The Alpha Project Managers

What the Top 2% Know That Everyone Else Does Not

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Project Management
The Alpha Study
The Alpha Study asked...

Who is doing it right?
WHO GETS IT?
• Identified through survey and interviews of 860 project managers

• Only top 2% of the field as ranked by team, customer, senior management, and qualifying interviews were grouped as Alphas

• Non-Alphas comprised remaining 98%
What the stakeholders told us
8 Dimensions

- Attitude and belief
- Communication
- Alignment
- Approach and organization
- Focus and prioritization
- Issue management
- Relationships and conflict
- Leadership
Let’s look at 3 of these
Attitude and Belief
Mark the degree with which you agree with the following statement:

“I have adequate authority to manage the projects for which I am responsible.”

Mark the degree with which you agree with the following statement:

“This project manager has the necessary organizational authority to manage the project successfully.”
“I have responsibility but no authority!”
“No one is given authority. You just have to take it!”

–Tom Peters
Communication
Alpha project managers do not assume when it comes to communication.
We asked 860 project managers, "How effective are you at communication?" Then we asked their stakeholders…

"How would you rank your overall communication effectiveness?"

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By the Numbers

**Alphas** 84%

**Non-Alphas** 82%

860 Responses

18 Alphas

842 Non-Alphas

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Who was Surveyed

- Project Managers
- Customers
- Senior Management
- Team Members

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Average Alpha Ranking

- Average non-Alpha Ranking

- 0%
- 25%
- 50%
- 75%
- 100%

- Very Ineffective
- Low Effectiveness
- Average Effectiveness
- Highly Effective
- Very Highly Effective

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Average Alpha Stakeholder Ranking

- Average Non-Alpha Stakeholder Ranking

- 0%
- 25%
- 50%
- 75%
- 100%

- Very Ineffective
- Low Effectiveness
- Average Effectiveness
- Highly Effective
- Very Highly Effective

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"How would you rank this project manager’s overall communication effectiveness?"
How do they do this?
Alphas get to know their audiences and communicate appropriately.
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“Until the product is in the customer’s hands, communication is my deliverable.”

Victor (Alpha)
Alignment
Alphas know how their project aligns to their company’s strategy
Who was Surveyed

- Project Managers
- Customers
- Senior Management
- Team Members

Alphas

% of Project Managers Responding “Yes”

- Alphas 60.1%
- Non-Alphas 41.4%

812 Responses
(18 Alphas)
(794 non-Alphas)

By the Numbers

Who was Surveyed

- Project Managers
- Customers
- Senior Management
- Team Members

Alphas

% of Senior Managers Responding “Yes”

- Alphas 45.3%
- Non-Alphas 25.2%

451 Responses
(18 managers of Alphas)
(433 managers of non-Alphas)

By the Numbers

“Is your primary project considered highly strategic to your organization (i.e., does it strongly contribute to the performing organization’s core strategic goals)?”

“Is this project manager’s primary project considered highly strategic to your organization (i.e., does it strongly contribute to your organization’s core strategic goals)?”
70% of Alphas can articulate their organization’s stated strategic goals when asked.
70% of Alphas can articulate their organization’s stated strategic goals when asked. Only 20% of non-Alphas can do the same.
70% of Alphas can articulate their organization’s stated strategic goals when asked.

Only 20% of non-Alphas can do the same.

Alphas know how their project aligns and contributes to those strategic goals.
Full details published in *Alpha Project Managers: What the Top 2% Know That Everyone Else Does Not*. 
Let’s Talk

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