



Precision

**“Doing it right, on time,
every time.”**

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Andrew Gunn

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Trish Oliver

AGENDA

- Introduction
- Survey Sections
- Key Findings
- Recommendations
- Evaluation and Challenges
- Conclusion and Questions





35%

Over Time

20%

Over Budget

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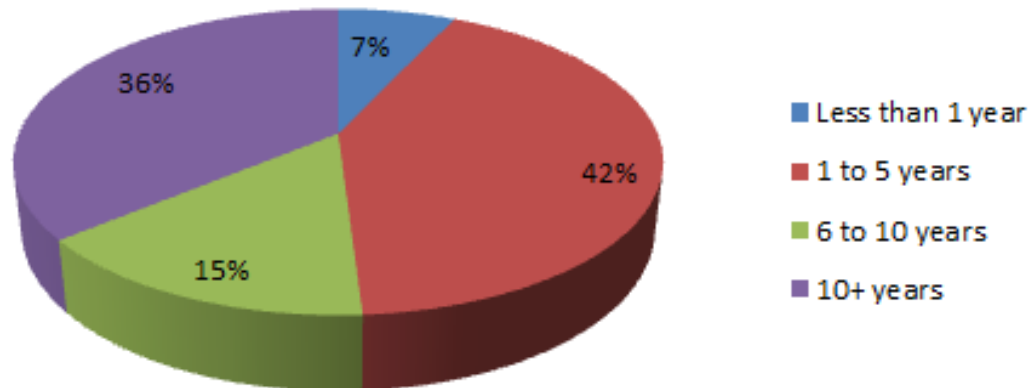
SURVEY



SECTIONS

SECTION 1

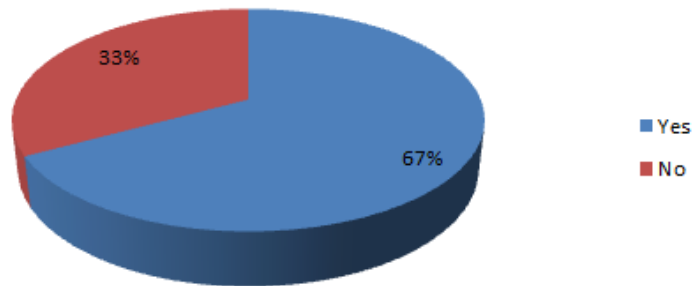
**Length of Time Worked in PM
Position**



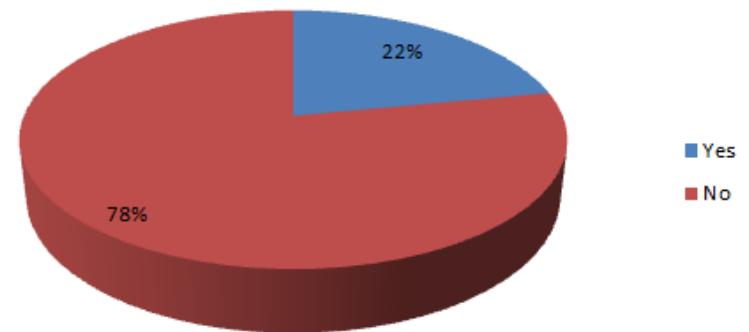
Position/ Company Profile

SECTION 1

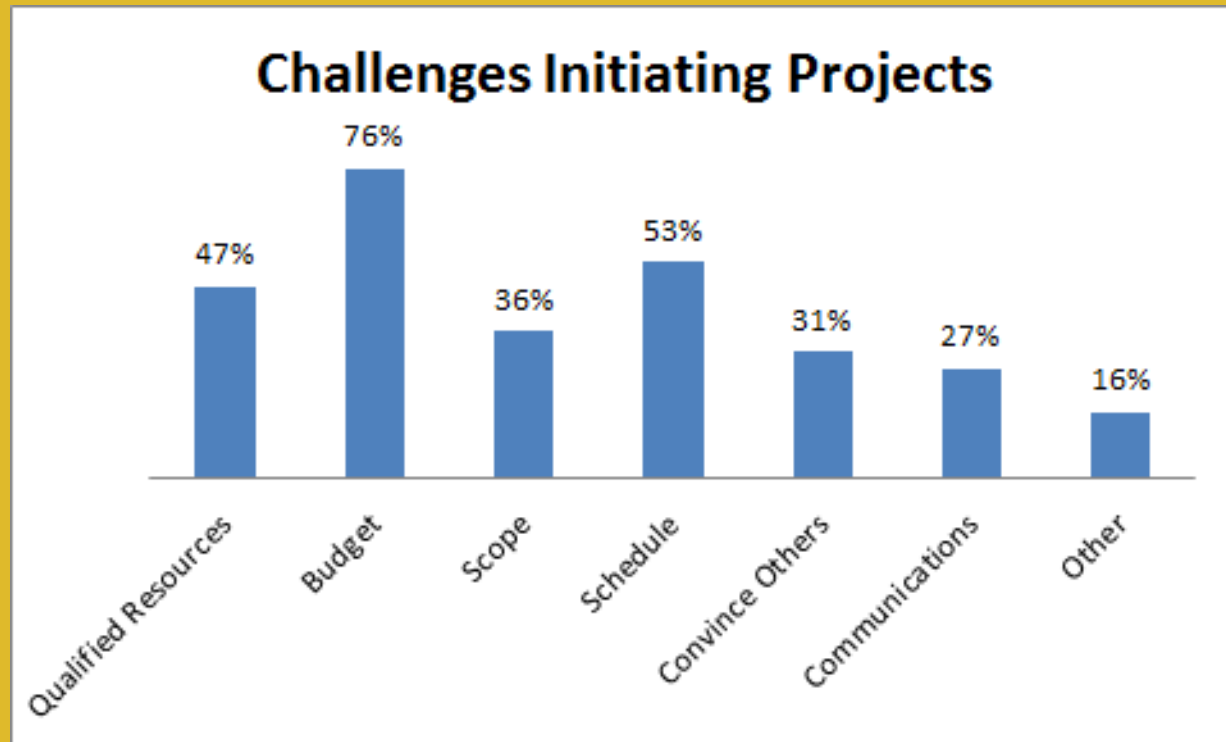
Promotional Opportunities to Higher Levels within Company



PMs Holding PMP Designation



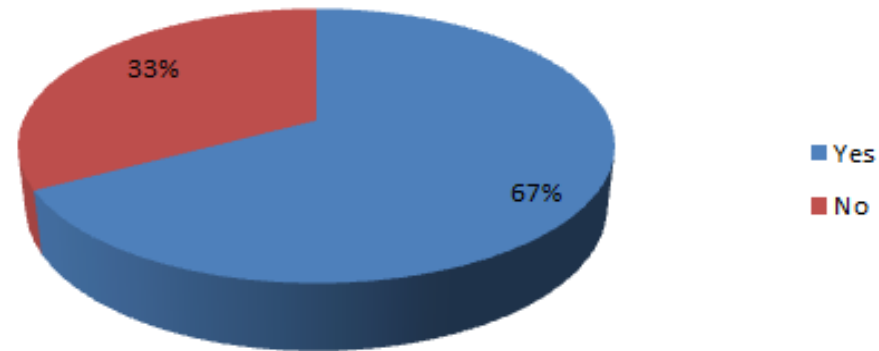
PROJECT PLANNING



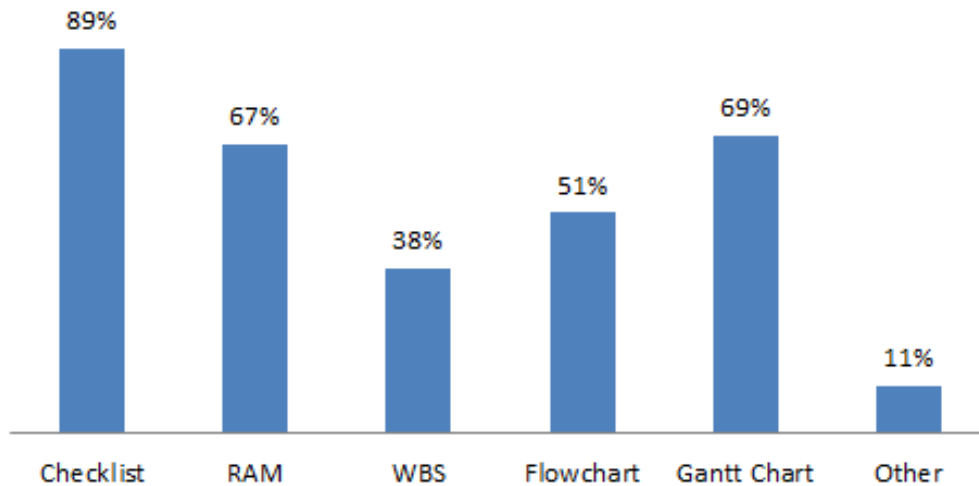
SECTION

2

Presence of Project Management Standards to Follow



Project Management Planning Tools



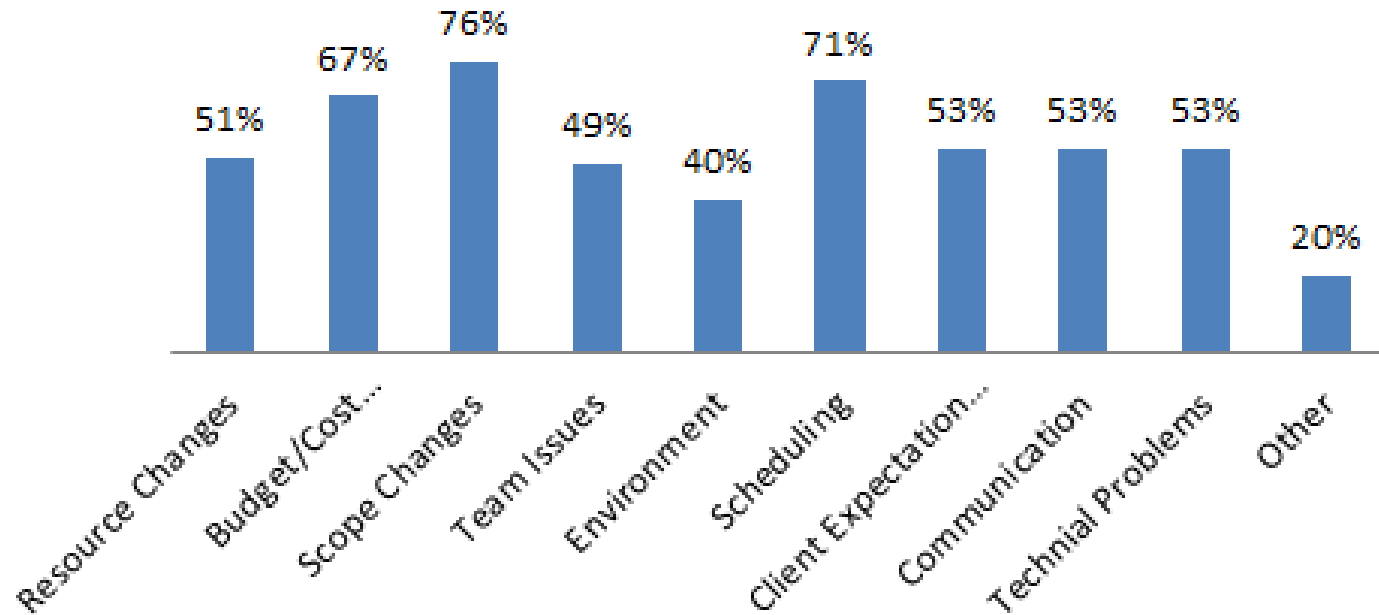
SECTION 2

PROJECT EXECUTION AND MONITORING

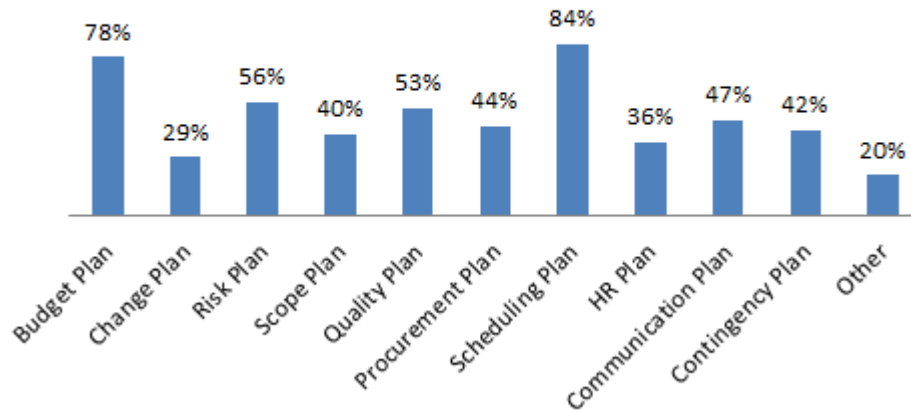
S E C T I O N

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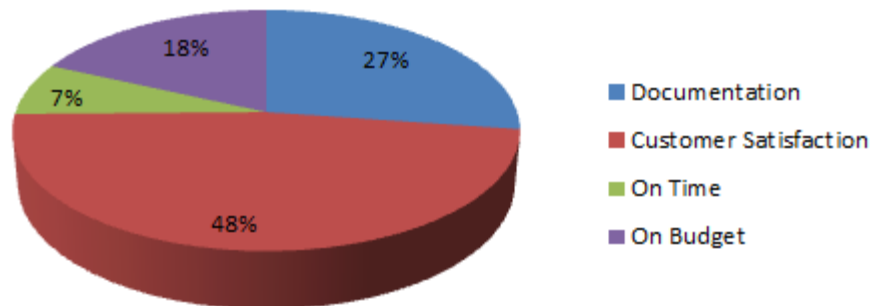
Project Execution Challenges



Project Monitoring Plans



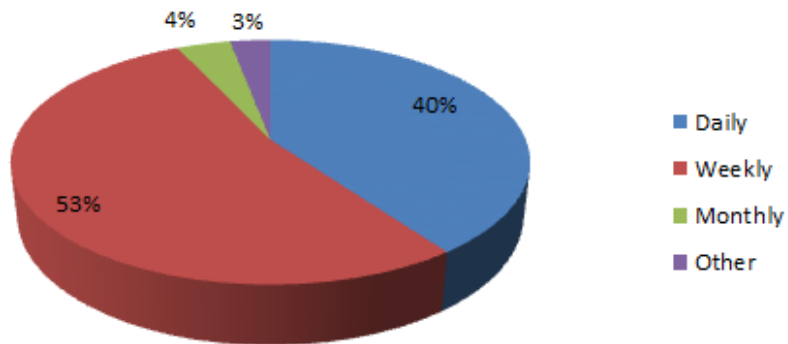
Measurement of Project Success



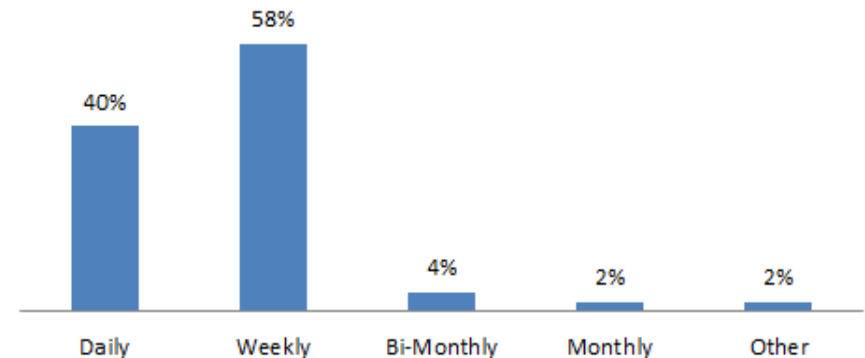
SECTION 3

SECTION 4

Frequency of Progress Report Distribution

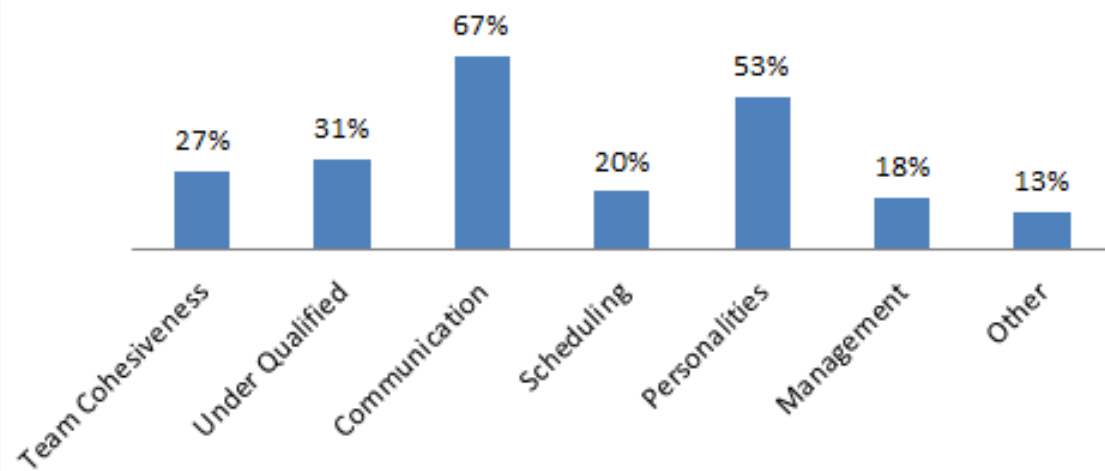


Frequency of Team Meetings

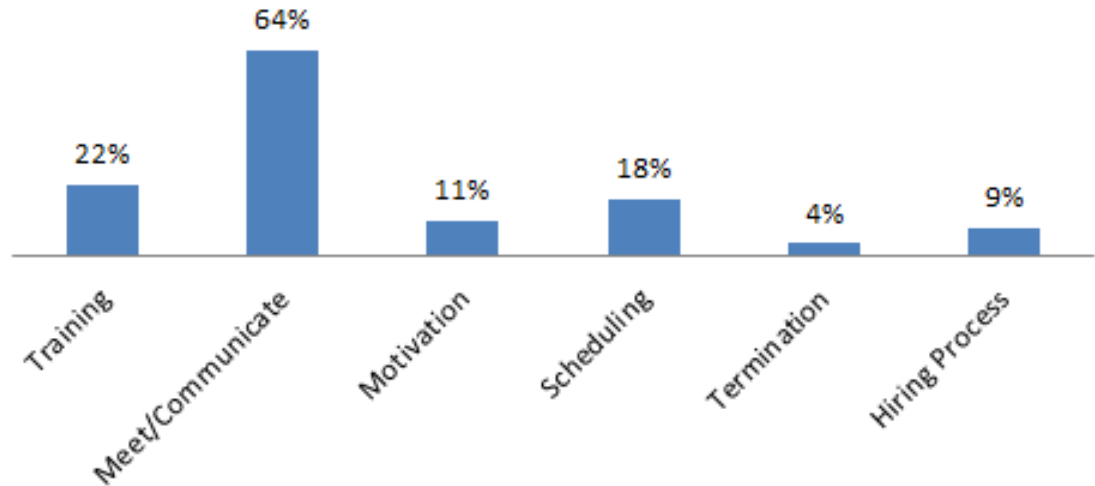


TEAM MANAGEMENT

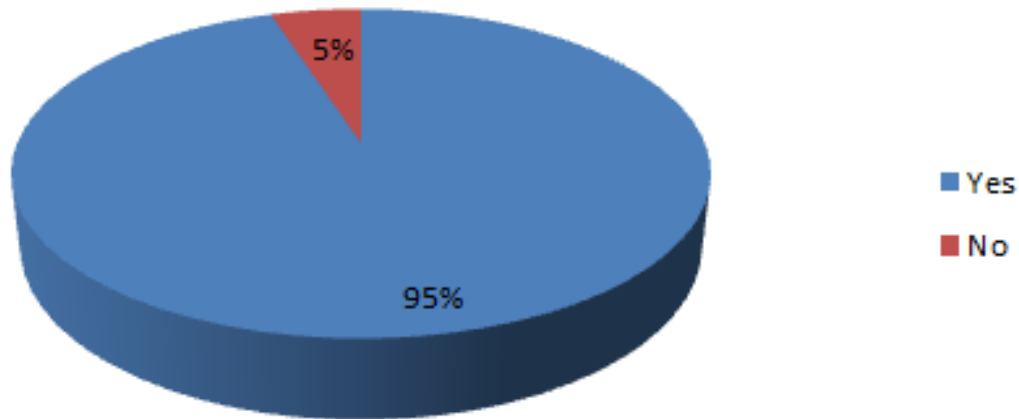
Challenges with Teams



Addressing Challenges with Teams



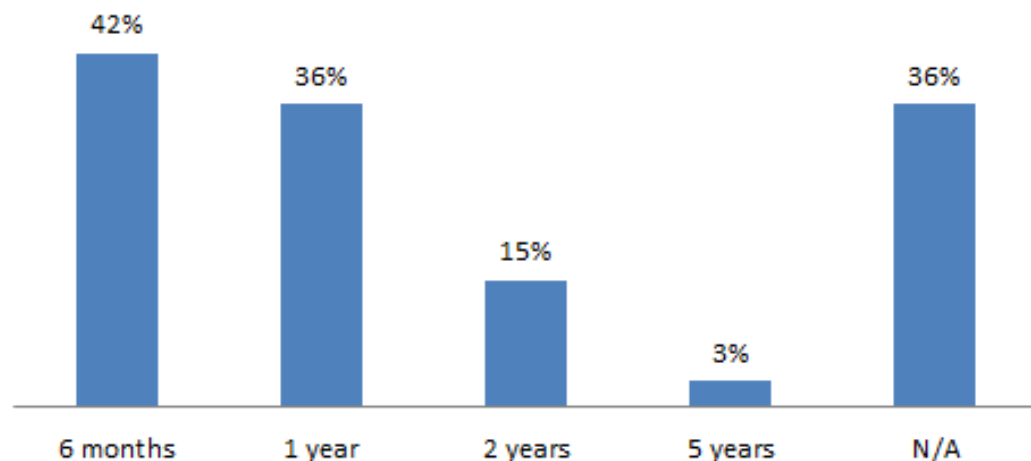
Company Funded Training Opportunities



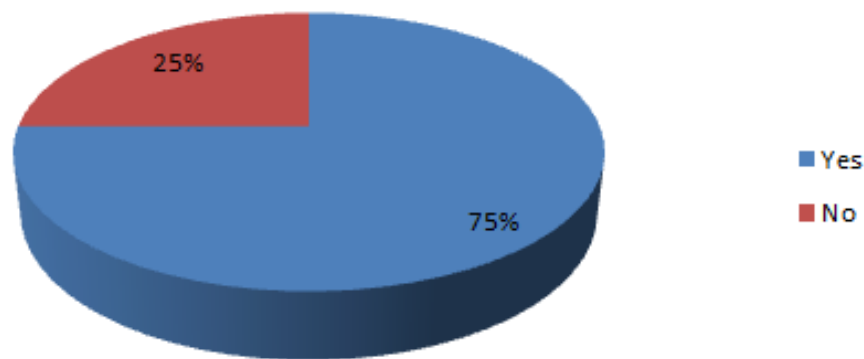
HUMAN RESOURCES

SECTION 5

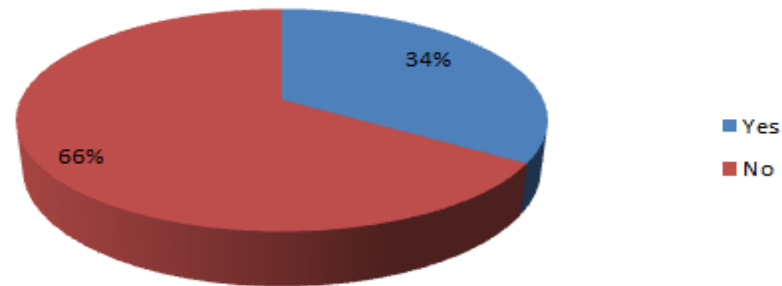
Timeframe to Pursue Further Studies



Plans to Pursue Further Studies in Support of Advancement

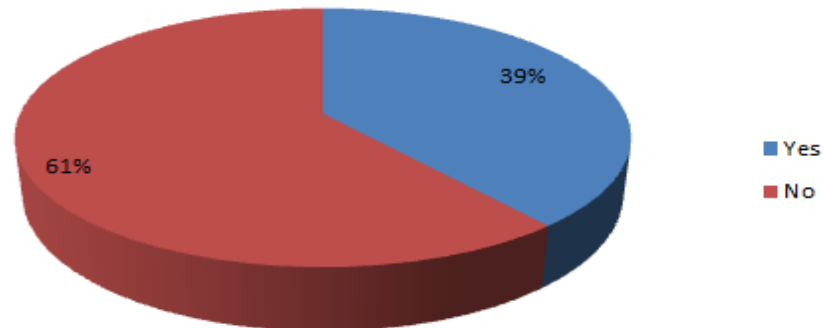


Salary and Benefit Alignment with Workload



INCENTIVE PROGRAM

Satisfaction with Salary and Benefits

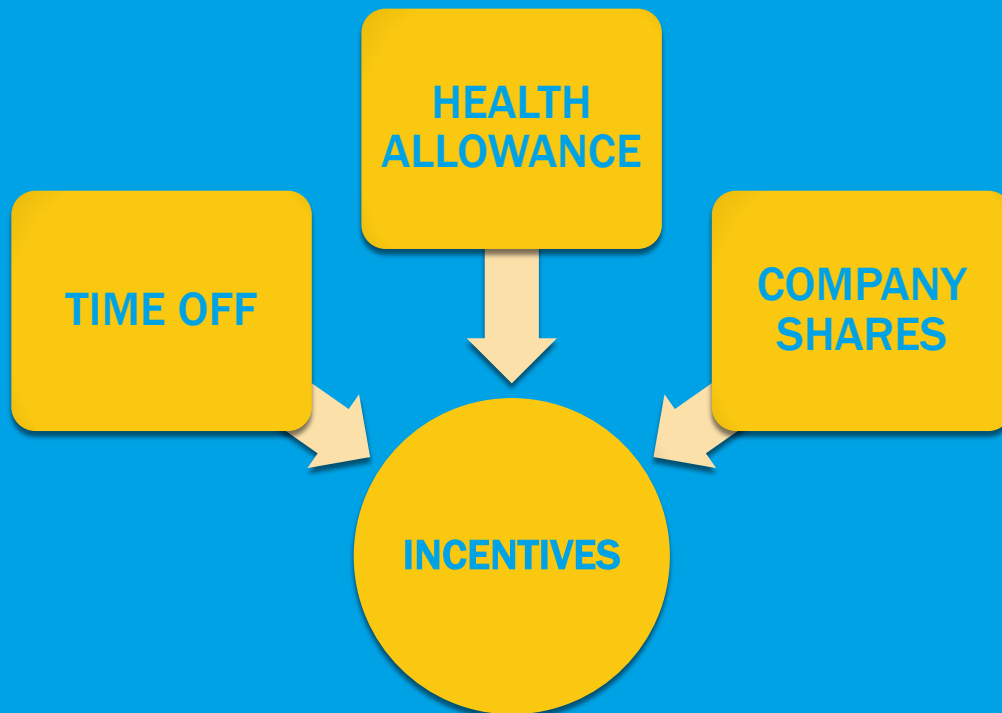


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Evaluation

- Phased training approach
- Mandatory education
- Decreased employee turnover and increased retention rates
- Internal and external feedback



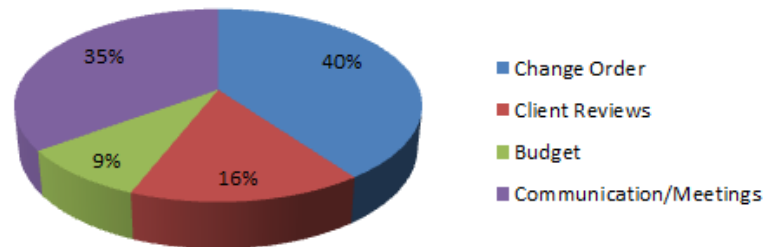
Challenges

- Difficult to motivate people
- Costs more money
- Difficult to please everyone (everyone is motivated by something different)
- Change management

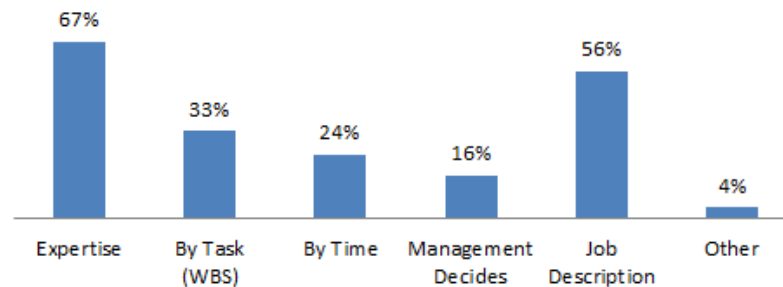
PMP Certification

PMO

Methods of Scope Change Identification

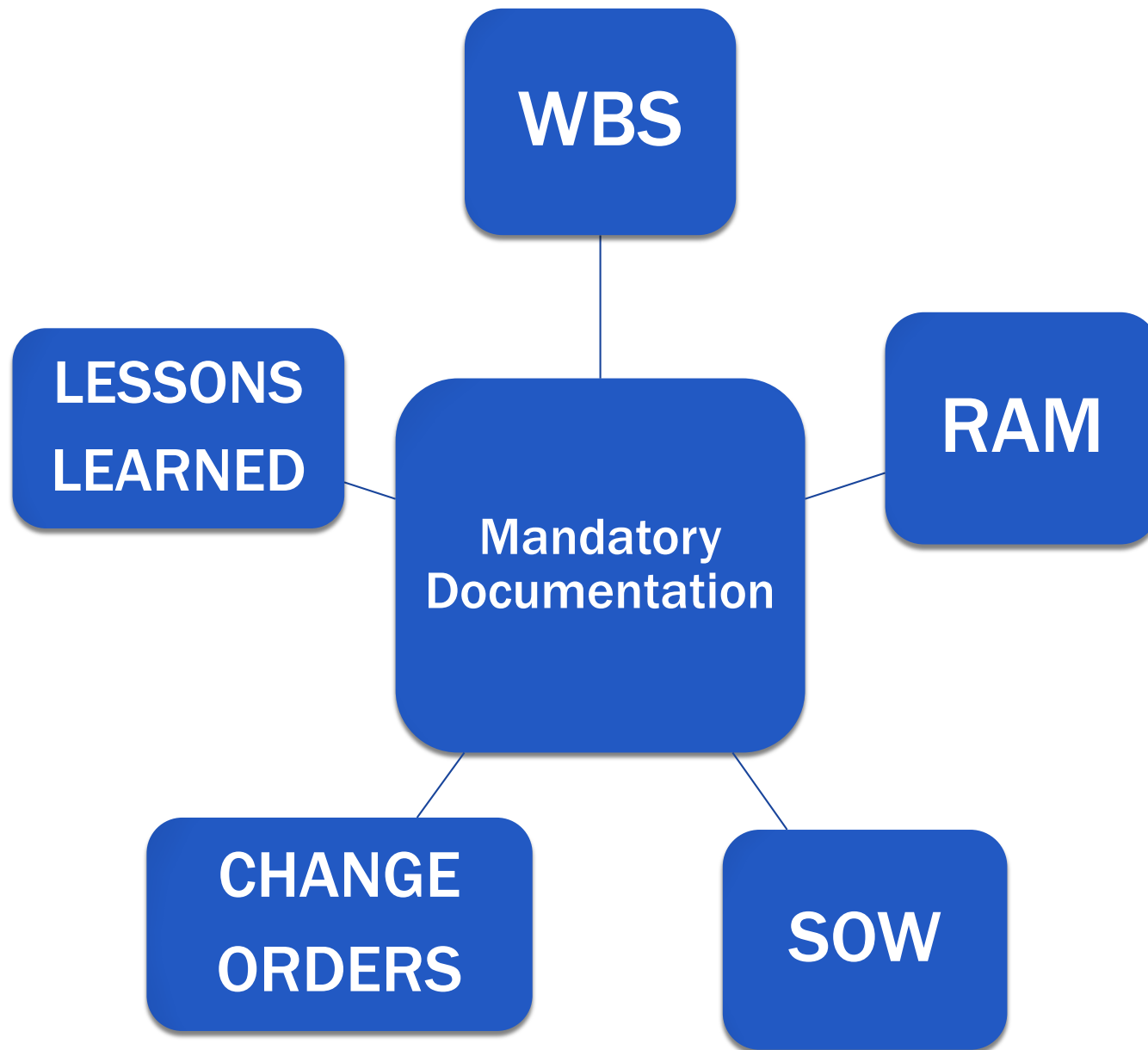


Methods for Assignment Breakdowns



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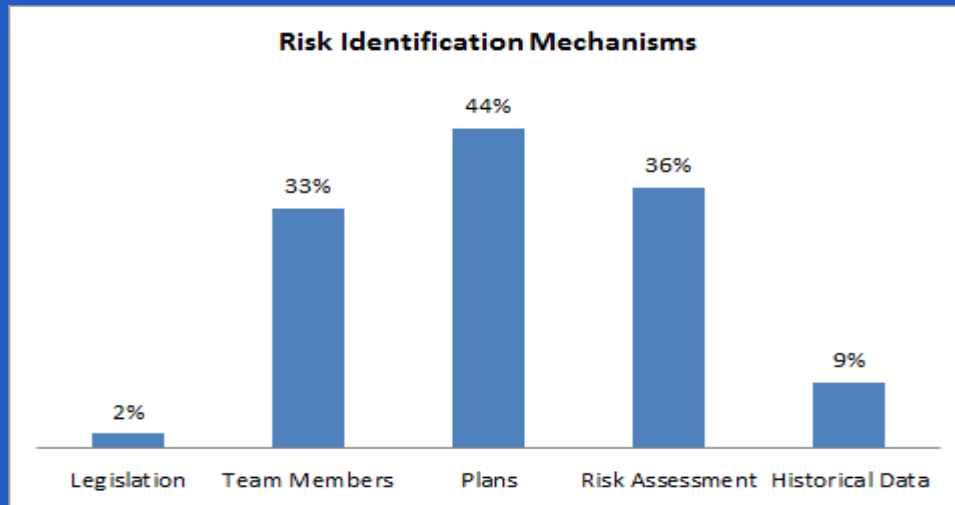
Evaluation

- Increase in standardized documentation
- Strengthened stakeholder management
- More effective communication
- Introduction of a governance group/ PMO

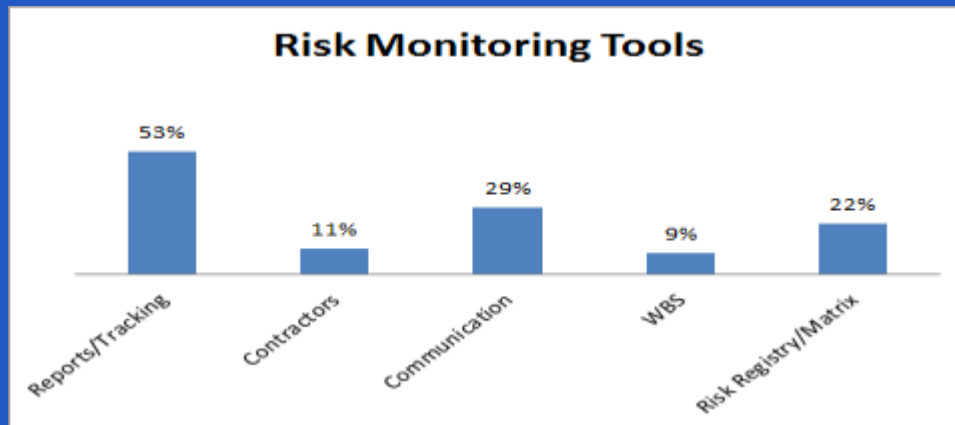
PMI- SP Certification

Challenges

- All the steps have to be followed for it to be successful
- Detailed contract development understood by the entire project team
- Steep learning curve
- Change management



RISK MANAGEMENT CERTIFICATION



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Evaluation

- Evaluating the reports and documents that follow the various processes outlined in risk management
- Issues are resolved more efficiently
- Preventative measures!

Challenges

- Increase in time to document and follow through processes
- Training courses take time
- Change management
- Phased approach, needs to be done gradually (overwhelming)

PMI- RMP Certification



COST

RECOMMENDATION #1

TIME

HEALTH ALLOWANCE- \$1500 per person

TIME OFF- NO COST

COMPANY SHARES- \$5.00 per share

TIME PHASED- THREE MONTHS

COST

RECOMMENDATION #2

TIME

SALARIES- \$65,000 X 5 PEOPLE = \$325,000

MISCELLANEOUS- \$10,000

POLICY DEVELOPMENT-
ONE MONTH

PMO DEVELOPMENT-
THREE MONTHS

COST

RECOMMENDATION #3

TIME

\$2000 X 5 DATES = \$10,000

TIME PHASED- ONE YEAR



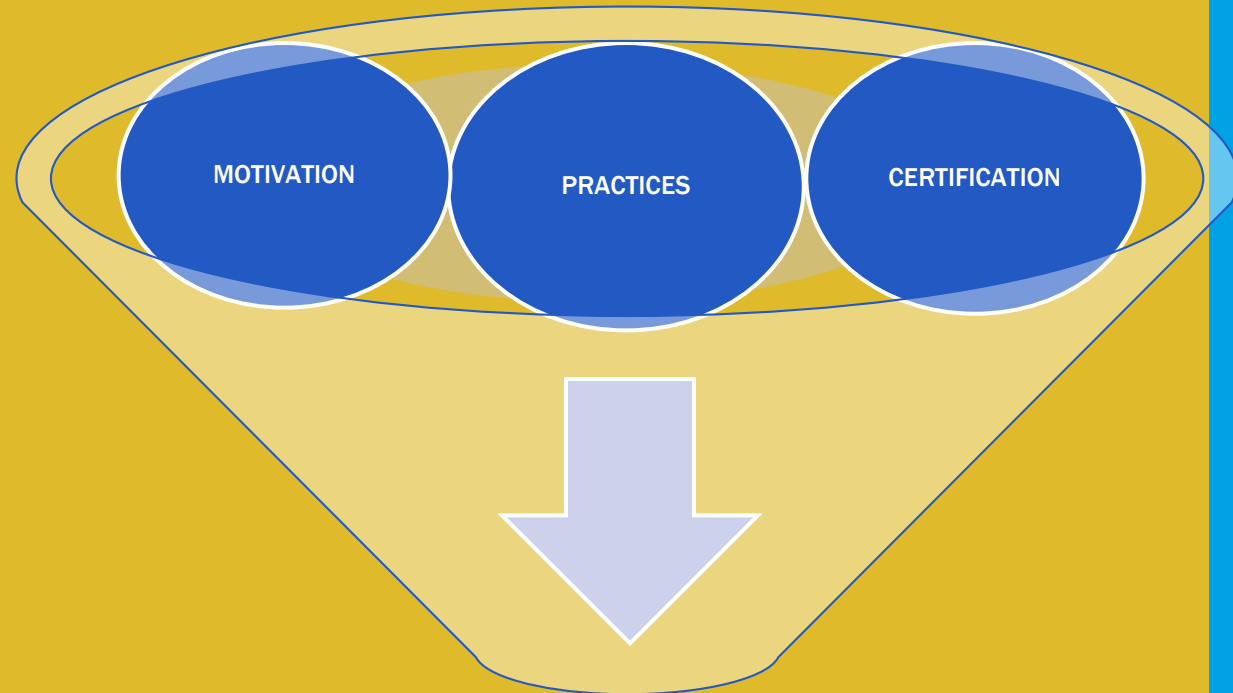
LONG TERM

CERTIFICATION



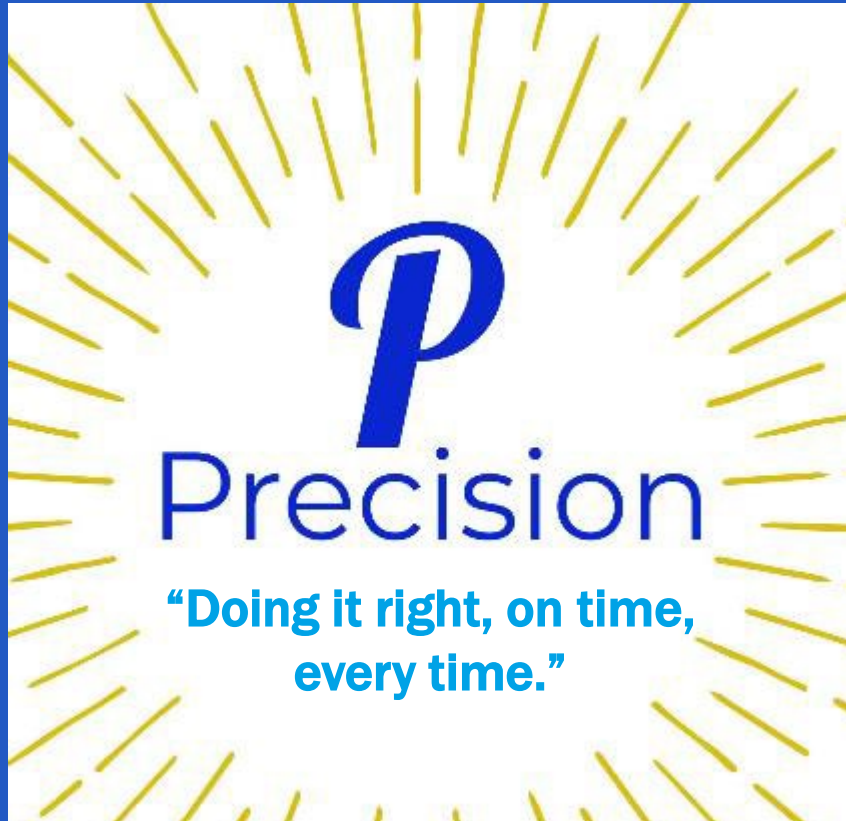
CONCLUSION

- We're recommending a mix of a short term and long term plan
- Phased approach to training based on project schedules
- Engagement of PMI
- Standardized best practices
- Governance and PMO



**DECREASE IN OVER TIME
AND OVER BUDGET
PROJECTS**

THANK YOU



QUESTIONS