

People involved in projects would agree that Project Manager is the single most important individual on a project team.

The PM sets the tone of the project through good communications, efficient utilization of project resources, and effectively-managed risks and issues.

Finding the “right” PM can be a very difficult task with high risks and often involving high cost. Selecting the wrong PM will almost certainly result in project failure.



The issue of **qualifying a PM** is complex as many aspects need to be considered in addition to the PM knowledge: whether PM is *capable of managing large or small projects*; there are many disputes to what extent it is essential for a PM to have *subject matter expertise* on the project; possession of ‘soft’ skills that are crucial for project success is typically not taken into account.

What Is Competence Assessment?

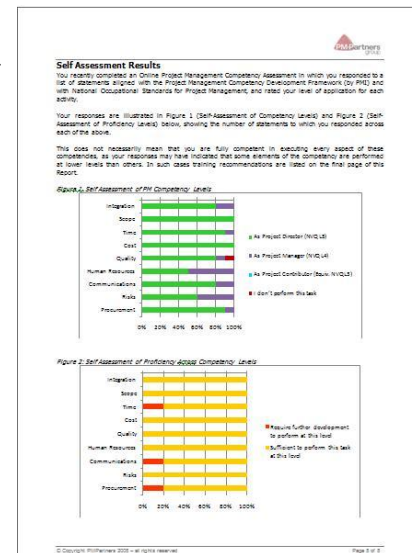
The definition of a *competence* articulates the expected outcome or performance standard that is achieved as a result of applying a combination of knowledge, personal attitude, and skills and experience.

PMPartners Competency Assessment is designed to assess the roles of:

- Project Managers, Project Leaders, Senior Project Managers, Project Directors, Program and Portfolio Managers, Team Members, Project Coordinators, Specialists.

This Assessment is based on the following standards for project management:

- PM Competency Development Framework, a collection of best-practice compiled by the Project Management Institute (PMI)
- National Occupational Standards for Project Management (BS EN 6079 Series)



PMPartners’ **Online Assessments** provide our clients with globally accessible, scalable and fully customisable tools and services. Whether targeting 20 or 20,000 employees these rapid deployment Online Assessments are a cost effective option to manage project management execution and capability development across an organisation.

How Competency Assessment Works?

The Competency Levels have been developed to apply generically across a range of industries and enterprises.

Project Director – someone who directs projects / programmes / portfolios (Equivalent to *NVOQ Level 5*)

Project Manager – someone who plans and manages a project (Equivalent to *NVOQ Level 4*)

Project Contributor – someone who administers or contributes to a project (Equivalent to *NVOQ Level 3*).

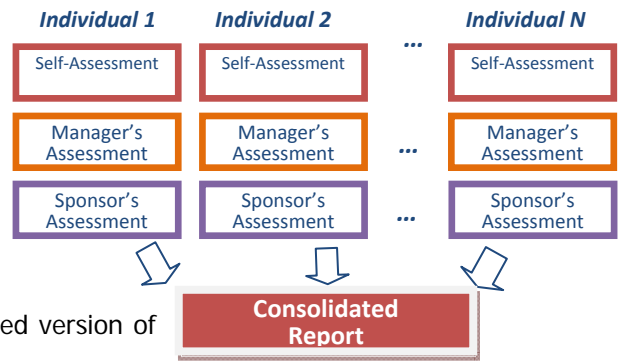
Each competency is comprised of Elements (based on 9 project management knowledge areas), which are broken down into individual Performance Criteria according to level of application and proficiency.

Approach to Competency Assessment

Step 1

The Self-Assessment consists of questions that allow a participant to self assess competency against the standards for Project Management.

The Online Assessments produce an immediate report emailed to the respondent indicating patterns of strengths, weaknesses, and key recommendations.



Step 2

PM's Manager and / or Sponsor also complete an abridged version of the Assessment for comparison.

Step 3

A consolidated report shows the top 4-5 issues revealed during the assessment, key findings and observations.

Step 4 (optional)

PM-Partners can use structured interviews to rate the competence of individual project staff against the PMI Project Management Competency Development Framework standard which uses criteria based on:

- **Knowledge:** the participant's formal project management knowledge
- **Professional:** their ability to apply that knowledge to their work
- **Personal:** how they behave in different scenarios

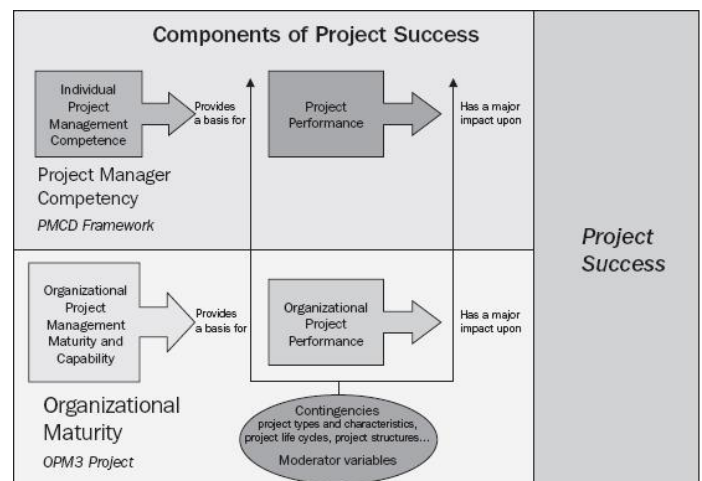
Assessments are conducted by PMPartners' experienced project consultants who are independent and free from internal politics to provide a balanced and unbiased view unencumbered by the day-to-day issues and interruptions of the organisation.

Benefits

Competency Assessments are a very cost effective and quick way of gauging how well the PMa are performing. The Assessment results are a well-rounded appraisal of each participant's project management competency that can then feed into customised training development or coaching and mentoring plans.

Other benefits include:

- Profile staff and baseline their current Competency levels.
- Establish a performance benchmark.
- Allow for informed decisions in regards to project allocation and resourcing levels.
- Identify education and other professional development needs.
- Develop plans to assist individuals in preparing for formal accreditation.
- Provide a framework for ongoing measurement of competence, for compliance and audit purposes.



Testimonial

"We initially brought PMPartners in to run some certification training but, since we have worked with them we have noticed a real change in our business. Activities are going great and we are all very pleased with the development and content of the program. As always, it is a pleasure working with PMPartners team members"

- Head of Project Management, Global Telecom Operator