

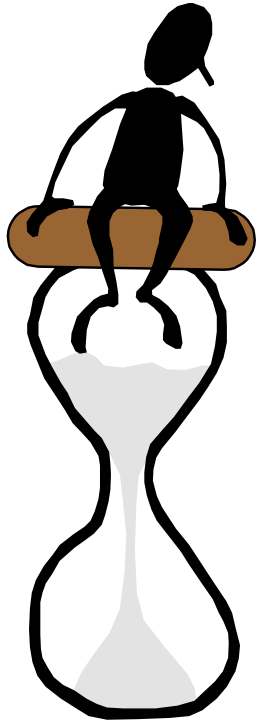


# ***PMO Implementation: Challenges and Responses***

***(Key Aspects for Sustained Success)***

**Keynote Presentation, MSCPMP Circle Forum, 24<sup>th</sup> June 2013,  
Kuala Lumpur, Malaysia**

# Integrated Aspects...



1. High Performing Organisations.
2. The Need for Agility.
3. Talent Management.
4. Value Drivers for the PMO.



# 1. High Performing Organisations...

- Are agile ie flexible and nimble,
- Focus on talent management,
- Embrace P3M as a solution for business success ie strategically aligned,
- Save 14% cash & invest for their future successes!



# The Value of P3M

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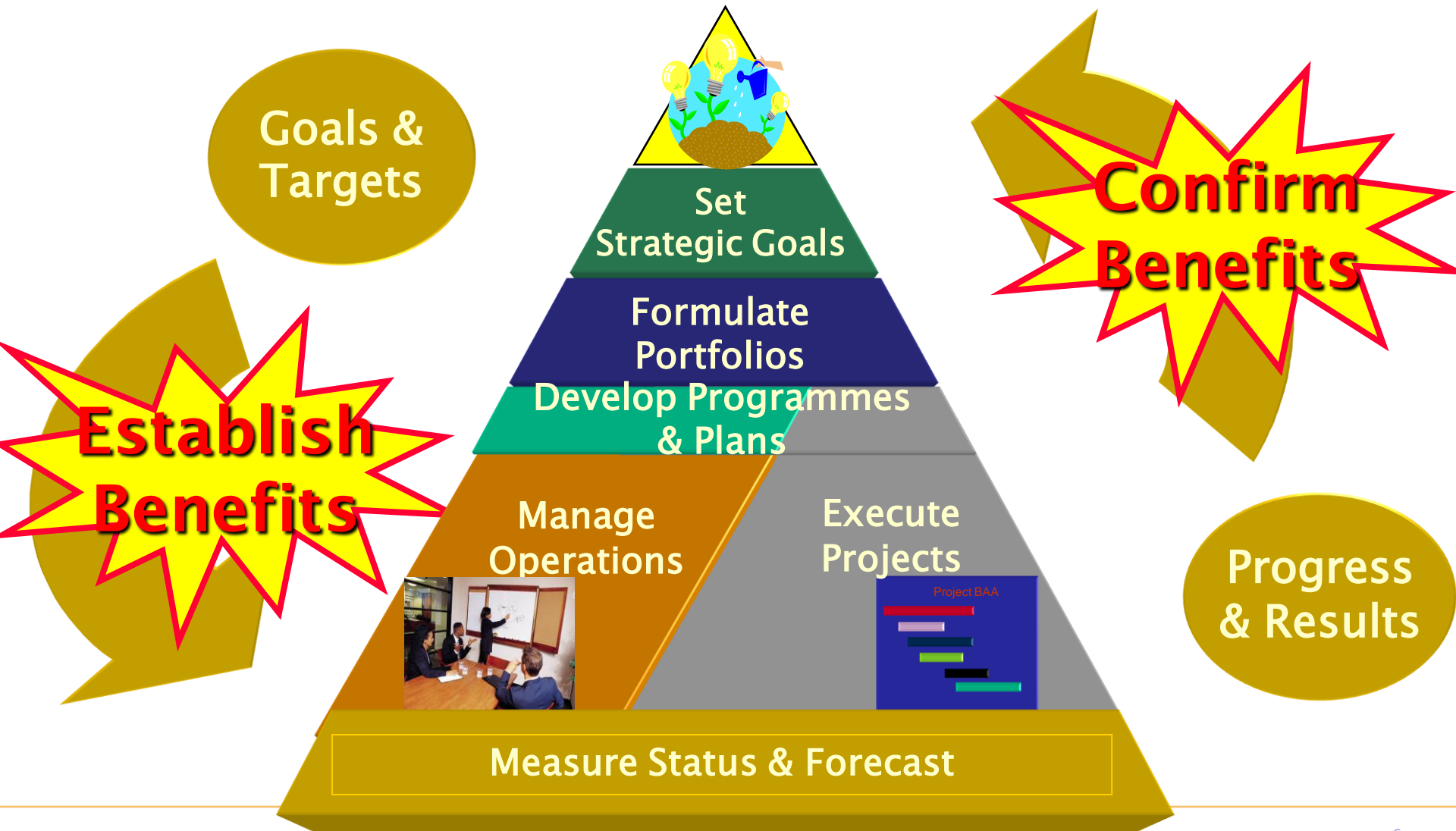
- **Portfolio Mgmt** – A way of doing business. Blending project-based activity with BAU often via a matrix structure.
- **Programme Mgmt** – A logical group or cluster of projects that have some degree of interconnection and common outcome.
- **Project Mgmt** – A planned and coordinated approach towards delivery of specified and required output.

# P3M Effectiveness?

- Level 1 - Ad Hoc
- Level 2 - Standardisation
- Level 3 - Core Competency
- Level 4 - Strategic Alignment
- Level 5 - Optimisation & Continuous Improvement.



# Strategic Alignment



## 2. Org Agility – What is it?

Competitive  
Seize Opportunities  
Identify Market Shifts  
NIMBLENESS  
Balanced  
Fast-Paced  
Responsive  
Quick To Adapt  
Flexible



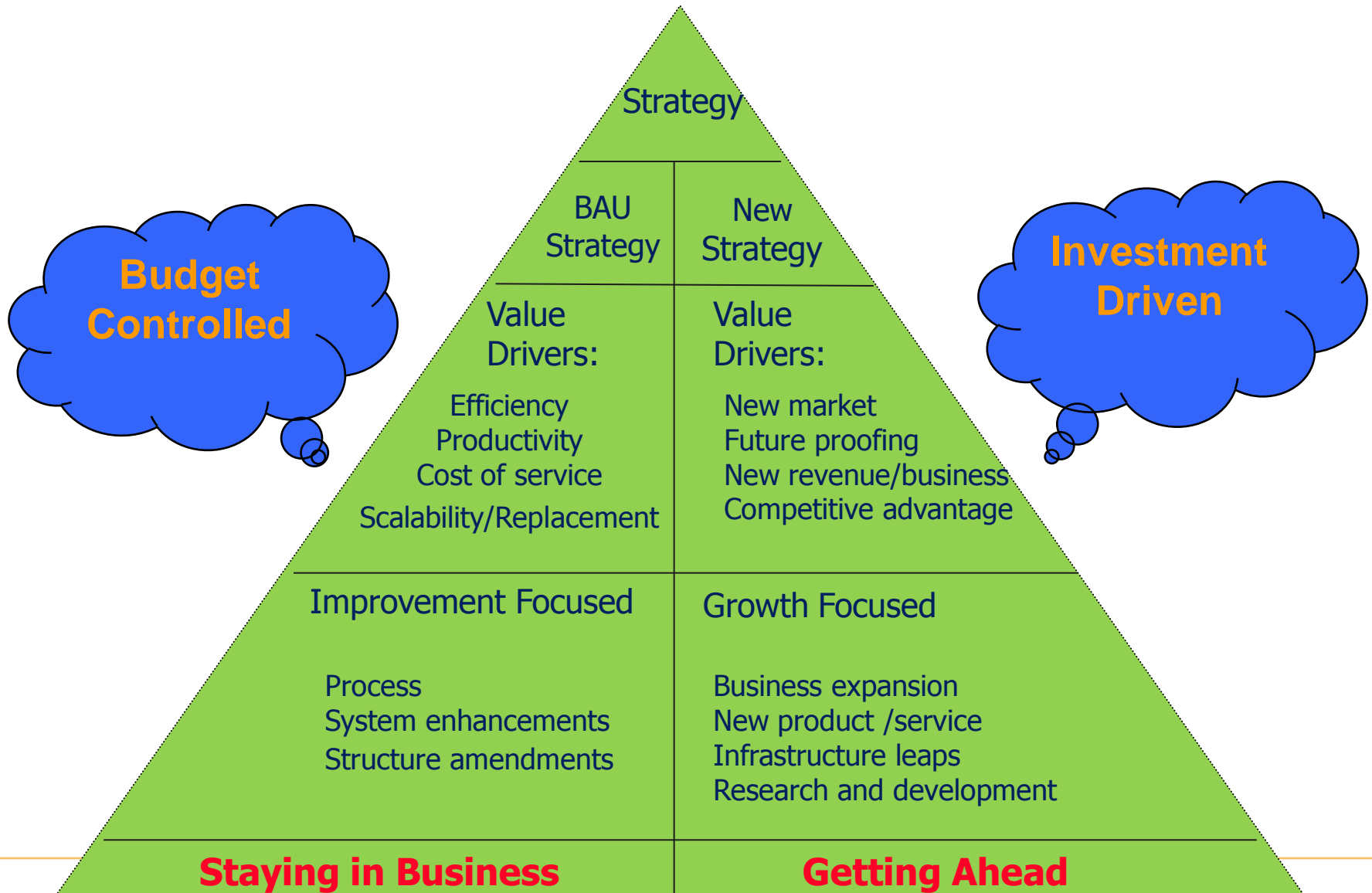
# Why the Need?

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- 9 out of 10 executives say agility is critical for business success. (McKinsey & Co)
- 90% percent of executives say vital and 50% state that rapid decision-making & execution are essential. (EIU)
- 37% expected revenue growth and 30% more profit if you are agile. (MIT)
- 14 times more money being wasted if you are not! (PMI Pulse)



# Why Now?





# How to Improve Org Agility

**Four key steps together with concerted focus and transformational effort to:**

1. Embrace change management best practices.
2. Integrate risk management best practices.
3. Mature and standardise portfolio, programme and project management practices.
4. Enhance talent management practices.



# 3. Talent Management...

## ■ Needs:

- Defined career paths.
- Capability assessments (org & ind).
- Ongoing training & development.

## ■ Reasons:

- Increasing complexity.
- Stakeholder expectations.
- Business pressures.

# Career Paths Options

## Business Role:

**Executive Manager  
or  
Business Consultant**

**Senior Manager  
or  
Consultant**

**Manager**

**Specialist**

## PM Title:

**Portfolio  
Manager**

**Programme  
Manager**

**Project  
Manager**

**Project  
Team  
Member**

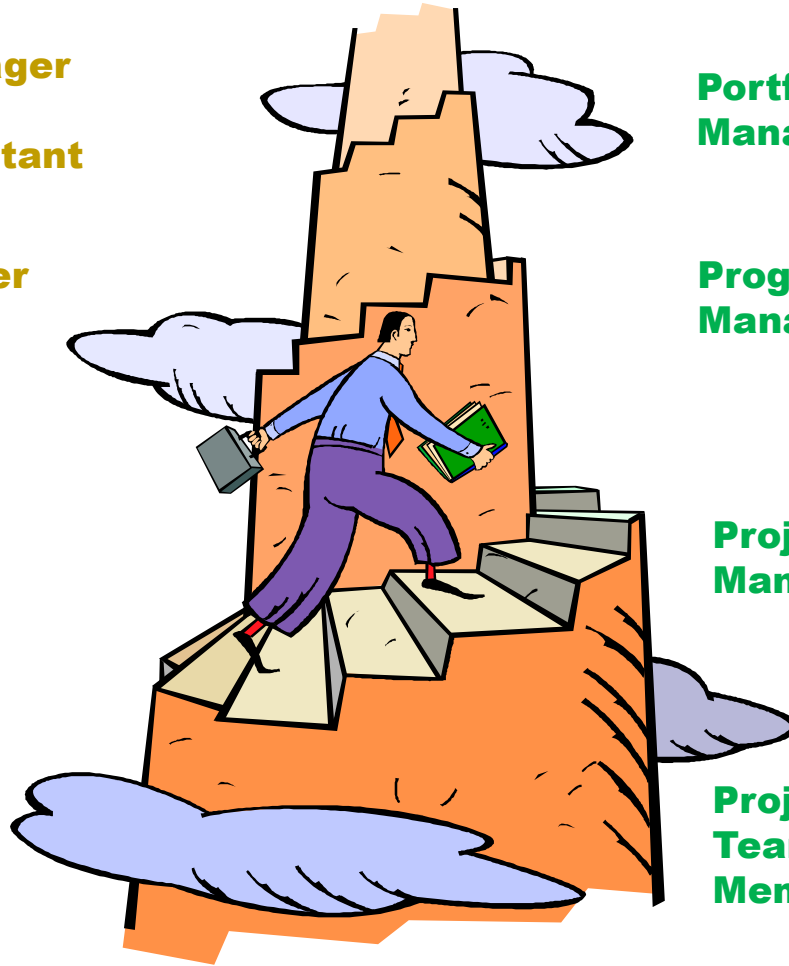
## Credential Options:

**MBA, MoP, etc**

**PgMP, MSP**

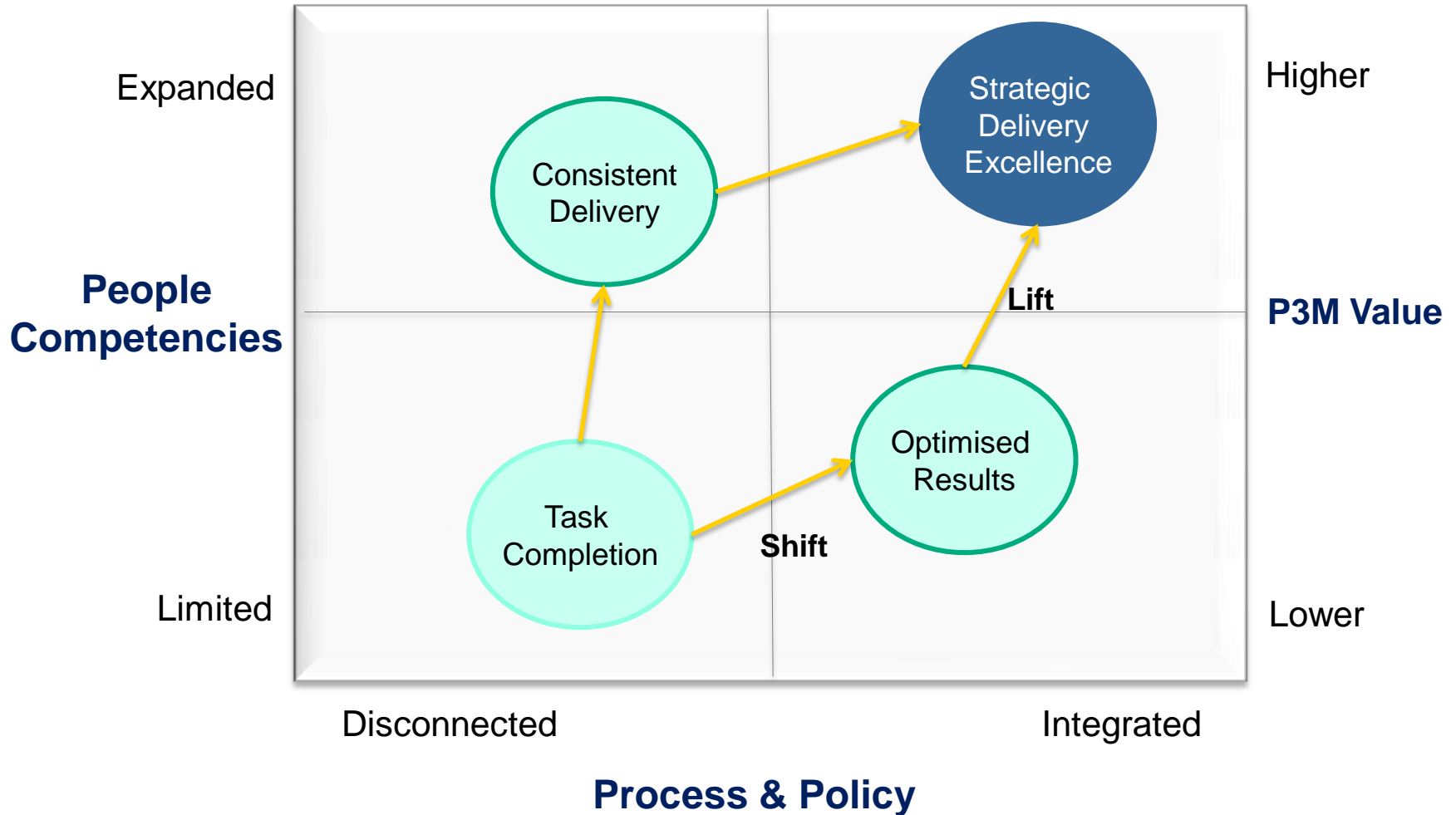
**PMP, PRINCE2,  
CPM**

**CAPM, PRINCE2, CPA,  
CPC**



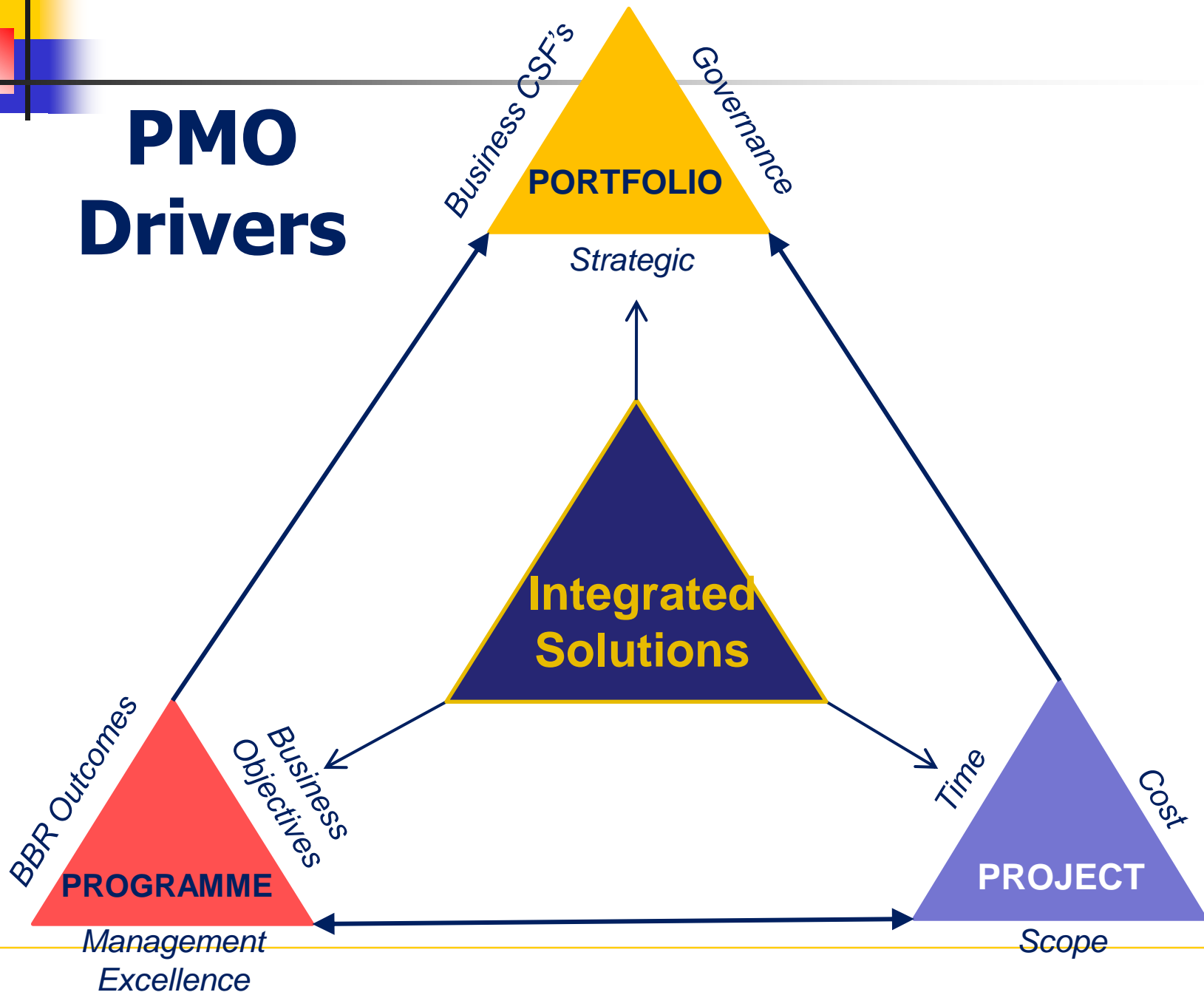
*CPA, CPC, CPM refer to Project Plus's Certificate series*

# 4. PMO Value Drivers...

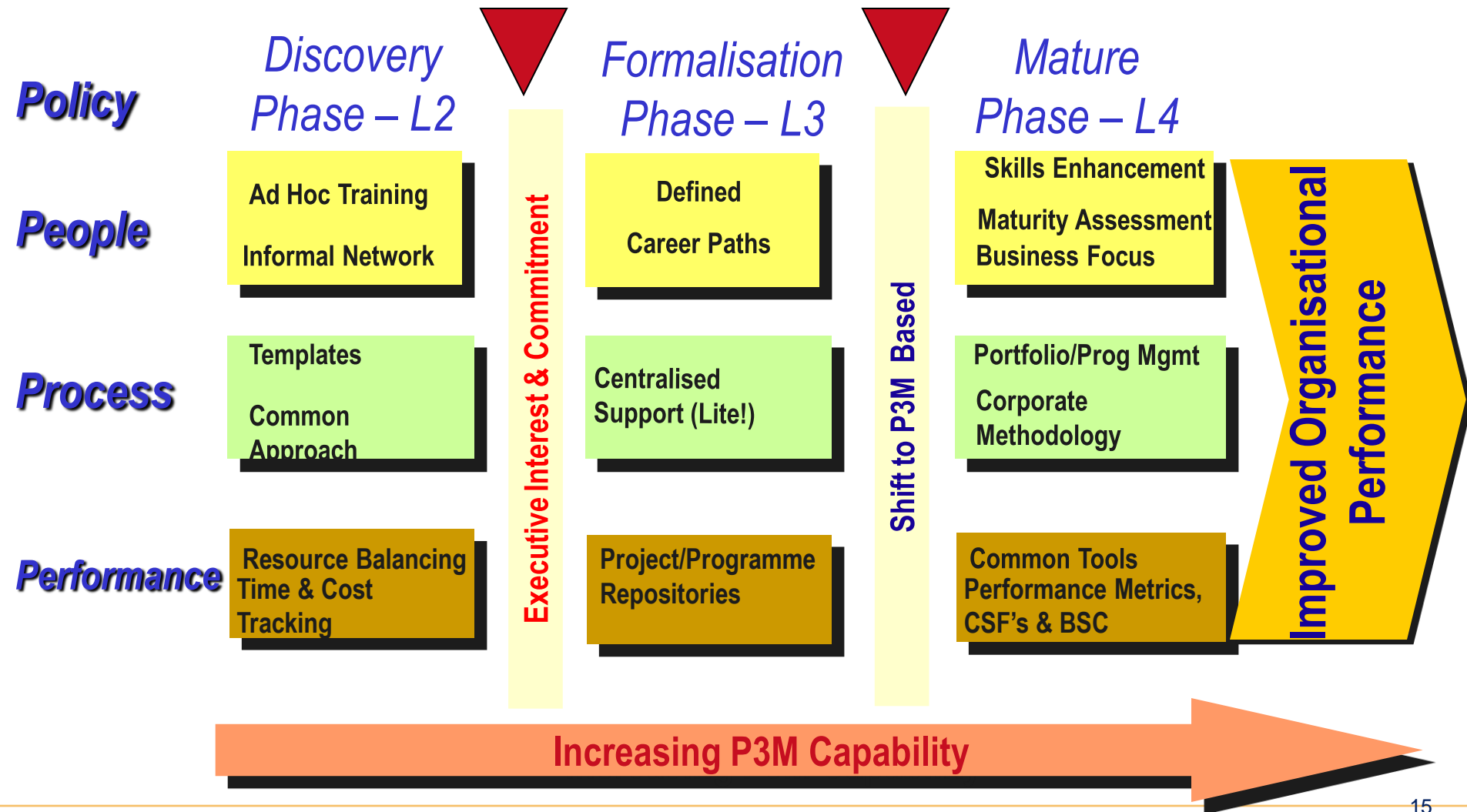


Model using the Project Plus Shift & Lift Approach™

# PMO Drivers



# Possible Roadmap



# Bringing it Together

## Using a Balanced Scorecard Approach (Four Common Perspectives)



- Objectives, Measures, Targets and Initiatives are identified for each Perspective.
- Common to have slight emphasis on 1 Perspective



# Project Plus Ltd

Portfolio, Programme & Project Management Specialists providing:

- + *Strategic Consultancy*
- + *Resources & Leadership*
- + *Training & Certification*
- + *Software & Other Products*

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