Project Controls Expo - 31st Oct 2012
Twickenham Stadium, London

Project Management Development

- for employers

- for project management staff

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About the Speaker – Don Hazeldine

- Ex-military (18 yrs), Ex-BAE Systems (21 yrs)
- Project Manager - Project Controller
- PM Learning & Development Specialist
- BAE Systems PM People Capability Lead
- Designer of the Project Control Foundation Scheme
- APM Registered Project Professional
- www.pmpilot.co.uk

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Project Management Development – the Benefits

Motivated & informed staff
Measurable & documented achievement
Awareness of standards
Common professional language
Good practice as standard
Improved employer, client and supplier relationships
Professional recognition
Skilled, committed, project professionals

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Development Maturity Model - Bersin

- 65% organisations still at Levels 1 and 2
- Research shows significant improvements in staff retention, alignment and business engagement by moving up the steps

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Development Strategy

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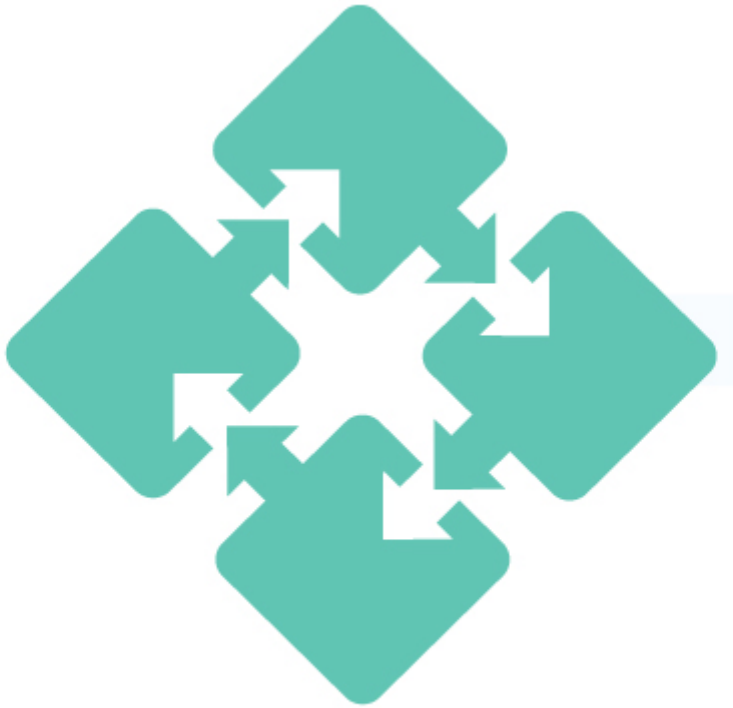

Competency Framework

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Examples of Competencies

PM Technical:
Risk & Opportunity Mgt
Work Content & Scope
Scheduling & Phasing
Earned Value Management

Personal:
Teamwork
Influencing
Problem solving
Developing People

Awareness:
Finance
Commercial
Business Winning
Supplier Management

Additional:
Engineering
Technical
Cultural
Business Framework
Professionalism

Luck and Availability are not competences

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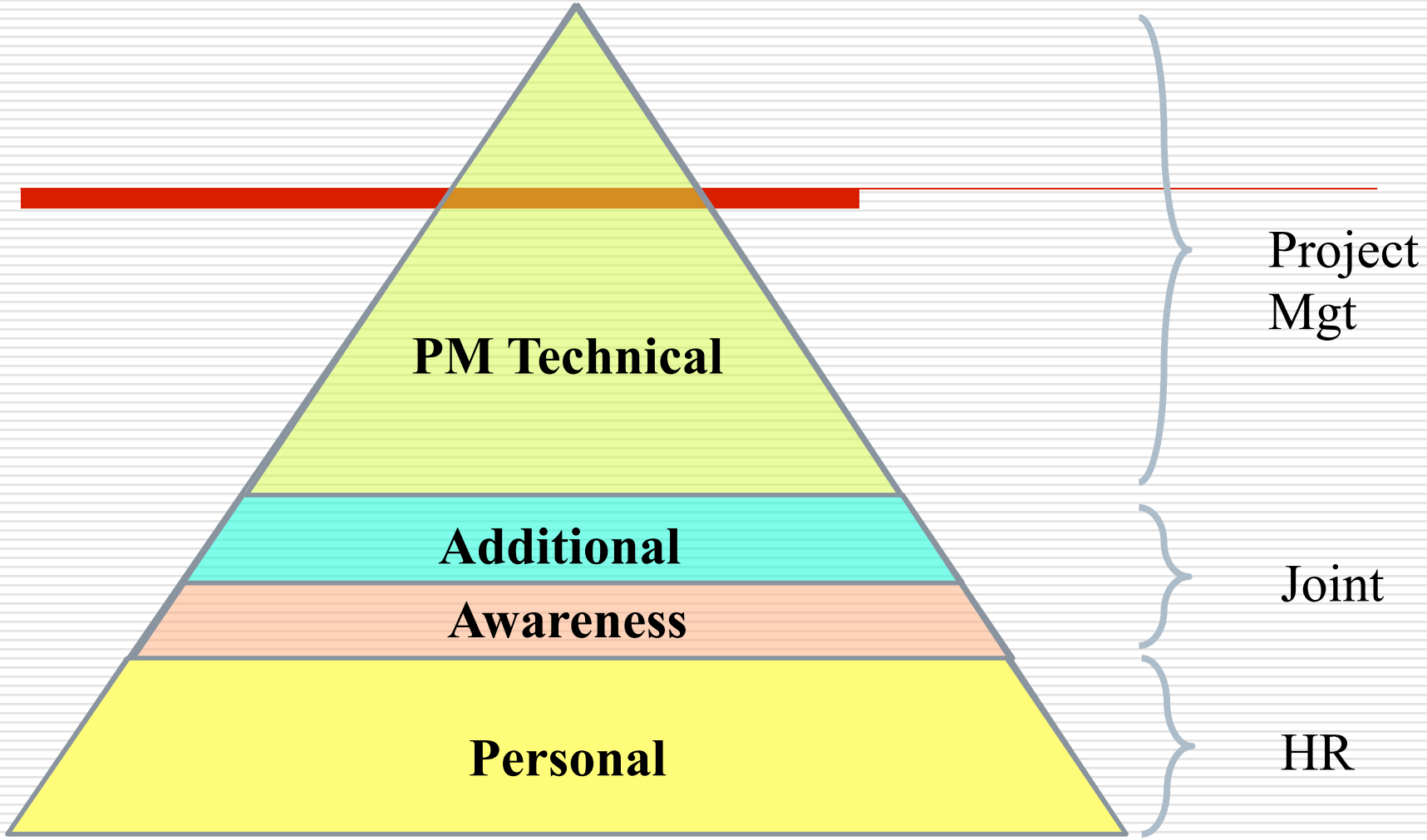
Ownership of Competencies



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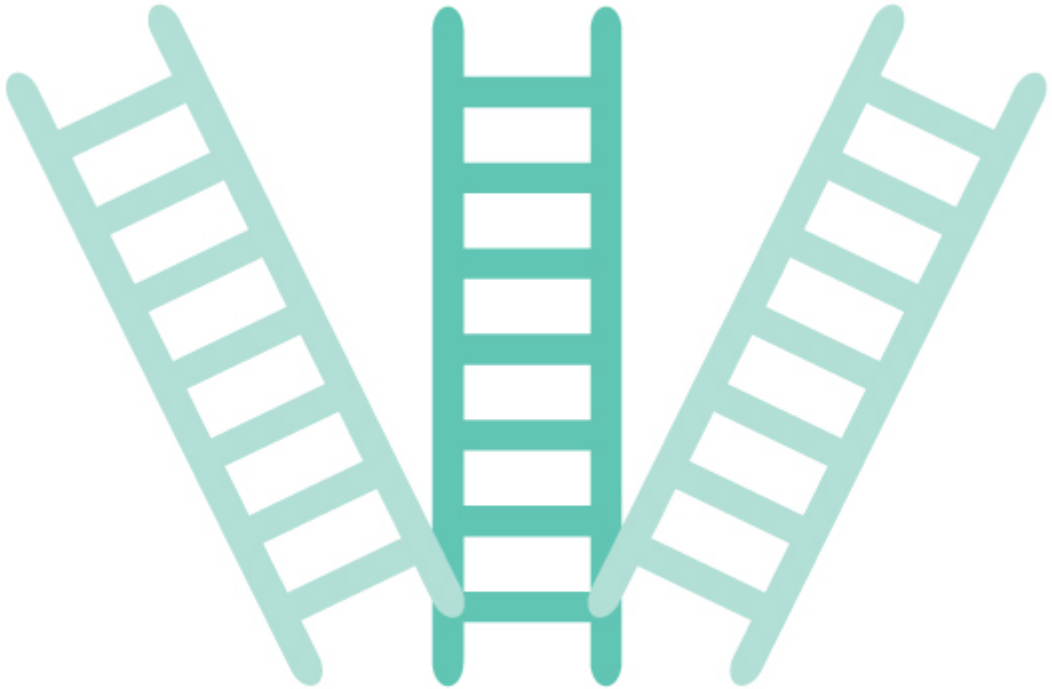

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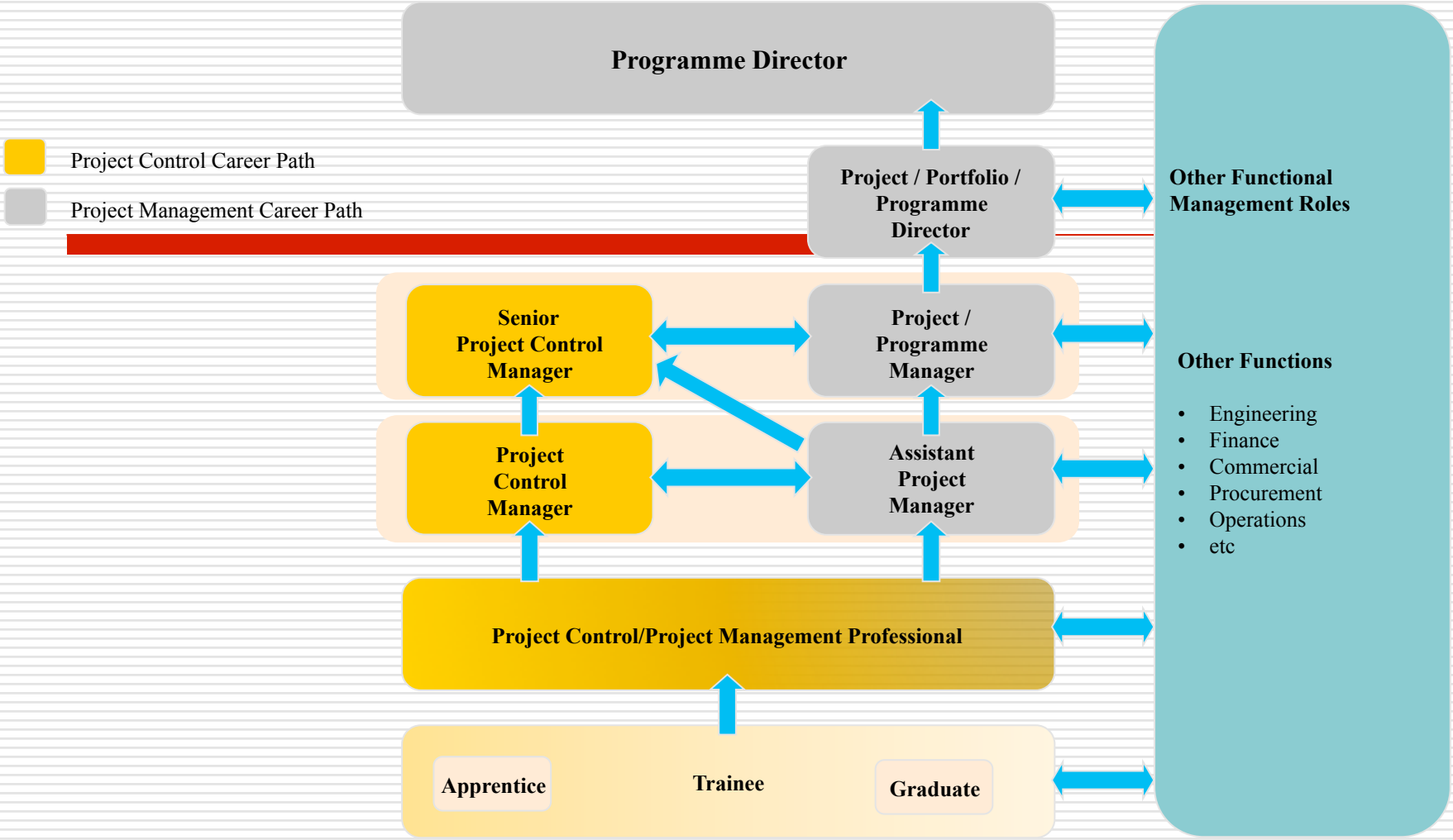
Example of a Career Framework



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Role Profiles

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Snapshot of competency level matched to role

Competency mapped to Generic Role	PM	FPM	SPM	PgM	SPgM	PMO Mgr	SPMO Mgr	PMO Lead	T&T	PC
Customer										
Customer Focus	3	3	4	4	5	3	4	3	5	2
Client management	3	2	4	4	5	3	4	2	5	1
Delivery Assurance	3	2	4	5	5	3	4	3	5	1
Negotiating Skills	3	2	4	4	5	3	4	2	5	1
Contract Management	2	2	3	4	5	3	4	2	5	1
Business Development	3	1	3	4	5	2	3	2	5	na
Quality Management	3	2	4	5	5	4	5	3	5	2
Scope Management	3	2	4	5	5	4	5	2	5	1
Finance										
Budget and Forecast Planning	3	2	4	5	5	3	4	2	5	1
Risk Management	3	2	4	5	5	3	4	2	5	1
Claim Management	3	2	3	4	5	3	4	2	5	1
Change Management	3	2	4	5	5	3	4	2	5	1
Measurement and Reporting	3	2	4	5	5	3	4	2	5	2
P&L Management	3	2	4	5	5	3	4	2	5	1
Governance	3	2	4	5	5	4	5	3	5	1
Schedule and dependency Mngt	3	4	4	5	5	4	5	3	5	2

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Individual Self-Assessment

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Professional Development Log

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Development Route Map

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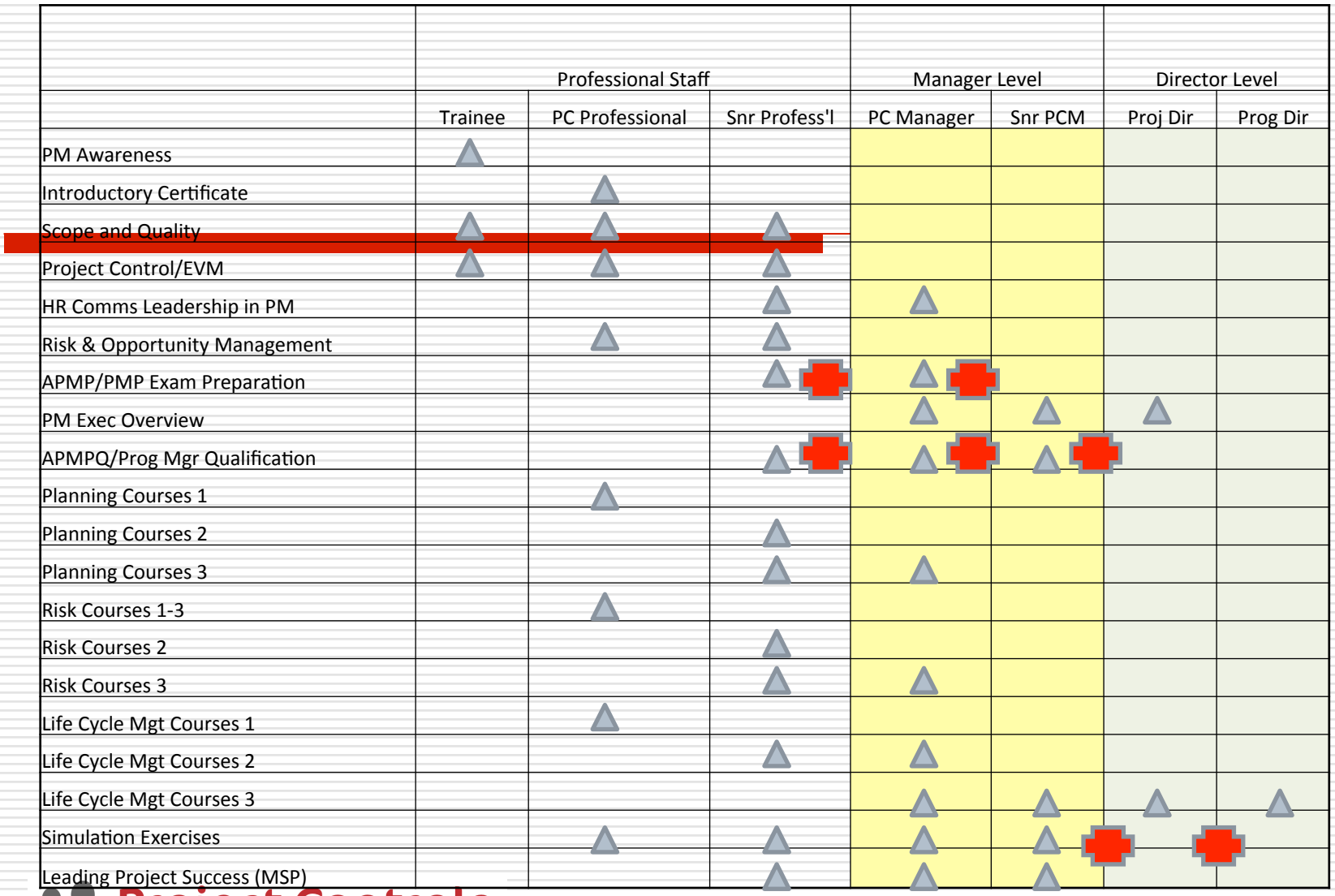
Example of a Training Route Map

External Quals
Courses



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Training Directory

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External Qualifications

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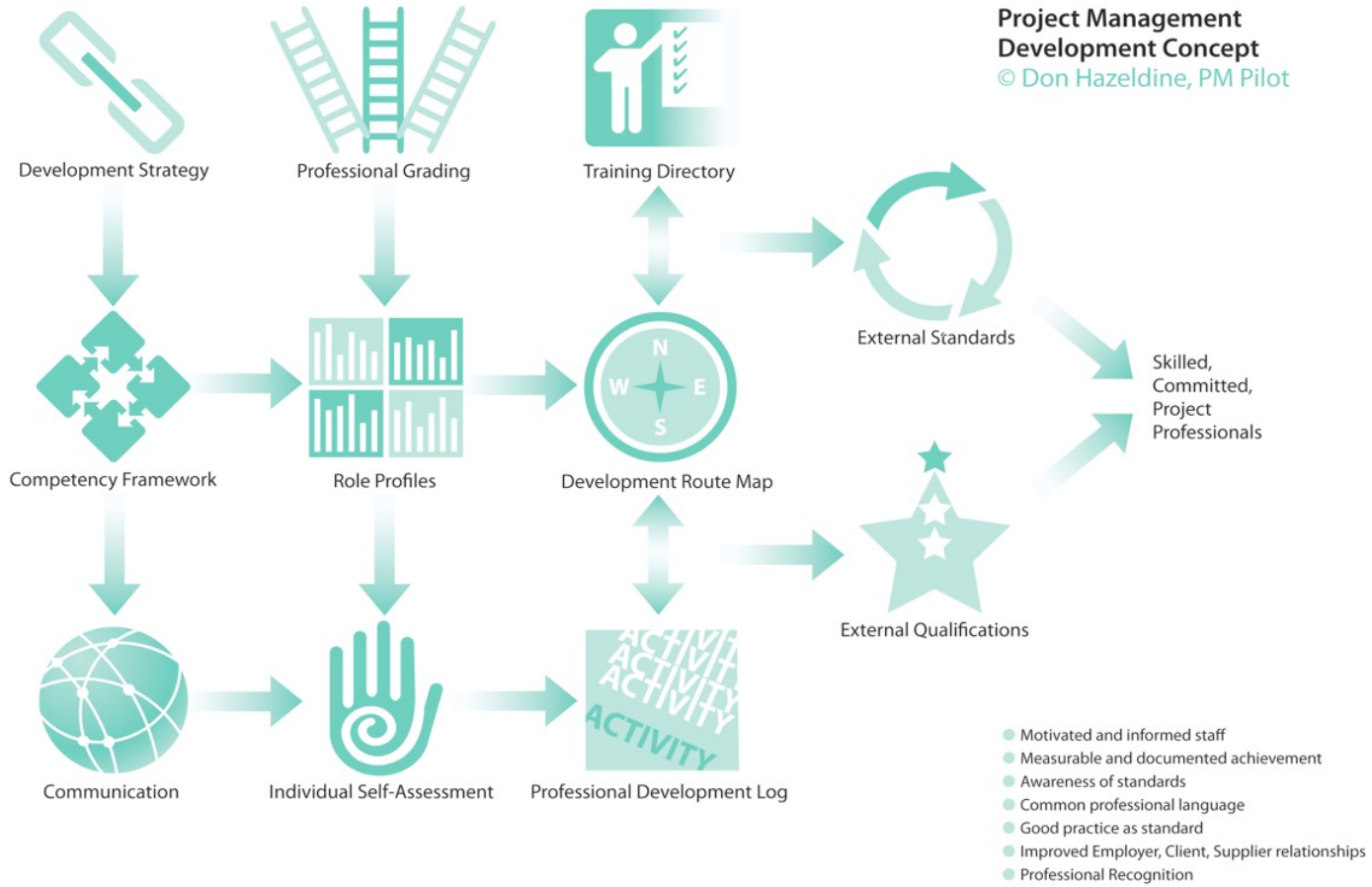

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Communication

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Best in Class Learning

1. L&D strategy has buy in, support and ownership from most senior management
2. L&D strategy is clearly aligned with the organisation's overall strategic plan
3. Active promotion of learning to those who will benefit from participation
4. Integration of learning with both performance management and talent management/assessment
5. True mix of learning methodologies deployed

Chief Learning Officer Magazine, 2009

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PM Development – parting messages

For employers – the benefits of having a professional project control community are obvious

For employees –

- Recognise what you have achieved and document it
- Don't solely chase qualifications, balance it with experience
- If you can't manage your career development, why should your employer let you manage their project? So take control
- Changes are continuous so keep informed, stay networked and keep pace with change.
- Don't ever feel that your organisation is holding you back. Develop yourself & take your organisation forward

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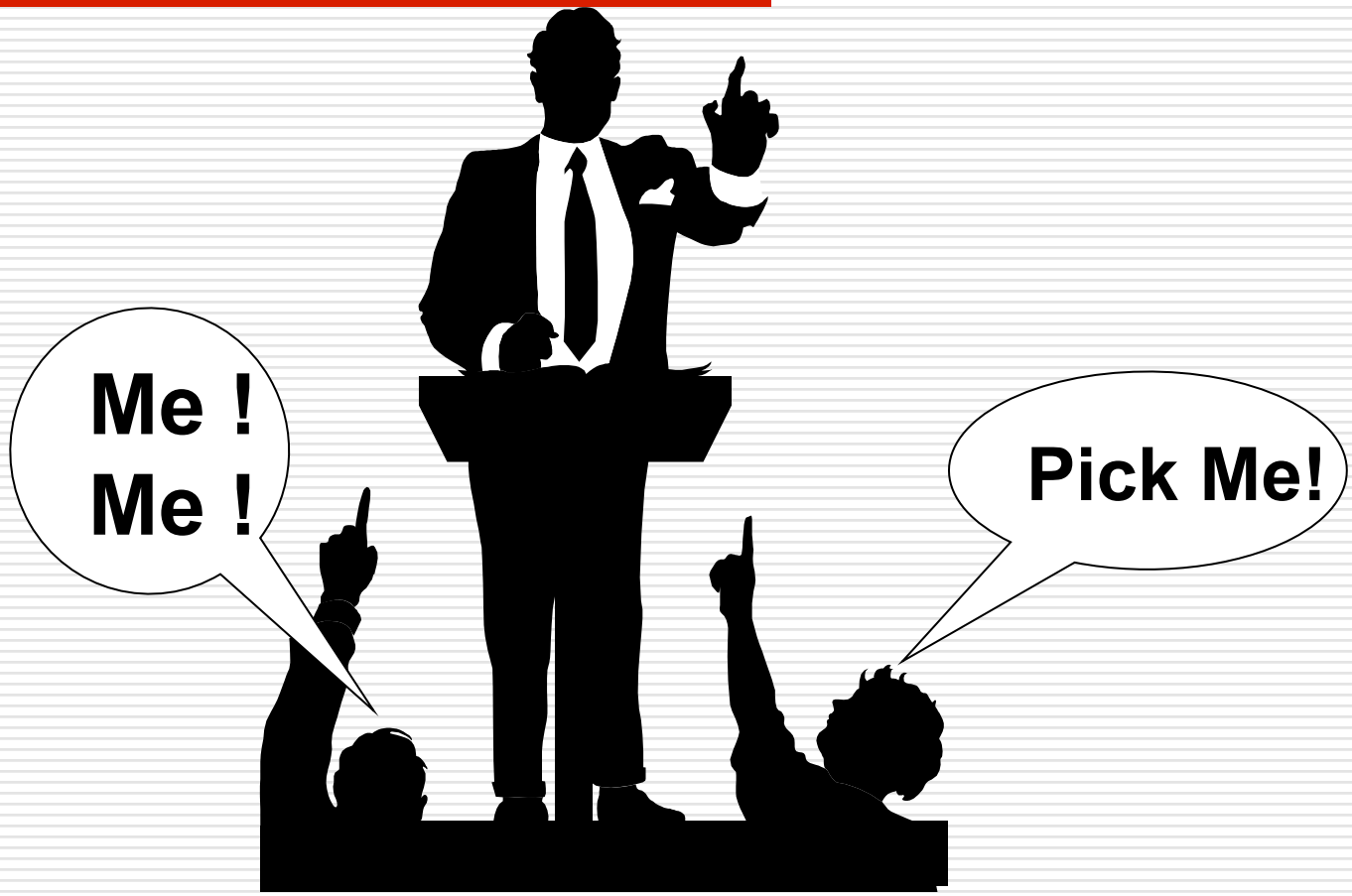
Any Questions ?



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