



PM Capability-Pulse

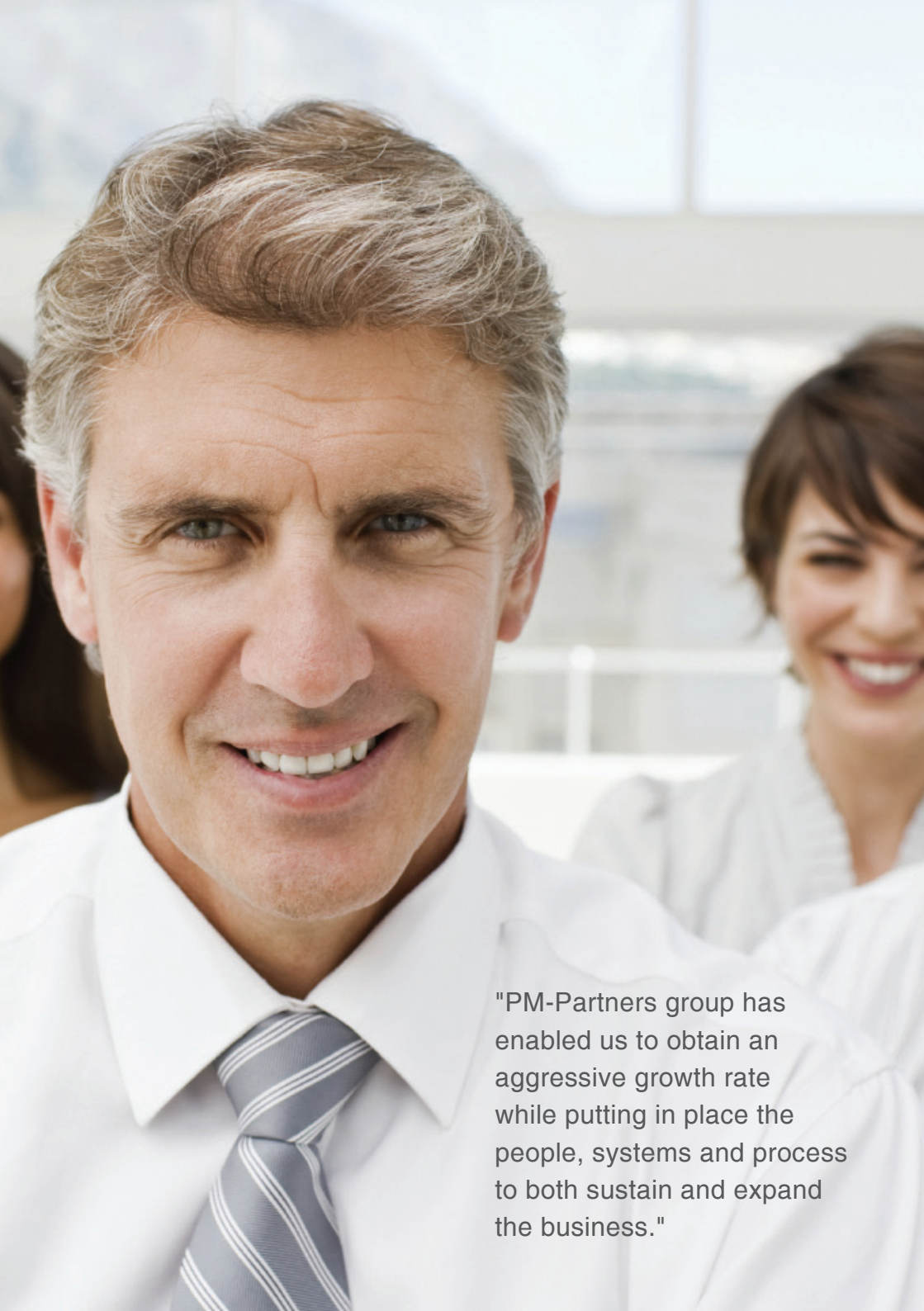
Project Management Capability Assessment

Developing project management talent within your organisation.



www.pmpartners.co.uk

01962 280 019



"PM-Partners group has enabled us to obtain an aggressive growth rate while putting in place the people, systems and process to both sustain and expand the business."

The Power of Project Management

In a fast-paced and volatile economy, business results are driven by efficient project execution. But with project failure rates at a 10-year high, a significant gap has become evident between the skills of project managers and project requirements.

“81% of projects valued between \$750,000 and \$3 million don’t deliver to requirements.”
The Standish Group 2009

Organisations gain competitive advantage when they are able to develop their project managers to have the appropriate skills and knowledge and match those capabilities with the needs of the organisation.

The PM-Partners group Project Manager Capability Assessment pinpoints individual strengths as well as development needs at all levels of project management within your organisation, from directors to team members. This enables the design of highly targeted professional development programs which deliver organisation-wide benefits.

Organisation-wide Benefits

- » Provides full visibility of overall competency and capability in your people
- » Delivers robust and objective data to support investment decisions and to measure return on investment
- » Aligns skills strategically with the organisation’s project portfolio
- » Provides a basis for performance management for project managers, from directors to team members

Project Management Specialist

PM-Partners group has helped organisations achieve better business outcomes for 15 years, across all industries and company profiles.

This industry-leading experience was the foundation for our Project Manager Capability Assessment, enabling us to benchmark best-practice business techniques and to structure the real-world management criteria against which participants are evaluated.



Project Manager Capability Assessments

PM-Partners group Capability Assessments leverage technology, best practice and 15 years of industry knowledge to deliver one of the most useful and cost effective capability assessments in the project management sector. We have developed a unique standard of 'people and process' skill sets against which participants are assessed. We call it the 'art' and 'science' of project management. These crucial capabilities were compiled utilising PM-Partners' extensive experience across project environments in all industries and enterprise areas.

Targeting a wide range of competencies, the assessment is integral to:

- » Retaining and developing talent
- » Advancing career development within the organisation
- » Identifying areas for cross-skilling and up-skilling
- » Streamlining career development, education and accreditation
- » Achieving greater accountability for education decisions

Criteria for the Project Manager Capability Assessment have been drawn from the following sources.

| Source | Standard | Version |
|--|---|-----------|
| PM-Partners group | experienced-based Knowledge Bank | 1994-2010 |
| International Organization for Standardization | Standard 21 500 A Guide to Project Management (2.1c2) | 2010 |
| Australian Institute of Project Management | Registered Project Manager Competency Standard | 2008 |
| Project Management Institute | Project Manager Competency Development Framework | 2007 |
| Defence Materiel Organisation | Competency Standard for Complex Project Managers | 2006 |
| Australian Qualifications Framework | BSB 51407 Diploma of Project Management | 2004 |
| Office of Government Commerce | Programme and Project Management Skills Framework | 2004 |



PM-Pulse™ Assessment Suite



Speed | Accuracy | Consistency

The PM-Partners' Project Management Capability Assessments are conducted via PM-Pulse™, our online suite of assessments. Access to PM-Pulse™ brings efficiency, rigour and intelligence to the assessment process.

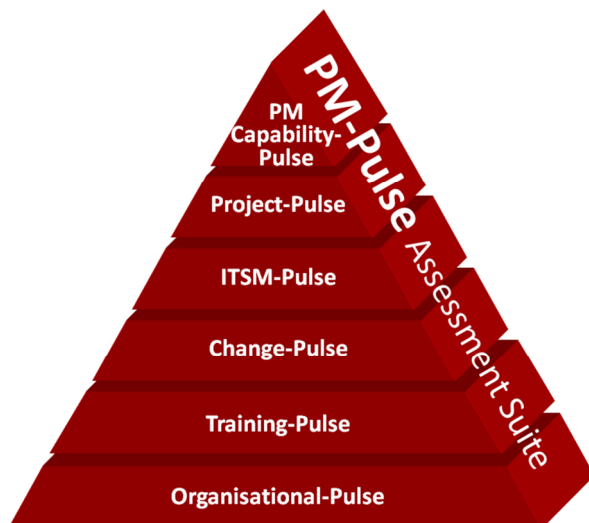
- Productivity impact of the Assessment is minimised as people are able to complete the process at any time of day.
- Baseline data is available within days, reducing reporting timelines by up to 40%.
- Data analysis occurs within the system, reducing bias and ensuring the analysis process is replicable.
- Expert conclusions and recommendations are provided by an experienced project management consultant.

Two-Stage Process

PM Capability-Pulse assessment utilises a two-stage process which streamlines input requirements while delivering a comprehensive capability analysis. It provides 360 degree style feedback from the project community, ensuring balanced insight.

STAGE 1. The participant completes an online questionnaire (45 – 60 minutes) on his /her experience and proficiency in performing tasks across different knowledge areas. This is structured to allow for 'self ranking' against best practice standards.

STAGE 2. The participant's manager, sponsor or client completes a brief survey on the participant's capabilities (30-45 minutes). This questionnaire has a similar structure with fewer questions, and reliably achieves a response rate of over 70%.



Extensive Reporting and Support

The fields of assessment cover a range of project management competencies, organisational methods, stakeholder engagement and business practice frameworks.

- » Business skills & attributes
- » Communications
- » Cost
- » Human resources
- » Innovation & leadership
- » Integration
- » Organisational change management
- » Procurement
- » Professionalism
- » Project complexity & adaptability
- » Quality
- » Risk
- » Schedule
- » Scope

On completion of the survey process, a report is provided analysing the combined results from Stage 1 and 2, with recommendations on the participant's aptitude for specific project roles, as well as opportunities for skill-set development. Where appropriate, PM-Partners group is optimally positioned to provide advice on education, mentoring, further study and suggested work experience.

A Corporate Management Report is also produced, summarising participant trends from the assessment group. Assessments can also uncover work practices or methodologies endemic to the company itself, which could be impacting on project management performance and project execution.

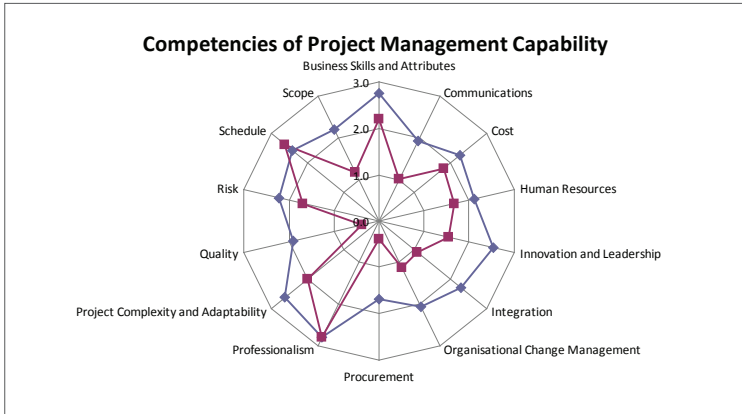
Following the assessment process, PM-Partners group's education, project delivery and organisational improvement services may be engaged to assist with capability development and project delivery.

The Assessments are able to review the full scope of project management roles including:

- » Project Directors
- » Senior Project Managers
- » Project Managers
- » Project Leaders
- » Team Members
- » Project Coordinators
- » Specialists



Example of Analysis and Reporting



360 degree stoplight analysis

| Knowledge Area | Project Manager | Sponsor | Customer(s) |
|-----------------|-----------------|---------|-------------|
| Communications | | | |
| Cost | | | |
| Human Resources | | | |
| Integration | | | |

Key:

- Red = Scored under 50%
- Amber = Scored under 50-80%
- Green = Scored greater than 80%

We deliver projects and develop capabilities

From executing single or multiple projects through to building best practice methods, tools and techniques, PM-Partners group works closely with its clients to drive business results.

PM-Partners group provides:

Project Delivery

- » Management of client projects from individual projects to managed PMO services
- » Resourcing solutions including interim project managers and extended workforce solutions

Education and Certification

- » Project and Programme Management education, training and professional certification
- » Business analysis education and certification

Organisational Improvement

- » Consulting to enhance organisational capabilities, processes and systems
- » Methodologies, programme management, portfolio management, PMO reviews and development
- » Enterprise Project Management solutions

With a talented team of experienced consultants, project managers and facilitators, PM-Partners group works with organisations throughout Australia, Asia, Europe and the USA, managing over 300 client engagements and projects in various industry sectors each year.



UK Office

12 Southgate Street
Winchester
Hampshire
SO23 9EF

Tel: +44 (0) 1962 28 00 19

Australian Office

Level 39, Citigroup Centre,
2 Park Street
(Cnr George & Park Sts)
Sydney NSW 2000

Tel: +61 1300 701 314

Saudi Arabian Office

RAJHI Business Centre,
Imam Saud Street,
PO Box 67939
Riyadh 11517
Saudi Arabia

Tel: +966 1 200 6393