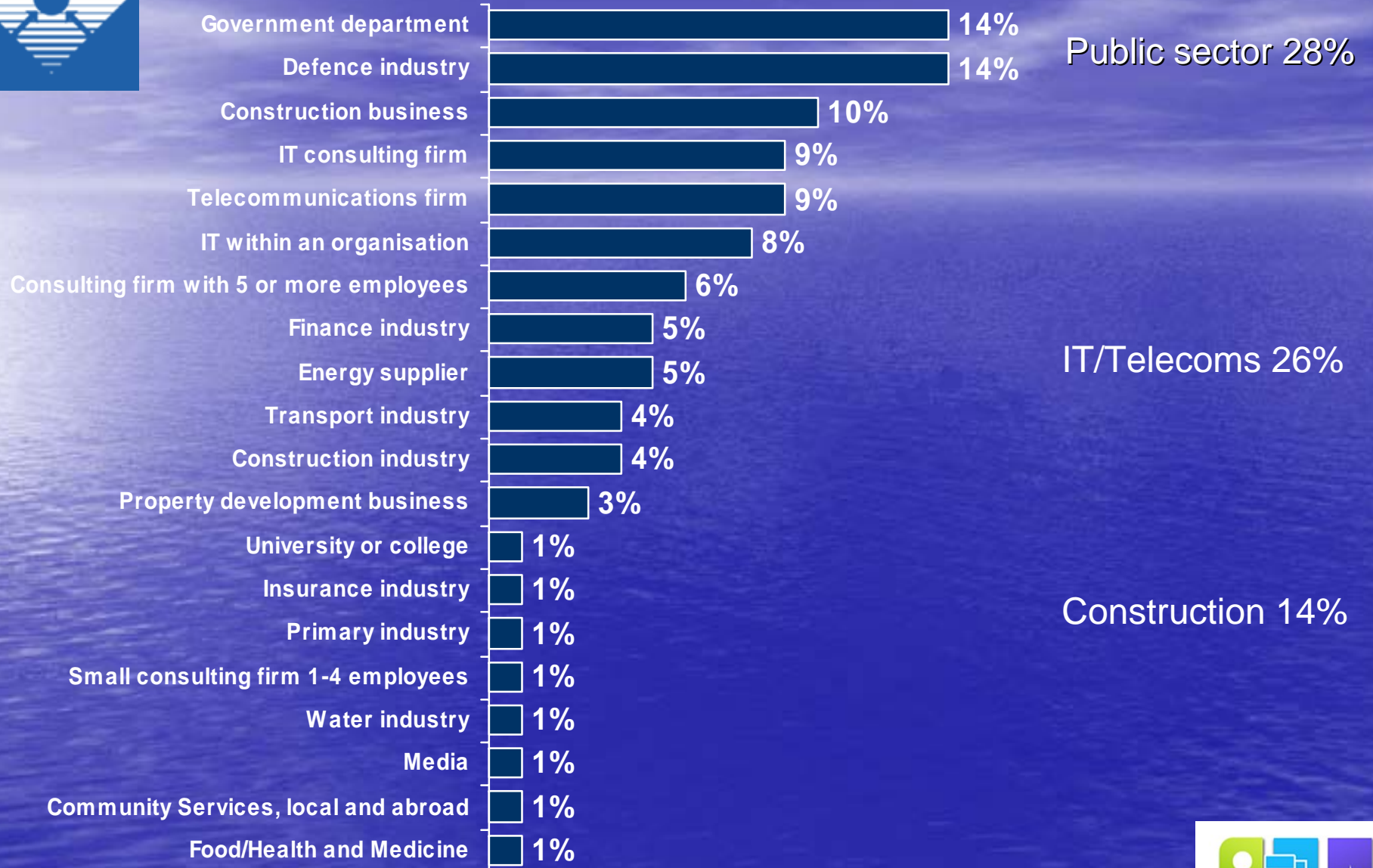
Income

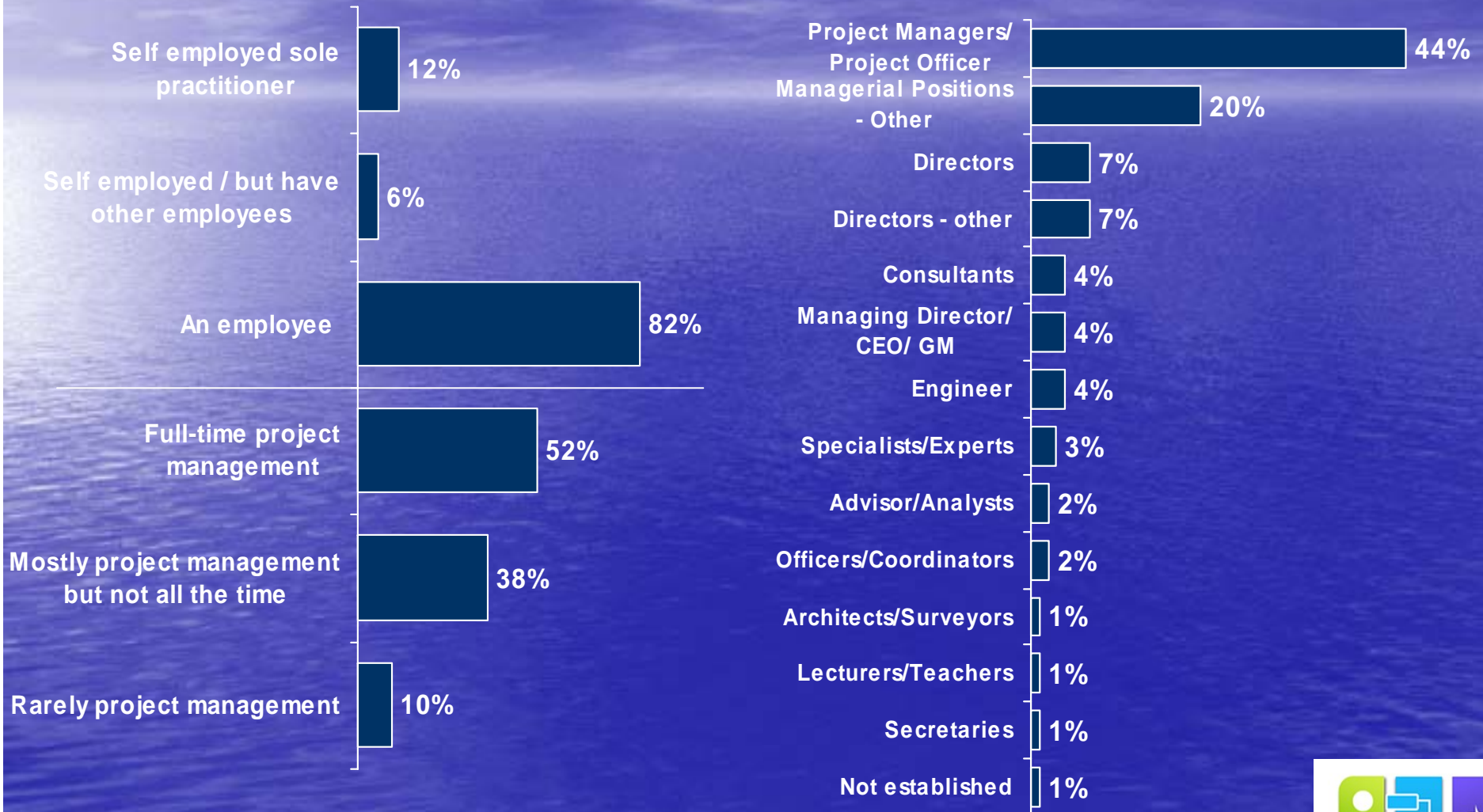


Age

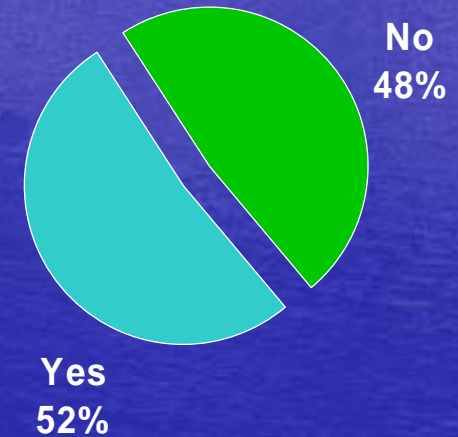
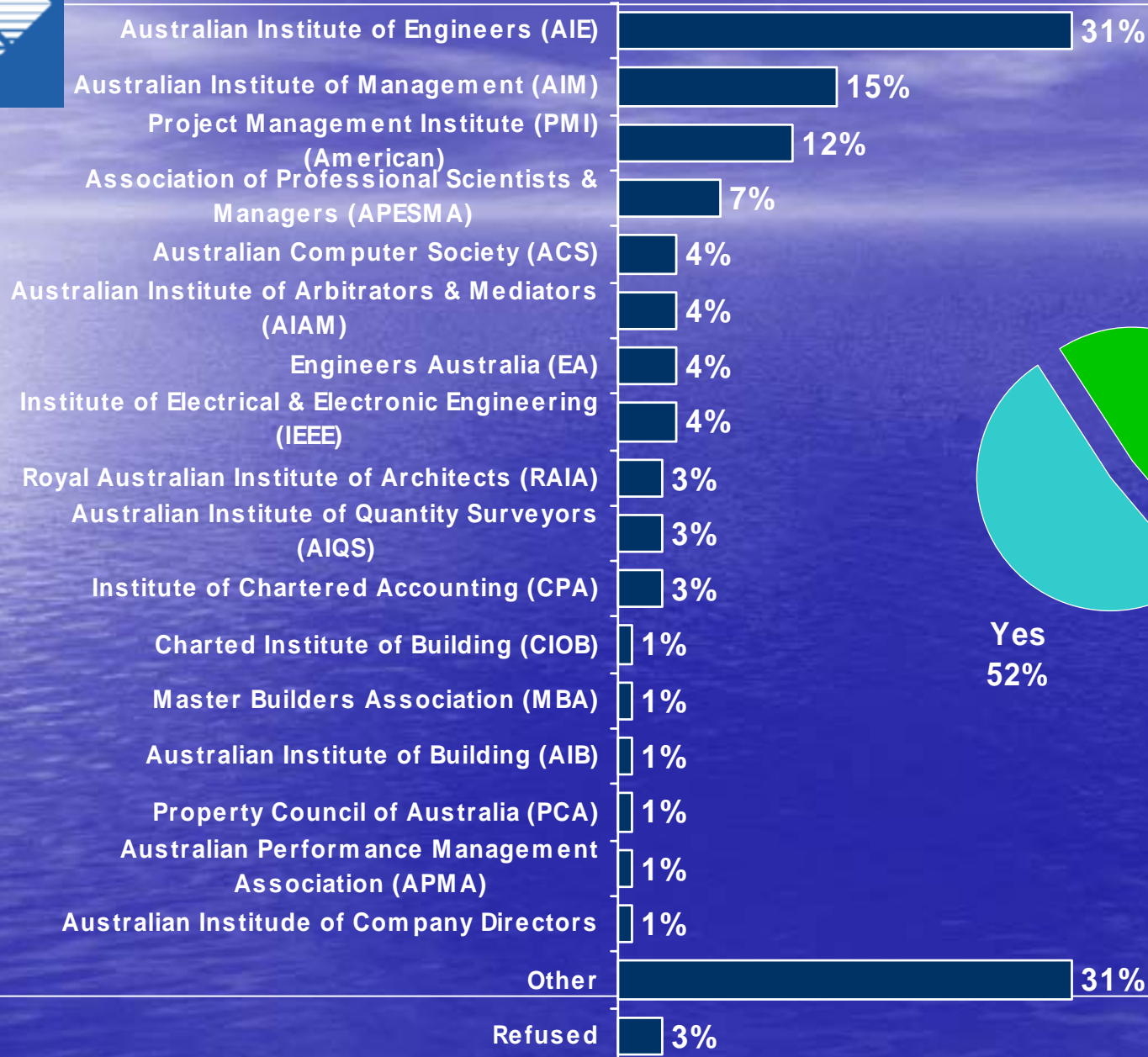


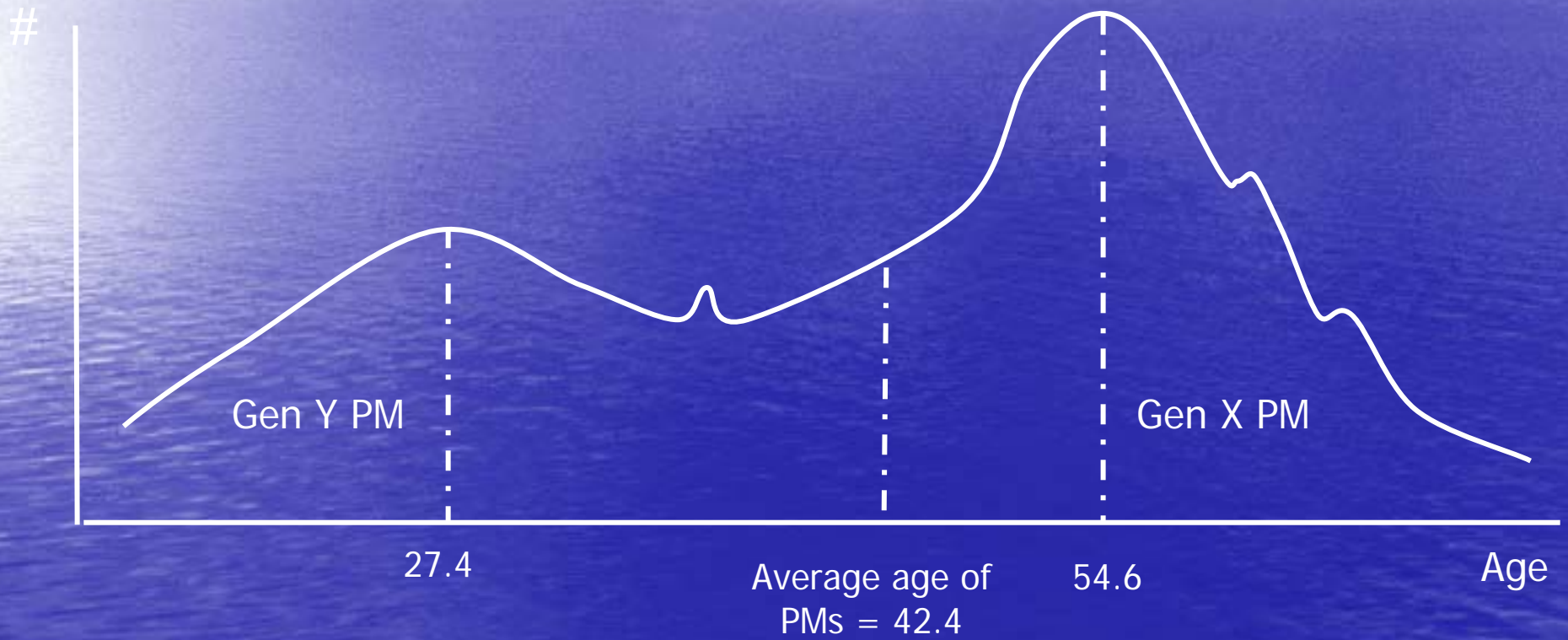
AIPM – The Gen x Gen Y Project Manager





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Generation X – The Accidental Project Manager

- Come from other professional disciplines – maintain original professional status
- Did not choose PM as a prime career choice, but adopted the mantle during their career
- See PM as a means of increasing the application of their core technical skills
- Pathway to PM recognition is through competency assessment followed by academic courses
- Strong organisational/industry knowledge and experience....."Streetwise"



Generation Y–The Aspirational Project Manager

- Increasingly looking at PM as a primary skill set / a career of choice
- Achieving PM recognition through embarking on academic courses, followed by competency assessment
- Strong underpinning knowledge...looking for opportunities to apply the knowledge
- Tend to be risk averse, and adopt “safe” strategies to achieve project outcomes – there is little tolerance for error by their Gen X managers
- Strong reliance on tools and processes



PM skills in career development





Challenge for PM industry

- Generation X PMs are exiting now, and high percentage will not be running projects in ten years time
- Generation Y will need bridge the PM gap, acquire experience and skills rapidly in “safe” environments
- PM skills are increasing as a secondary competency in most professions
- Corporates are adopting PM methodologies as a “language” of business



Bridging the Gap – Tools and Processes

- The Gen Y PM's require strong systems, processes and decisions making tools to allow them to develop business acumen in a safe environment
- Gen X PMs need to provide leadership and develop respect for different development pathways of Gen Y Aspirational PMs
- Organisations need to retain knowledge of exiting Gen X PMs
- PM competency will become part of a portfolio of skills for all individuals, not just the PM specialist



Bridging the gap – People Industry Wide Mentoring

- There is a good chance that the Gen X PM will retire before they complete their last project
- Make the last project your Gen X PM performs based on knowledge transfer and mentoring your Gen Y PMs
- Once the Gen X PM retires – use them!
 - Our survey shows that 4% of our current financial members are retired
 - They want to participate and give back to their profession
- The exiting or retiring PM is a great resource for industry wide mentoring



Closing Thoughts

- Proposition One:
 - Future shortage in PM skills can be reduced by making professionals more efficient by adding PM competence to core capabilities
- Proposition Two:
 - The PM industry needs to adopt new skills development pathways to attract and develop industry entrants
- Proposition Three:
 - Don't make the last projects a senior PM does before retiring the most commercially critical, instead make them available for industry wide mentoring and corporate knowledge transfer

Watch out ~ Gen Z are coming.....



Questions?

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