What Makes PMO a Strategic Asset "People and Methods"



Executive Round Table

4 Qtr 2017



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11:00-11:10	Introductions and overview
11:10-11:25	The challenge
11:25-12:15	Facilitated discussion
12:15-12:25	Closing comments & next steps
12:25-12:30	Call to action & wrap up







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Background to the Challenge



As many PMOs face the strategic challenge of "losing stakeholder **Project Management Institute** confidence", how are PMOs transforming people, process and MANAGEMEN tools in new ways? PROFESSION ΡΜΡ **Gartner** WHICH Certification. "Seven Best Practices for an Scrum Alliance SAFe Program Consu Effective PMO:" ScrumMaster WHICH Soft Skills? SAFe Program Consultant (SPC) #1 : Acquire the SAFe Agilist (SA) **Right People**, **Knowledge**, Skills SAFe Practitioner (SP) and Collaborative SAFe Scrum Master (SSM) **Behaviors** SAFe Advanced Scrum Master (SASM)

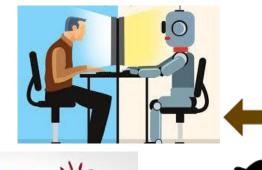
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Background to the Challenge

Mode 1



Changing Business Environments:











By 2020, approximately 40 percent of American workers would be independent contractors. "Intuit"

Mode 2

Wide variety of choices to find contract gigs in public, private and nonprofit sectors

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With all the new methods and skills in use today, (Agile, SAFe, LEAN, etc.) is the traditional project manager PMP going to hold the same value 5 years from now? (or today) Why or Why not?

SKILLS:

- Project Management
- Scrum Master
- Coaching
- Program Planning
- Sprint Planning
- LEAN







What does your PMO base its PM acquisitions and development on and why?

i.e.

- Project types
- Soft Skills •
- Methods •
- Personality Types •

Project Manager

PERSONALITIES

Which are you

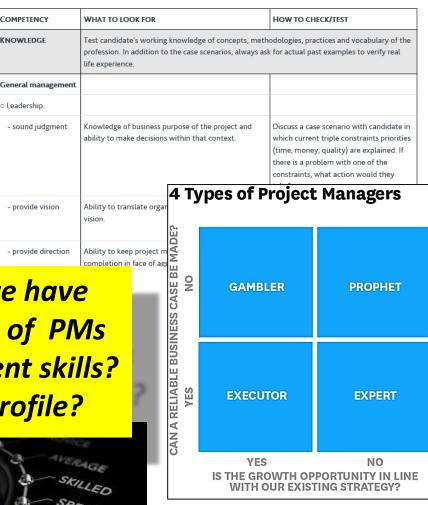
Should we have categories of PMs with different skills? Or one profile?

COMPETENCY

KNOWLEDGE

Leadership



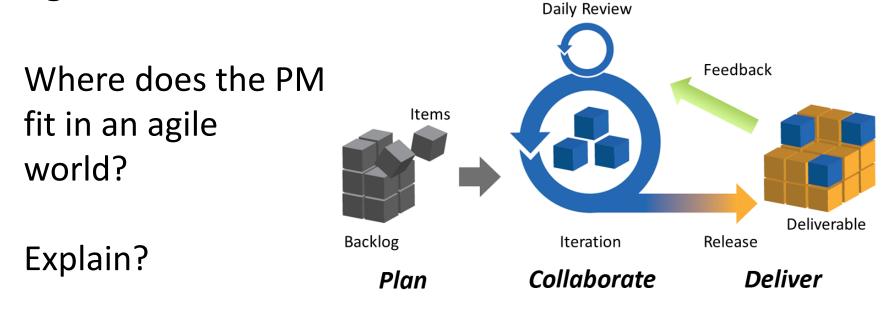






TRUE or FALSE?

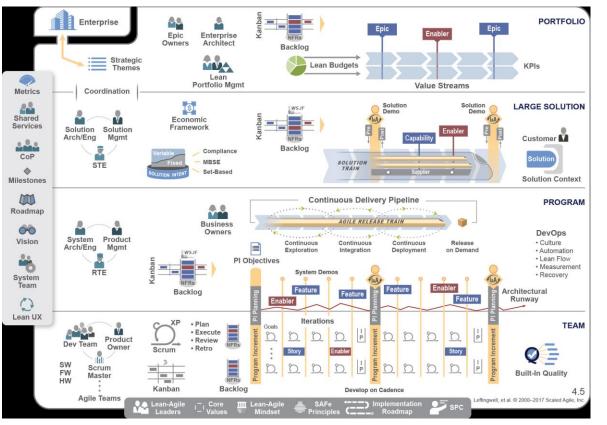
"In the lean and agile world, the project manager does not have an official role. The project manager's role is distributed among the agile team members."







Is SAFe going help or hurt PMO success? Do we understand the Value and Risks?



What are best practices for Organizations adopting SAFe?

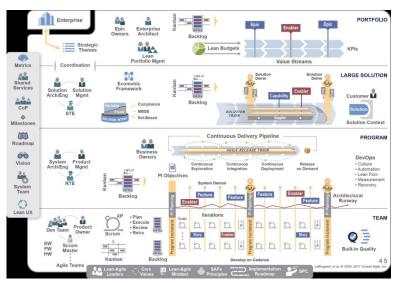
Where are the PMs?

The first official release of SAFe was published in 2011. The latest release, as version 4.5, was released in June 2017.

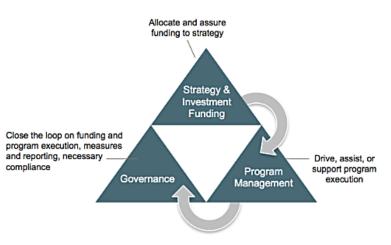


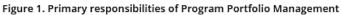


Is SAFe just another method for IT development? OR Is it a business PMO strategy?



LSD = Lean Software Development ASD = Adaptive System Development FFD = Feature-Driven Development XP = Extreme Programing...









Which is <u>the primary</u> approach to develop skills for your PMs?

And, is it the same for technical vs. soft skills?



a) Training and Development to acquire skills orb) Acquire through hiring or contract the skill









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Conclusion #1





COLLABORATION

"Agile grew from Application Development...But SAFe will force further evolution"

A PMO will need to understand the new methods and the Why? "Project management is still focused on delivering value to customer... but the way we do it may need to change"

What remains TRUE:

- <u>Deliver Value</u> require collaboration and leadership in all methods
- The <u>Environment may change</u>, PMOs need to have an eye on the changes and communicate why





Conclusion #2





COLLABORATION

"PMOs need to understand the playbooks and translate for the business roles."

PMOs need to help with role clarity and expectations Successful PMOs deliver on strategies and have the <u>right</u> <u>methods</u> and <u>roles</u> aligned and matched to environment to deliver the greatest value.

- Not all methods work in all areas.
- Different methods have different roles.
- Finding the connection to roles and helping the business translate will ensure success.



Conclusion #3





COLLABORATION

"PMO need to align their portfolio of projects with the right skills needed."

PM assignments should not be availabilitybased, but skillbased. Not all PMs are created equal, nor should they be. There are reasons behind having the need for different types of PMs

- Not all methods work in all circumstances.
- Not all projects are the same difficulty and complexity.
- Some projects require more soft skills than technical skills in the PM role.







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What three things can you do tomorrow?

1) 2) 3)

