

# PMO and Training: An Integrated Approach

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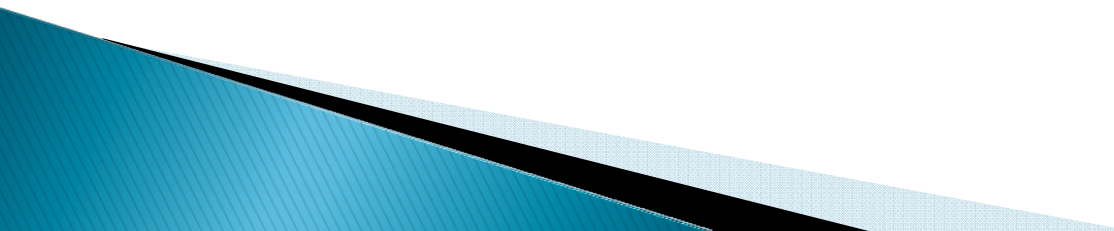
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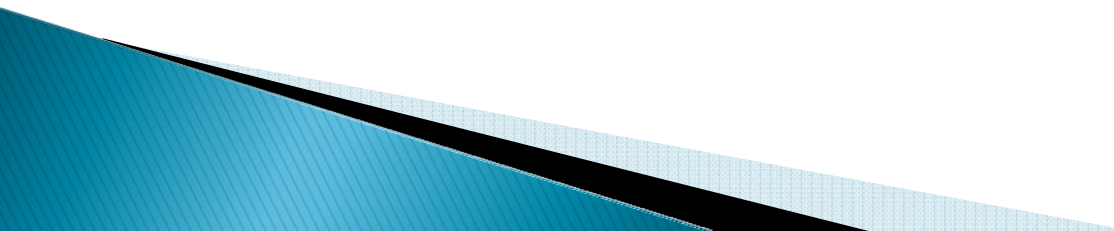


# The three things participants will take away from this session:

- ▶ Immediate understanding of the way project team members can utilize best practices in their organizations
  - ▶ A roadmap for successful implementation
  - ▶ An appreciation for the added value to their organization of an integrated approach
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# The PMO Challenge

## Gaining PMO Acceptance and Traction in Organizations

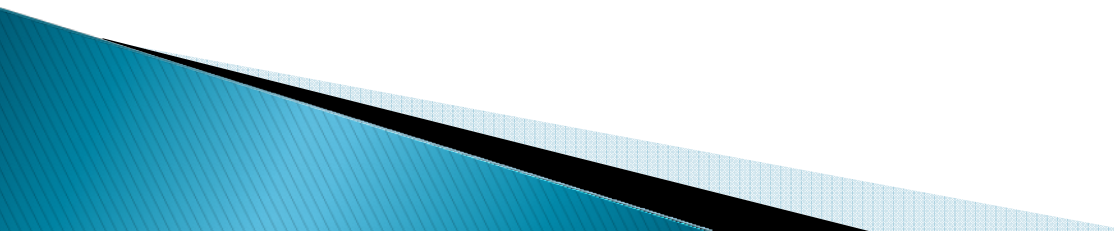
- ▶ It's Considered "Overhead"
  - ▶ Doesn't Generate Revenue for the Company
  - ▶ Perceived as "Red Tape"
  - ▶ Viewed as the "Project Management Police"
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# Our Desired End-State

- ▶ Ingrain the PMO and Project Management into the Culture of the Organization.

# The PMO Solution – PMP Style!

Treat the problem as the PMI would...

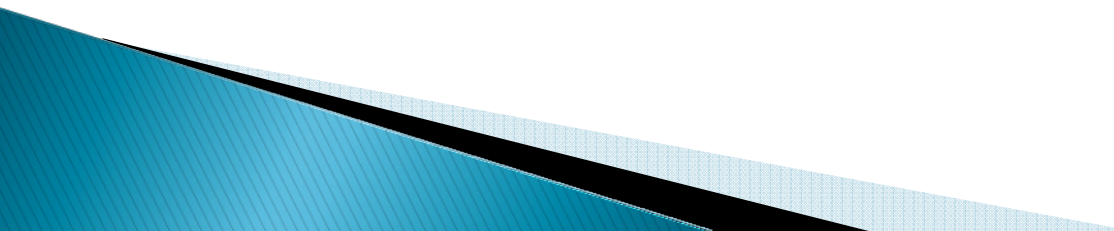


# A “New” Knowledge Area

Project Institutionalization  
Management!

# Project Institutionalization Management

## Activities:

- ▶ Plan Institutionalization
  - ▶ Execute Institutionalization
  - ▶ Administer Institutionalization
- 

# Plan Institutionalization

## ▶ Inputs

- Enterprise Environmental Factors
- Organizational Process Assets
- Willing Training Partner
- Lessons Learned
  - Moaning and Groaning
  - Problems with Training
  - Problems with PMO



# Plan Institutionalization

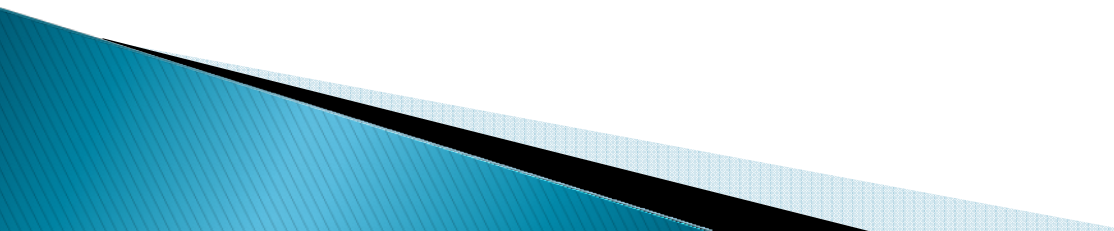
- ▶ Tools and Techniques
    - Organizational Support and Buy-In
    - Training Partner Commitment
    - Training Partner Course Offerings
    - Curriculum Development
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# Plan Institutionalization

- ▶ Outputs
  - Institutionalization Plan
  - Training Curriculum
    - Role-Based Education Tracks
    - Certification Track
  - Career Development Plans
  - Organizational Commitment

# Execute Institutionalization

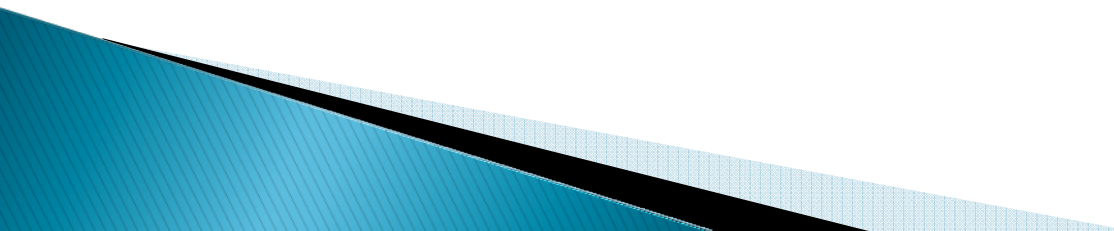
## ▶ Inputs

- Institutionalization Plan
  - Training Curriculum
  - Career Development Plan
  - Organizational Commitment
  - Supportive Management
  - Budget
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# Execute Institutionalization

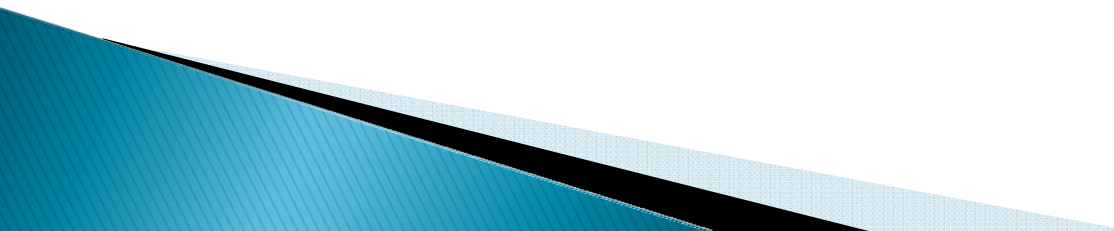
- ▶ Tools and Techniques
  - PMO Representation In Every Class
  - Marriage of Real World Best Practices and Theory
    - Industry Best Practices
    - “How to” in IPG
    - Highlight the “Ah-ha”s
  - Provide Immediate Answers to Specific Organizational Questions
  - Include Demonstration of Corporate Tools
  - Co-Facilitation

# Execute Institutionalization

- ▶ Outputs
    - Enlightened and Motivated Participants
    - Organizational Networking Opportunities
    - High Potential Project Managers Identified
    - Increasing Student Base
    - Positive Word of Mouth and Feedback
    - PDU's Awarded
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# Administer Institutionalization

## ▶ Inputs

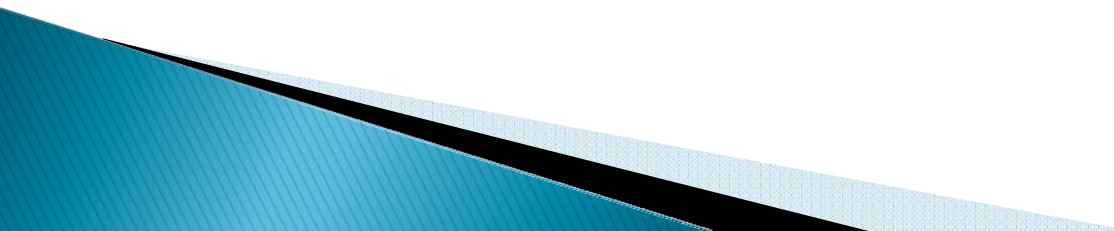
- Enlightened and Motivated Participants
  - Positive Word of Mouth and Feedback
  - PMO Viewed as an Ally
  - Increasing Student Base
  - Organizational Networking Opportunities
  - High Potential Project Managers Identified
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# Administer Institutionalization

- ▶ Tools and Techniques
  - Additional Networking Opportunities
  - Remove Roadblocks to Project Success
  - PMO Support for Project Managers
  - Continuous Education Opportunities

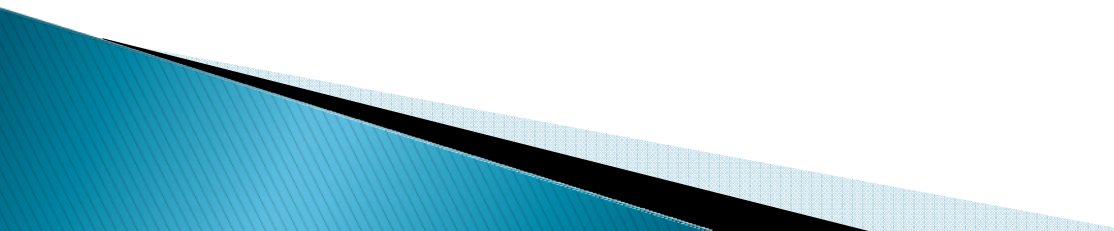
# Administer Institutionalization

## ▶ Outputs

- PMO Seen as an Ally (reinforced)
  - Increase in Number of Clarity Users
  - Increase in Number of Successful Projects
  - Achieve and Exceed Expected Program ROI
  - Continued Executive Support
  - Program Enhancements and Expansion
  - 24 certified PMPs
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Thank you!