The PMO Competency Framework

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To share with you..

What we are going to talk about . . .
The Journey now
What we have learned
What happens next
How you can still be involved

Why now?

Community Led

Cross Industry

Open Source

Aim

The primary aim of the Competency Framework Working Group is to develop a PMO Competency Framework that can be used as a standard (and tailored if required) for PMO roles and responsibilities across all organisations, both in the public, private and third sectors.

The final deliverables must:

- demonstrate the embodiment of best practice in the development of competence frameworks

- demonstrate consideration and inclusion of current research and thinking in respect of PMO roles and competencies

- demonstrate applicability across geography and sectors through evidence from appropriate trials

The Initial Working Group

Develop the product strategy

Produce the design

Plan the project

Personas

James – Project Support Analyst

Jean – Head of Portfolio Office

Jonathan – Portfolio Governance Manager

Jenny – Project Administrator

Jeff – Portfolio Analyst

Jill – Programme Support

Jack – Head of Project Management Practice

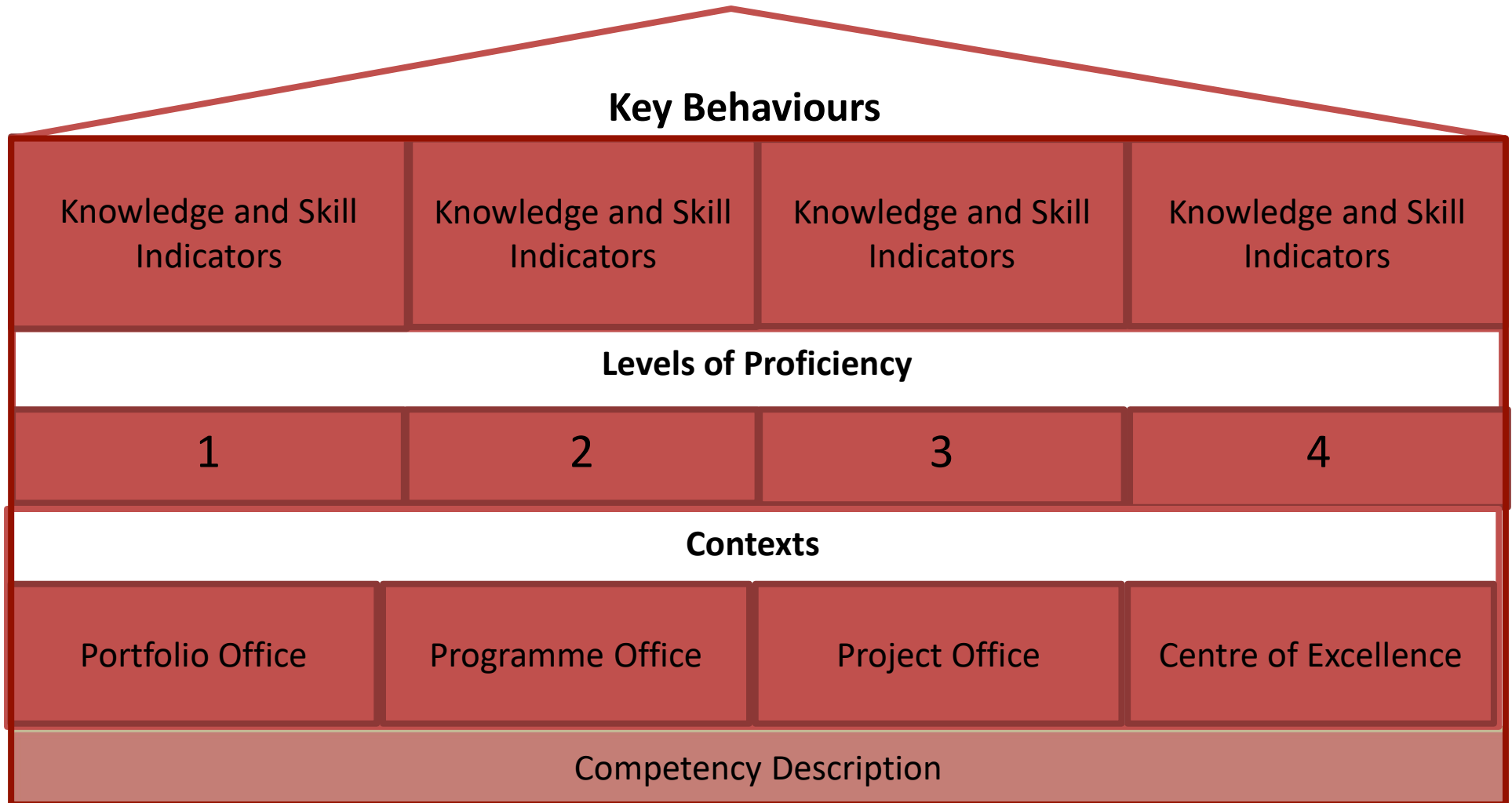Joanna – Project Management Line Manager

The Product Strategy

Create a PMO Competency Framework providing a standard and toolset to allow PMO professionals to understand, assess and develop the skills, behaviours and experience to achieve their PMO goals and career potential.
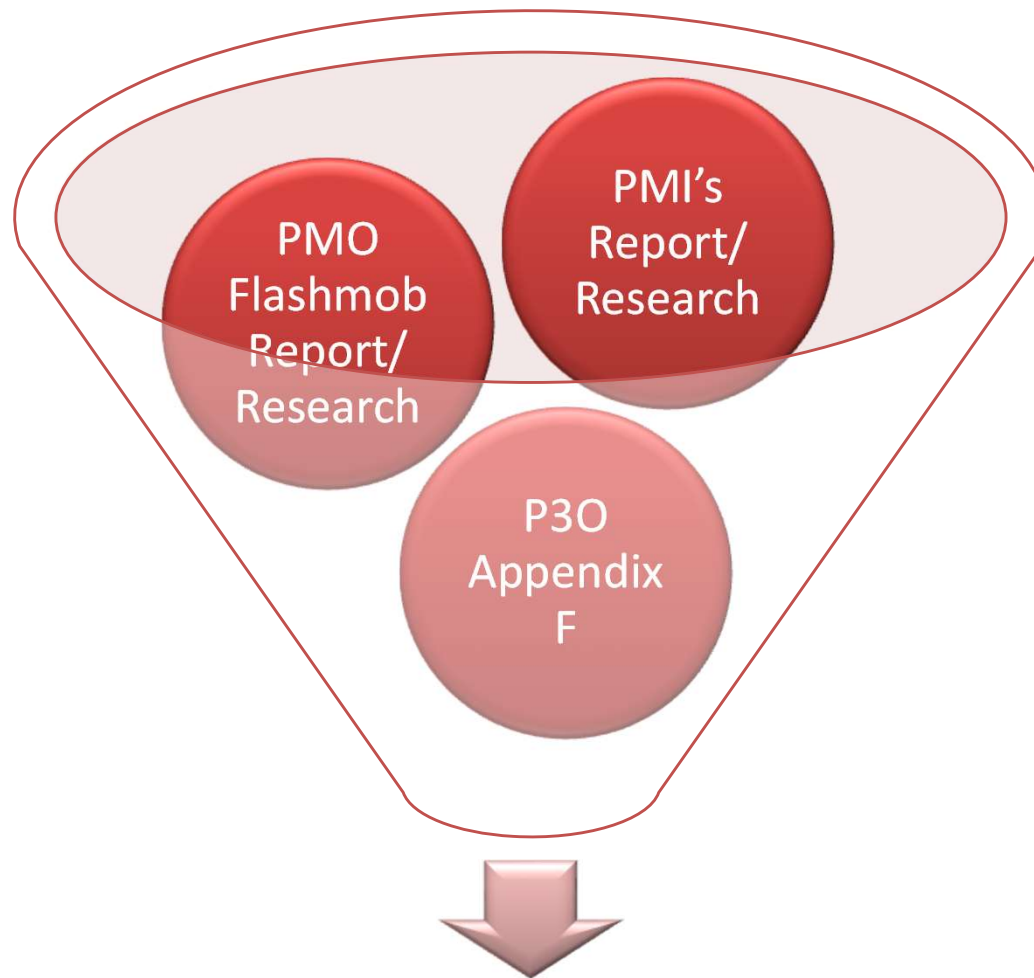
Self Assessment Tool Capable of querying and recording competence, 360 degree capability

Skills Development Process

Career Development Paths

Job Personas

Definitive List of PMO Competencies defined by level and 3PMO Context

The Core Product Design

Key Behaviours

Knowledge and Skill Indicators	Knowledge and Skill Indicators	Knowledge and Skill Indicators	Knowledge and Skill Indicators

Levels of Proficiency

1	2	3	4

Contexts

Portfolio Office	Programme Office	Project Office	Centre of Excellence

Competency Description

List of Competencies

Working List of Competencies

The Plan

The Authoring Cycle

Master Competency List- Ready

1. ~~PLANNING~~
2. ~~RISK~~
3. ~~REPORTING~~
4. _____
5. _____
6. _____
7. _____
8. _____

✓

In Composition

2. RISK
• _____
• _____

✓

Quality Check 1

2. RISK
• _____

✗

Off Spec

2. RISK
3. REPORTING
• _____
_

✓

Quality Check 2

2. RISK
• _____
• _____

✗

✓

Final Assurance Review

1. PLANNING
• _____
• _____
• _____

Master Competency List-Completed

❖ _____
❖ _____
❖ _____
❖ _____
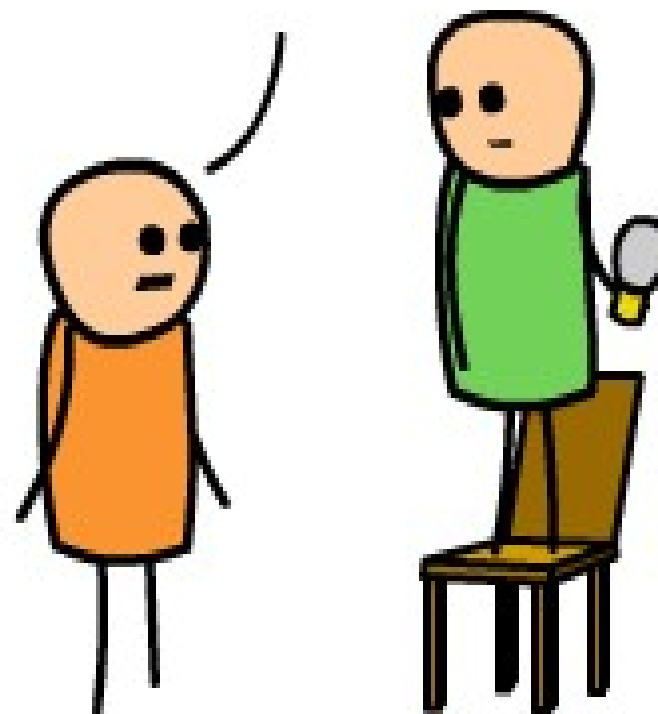❖ _____
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Review   Review   Review
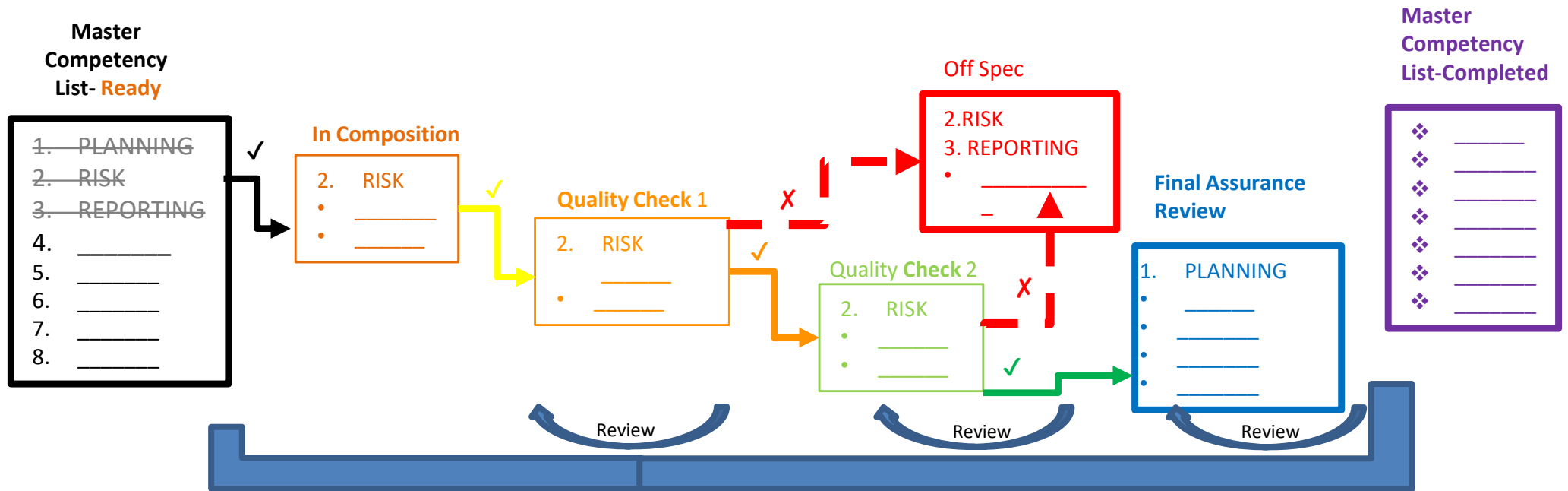
Time boxes will be used but flow based work selection by approved specialists from primary and secondary teams.

Note:1: Strikeout for illustration only, competency will be transferred from board to board.
Note 2: Off Specs /Errors step to be confirmed.
Note 3: Need to estimate WIP limits
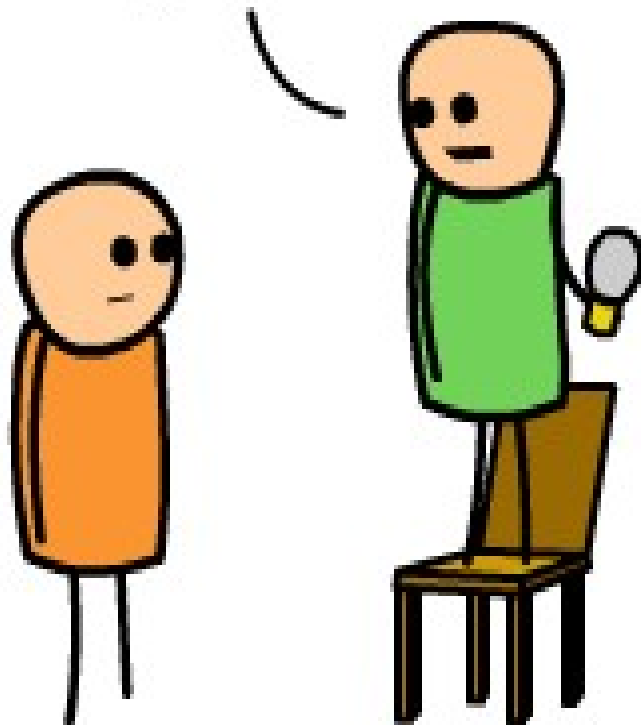
Our Team

An International Community of Expert Contributors

Public Private and Third Sector Pharma Finance Retail Energy Utilities Consultancies
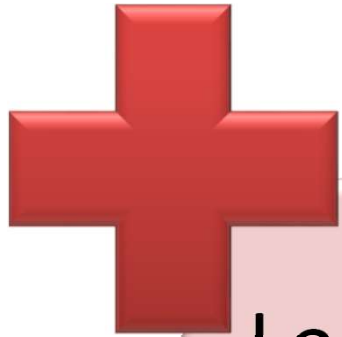
The Authoring Group

Write   Review   Revisit

Reflections

Learning experience for the authoring groups	Reticence to do the original authoring
Ownership of backlog elements	Volunteers priorities

Feedback

"This framework offers a huge opportunity to organisations and their maturity in how they view and where they place a PMO. That shouldn't be underestimated"

...en exciting ...cipate in

...ppor... specialists and...

"I feel as participants in the competency process we have learned so much"

Where we are

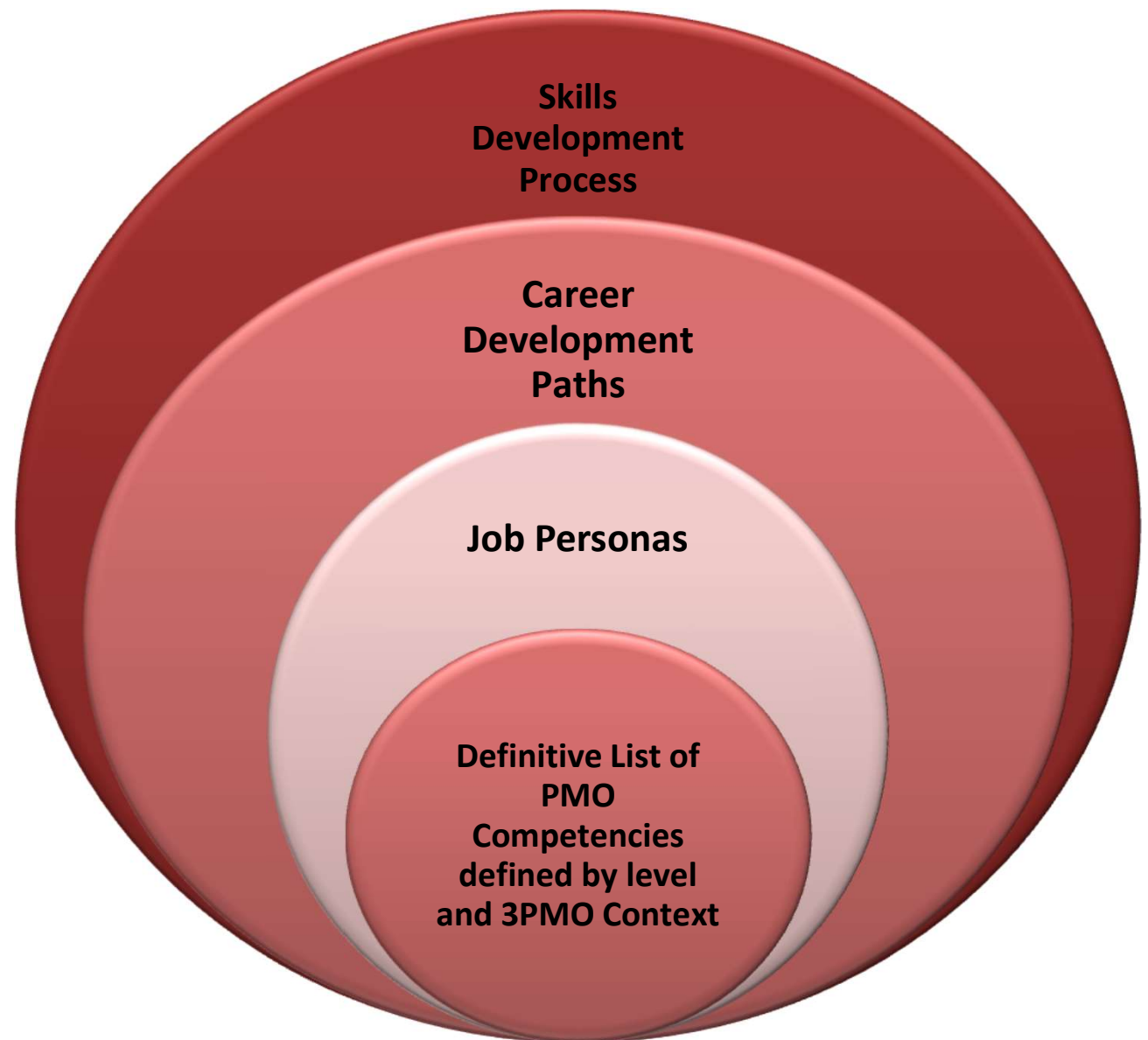Detailed role descriptions

Distilled competences

PMO Roles

How you can help

By the end of 2018

For use by individuals and corporates to support PMO career development

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Career Development Paths

Job Personas

Definitive List of PMO Competencies defined by level and 3PMO Context