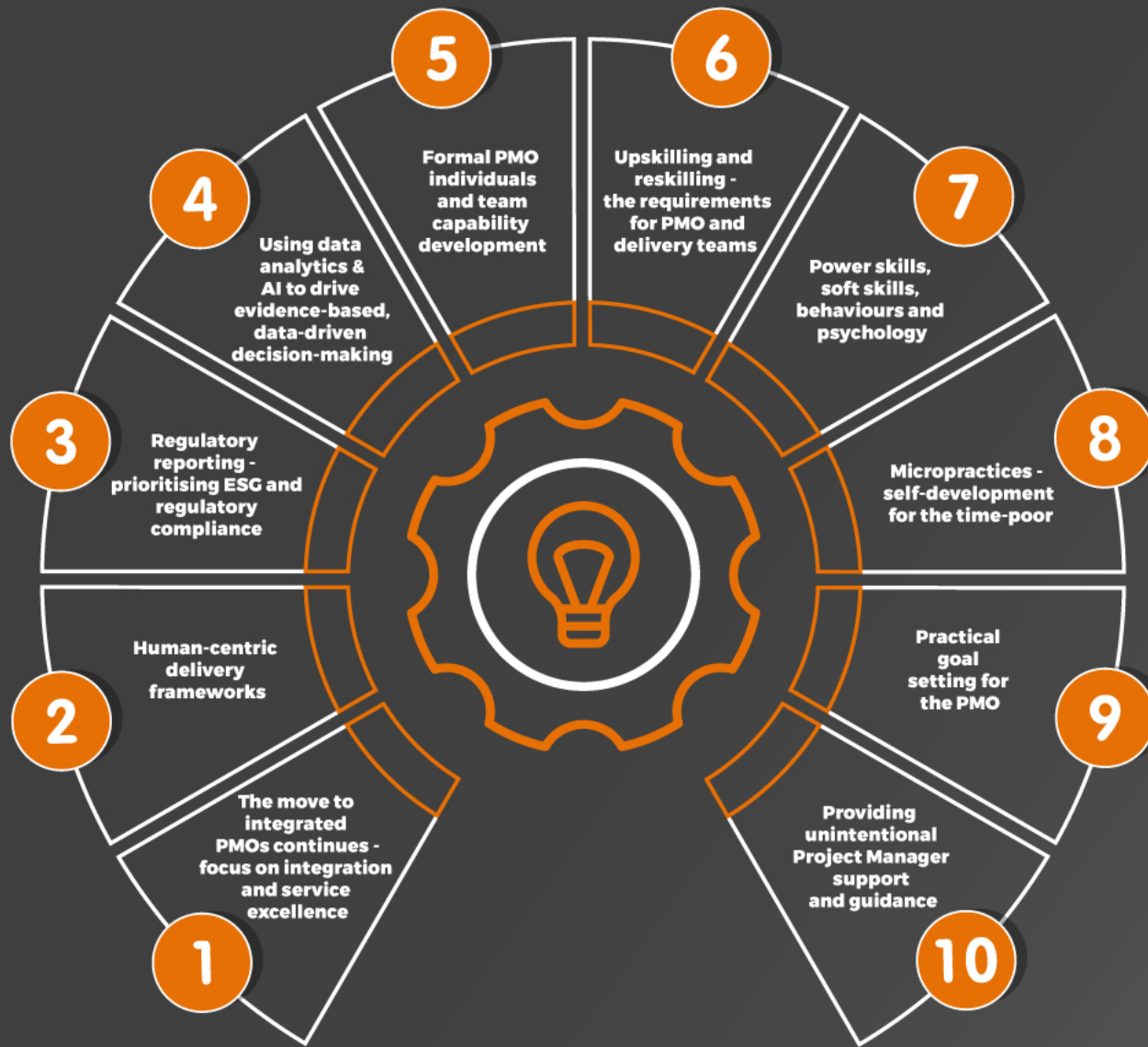




# 10 Emerging Trends in PMO and How to Handle Them

Eileen J Roden & Lindsay Scott



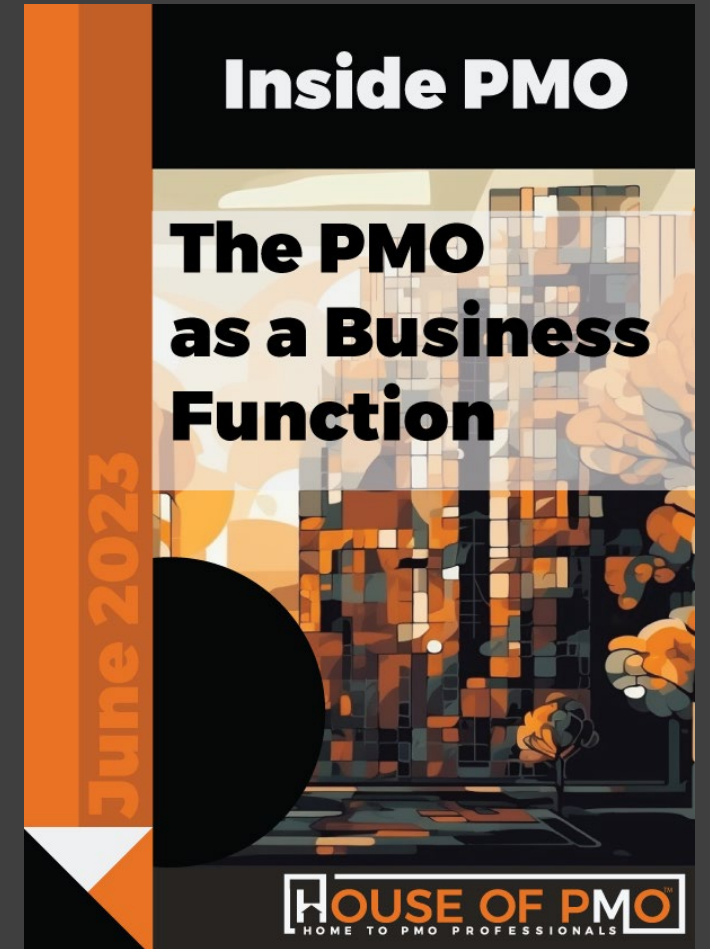


# The 10 Trends

# 1 Move to Integrated PMOs

PMO as a Business Function rather than a selection of offices

- Further move to Service Based PMOs
- Opportunity for real PMO career paths inside organisations
- Greater consistency in methods and tools



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# How to Handle

- Network!
- Look for opportunities to collaborate to address gaps and overlaps
- Look for synergies for tool usage



# 2

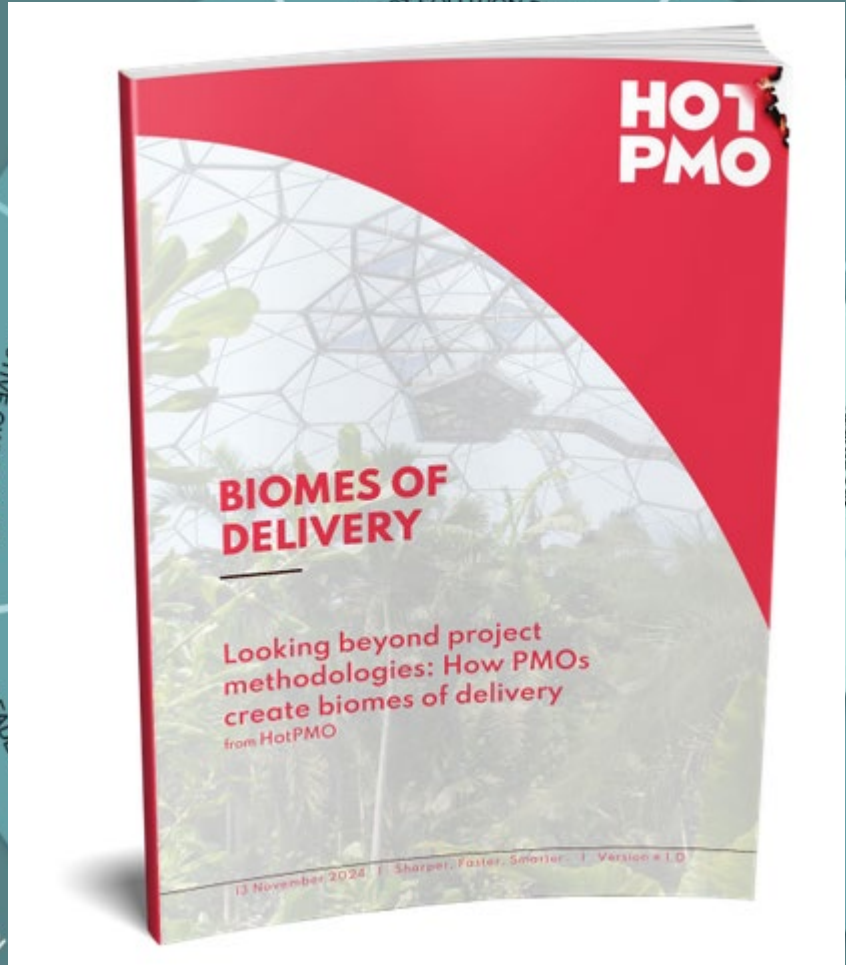
## Human

The world of p continues to c

- Balancing Tas
- Dynamic and
- Context-Awar



- COMMUNICATION
- TEAM BUILDING
- MOTIVATION
- DISCIPLINE



# How to Handle

- Encourage using flexible frameworks that adapt to the unique requirements of each project
- Stay ahead of trends by learning and applying newer methodologies or strategies
- Agility: Build PMO capability to pivot frameworks and advise teams proactively when project dynamics shift, or challenges arise



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# 3

## Regulatory Reporting

Project reporting will need to focus on specific benefits

- Project metrics and the definition of success will go beyond TCQ
- Portfolio prioritisation will change, requiring additional information in the business case
- Delivery frameworks will include more mandatory activities





# How to Handle

- Stay aware of corporate regulatory targets
- Develop organisation capability and individual competence in benefits management
- Be prepared to educate senior management on the implications for portfolio selection





# 4

## Using data analytics and AI to drive evidence based, data-driven decision making

### AI Advances

- Generative AI i.e., ChatGPT, Co-Pilot
- Project Data Analytics
  - Level 1 – Power Platform
  - Level 2 – Coding, Machine Learning
- RPA (Robotic Process Automation)



# How to Handle

- Be curious
- Upskill
- Collaborate cross-functionally



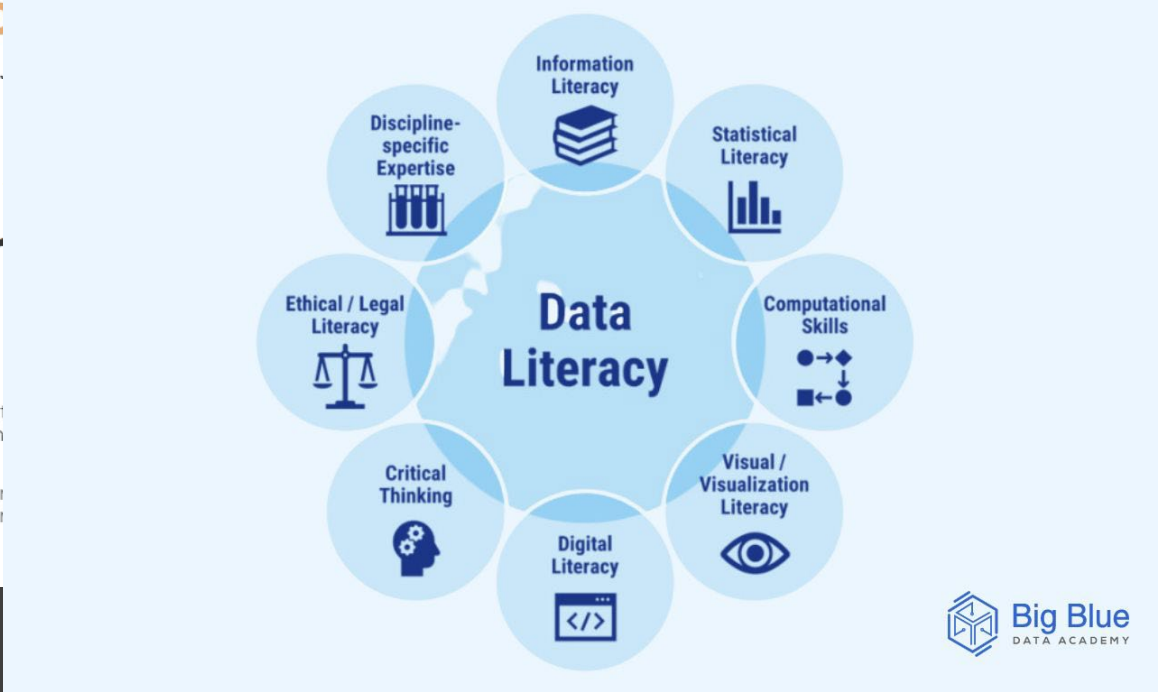
PMO Flashmob: Inside PMO

## Gandalf Prompt

### Level 4 Data Apprenticesh

concise and easily understood by you,  
b) Questions (ask any relevant questions per  
information is needed from me to improve th

3. We will continue this iterative process with  
information to you and you updating the pro  
section until I say we are done."



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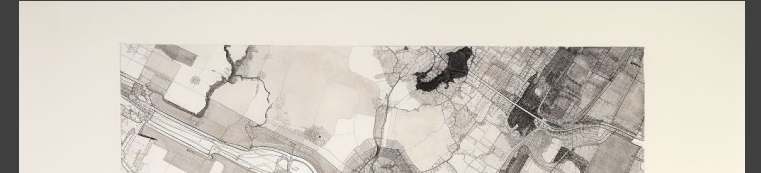
# 5

## Formal PMO individuals and team capability development

### PMO Capability

Being skilled, experienced and knowledgeable

- Important to understand competences required for different roles in the PMO
- To have a clear role profile for common roles in the PMO
- To know what skills, knowledge and behaviours are required
- Having career pathways



The PMO as a Profession



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# How to handle

P3M Administration

PMO Management  
(inclusive of PMO design, set up, run, transform and close)

PMO Competency Domains

P3M Delivery Support

P3M Enabling

- Benefits and Value Management  
Business Case  
Change Control  
Change Management  
Financial Management  
Information Management  
Issue Management  
Knowledge Management  
Planning and Scheduling  
Quality Management  
Reporting, Insights and Analysis  
Resource Management  
Risk Management  
Stakeholder Engagement  
Supplier Management

- Assurance  
Capability Development  
Capacity Development  
Delivery Methods  
Governance Frameworks  
P3M Tools



# How to handle

**P3M Administration**

**PMO Management**  
(inclusive of PMO design, set up, run, transform and close)

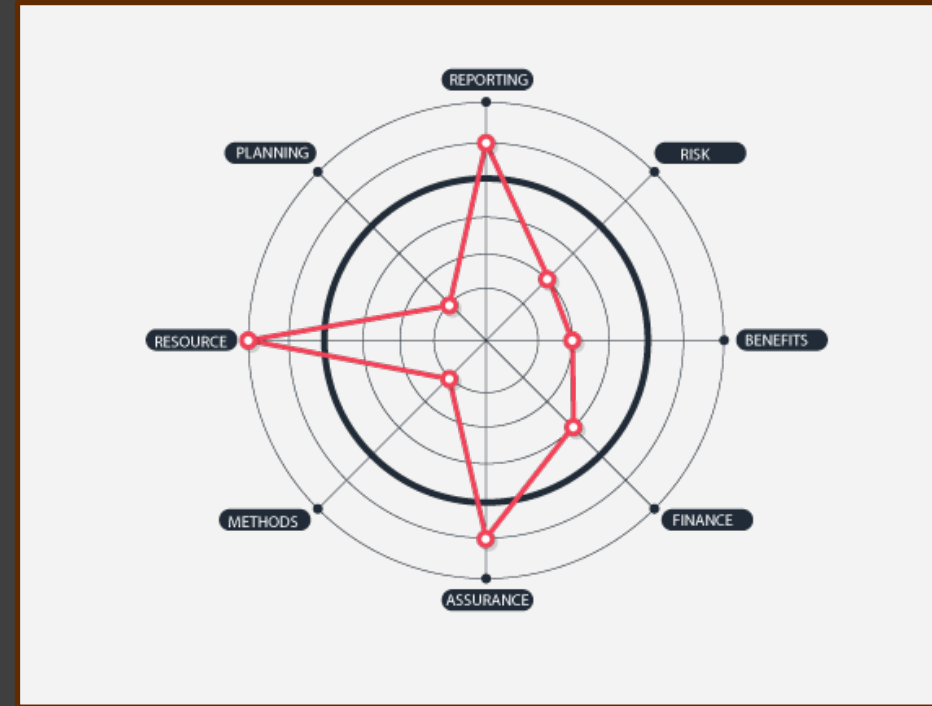
**P3M Delivery Support**

Benefits and Value Management  
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Supplier Management

**PMO Competency Domains**

**P3M Enabling**

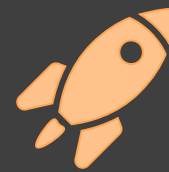
Assurance  
Capability Development  
Delivery Methods  
Governance Frameworks  
P3M Tools



PMO Team Profile

# 70:20:10

The Learning Options



# The Future Proofing

# 6

## Upskilling and Reskilling

Upskilling is not the only development opportunity for PMO

- Upskilling in the right areas for your PMO and you
- Reskilling will be required for emerging areas for your organisation, PPM, PMO







# 7

## Power Skills+

More than just rebranded 'soft skills'

- Interpersonal and emotional
- Beyond skills – behaviours
- Psychological principles



# How to Handle

- Use the PMO Competency Framework to assess current skills and behaviours
- Pick out one or two core behaviours and try modelling them in your day-to-day work
- Broaden your understanding and knowledge about key workplace psychological concepts





# 8

## Micropractices

### Development and practical application for the time-poor

- Microlearning > micropractice = bite-sized actions that combine quick learning with small, meaningful improvements
- Applying knowledge to improve daily work habits and professional growth
- Origins in Mindfulness



# How to Handle

- Incorporate daily reflections
- Engage in quick knowledge shares
- Establish small, achievable targets and regular 5-minute wrap-ups to maintain focus and drive incremental improvements



# 9

## Practical Goal Setting

Really demonstrate the value of the PMO to the organisation

- Focusing on delivering measurable outcomes that align with strategic priorities
- Well-defined targets supported by KPIs (Key Performance Indicators) and OKRs (Objectives and Key Results)
- Setting targets directly related to PMO outcomes





# How to Handle

- Link project and PMO metrics
- Breakdown objectives into actions and ensure accountability
- Communicate progress regularly



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# 10

## ‘Unintentional PM’ Support

### Putting the spotlight on delivery leads

- Target individuals managing projects informally due to their roles
- Specific targeted support for delivery leads (templates, checklists, support packs etc)
- Programs of learning and development specific to PM and organisational context

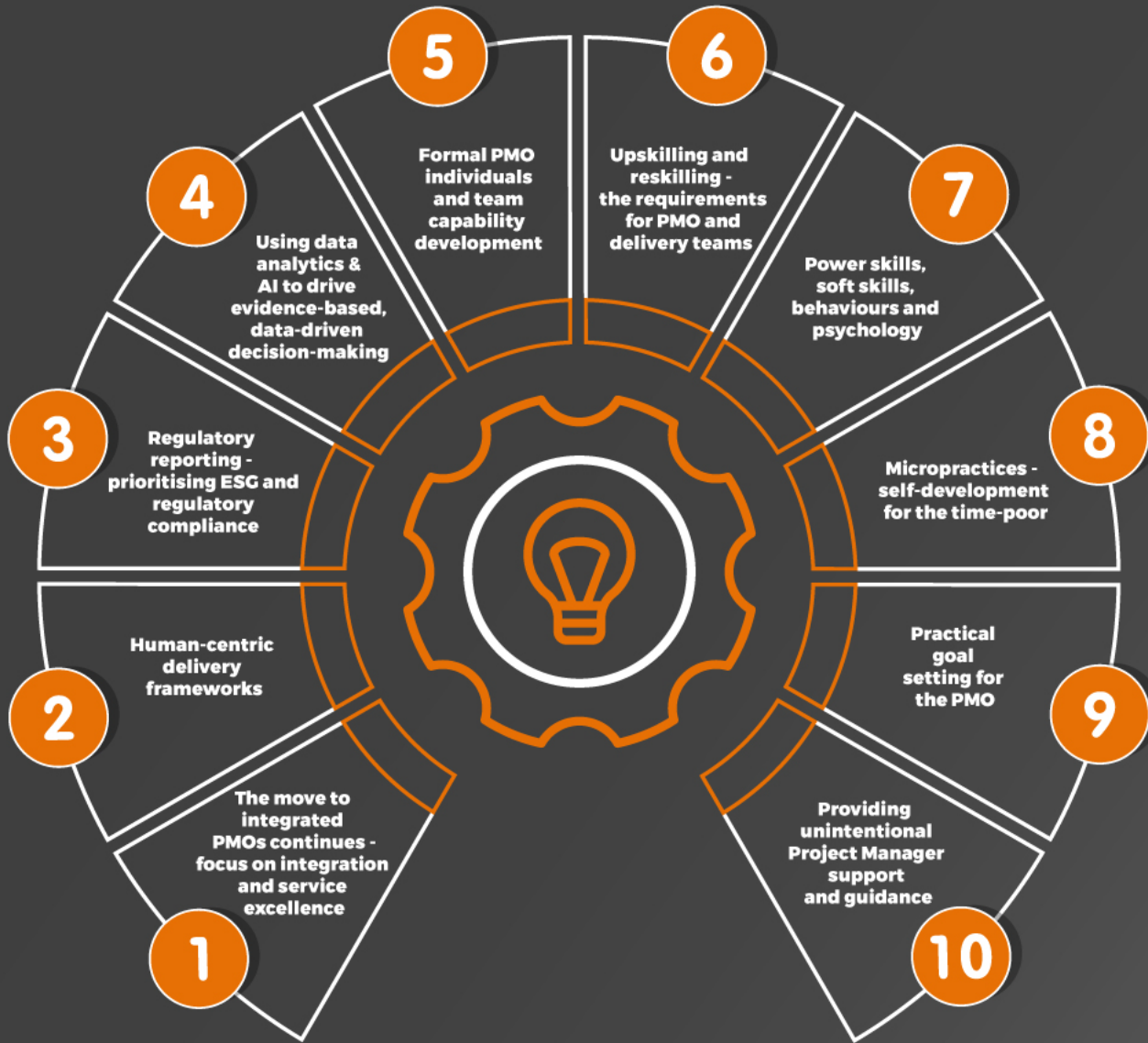


# How to Handle

- Design lightweight, targeted initiatives such as workshops, peer mentoring, and quick-reference materials
- On demand - Offer a "help desk" or quick access to PMO expertise for accidental project managers to seek guidance on immediate challenges or specific project tasks
- Build a culture of support by integrating accidental project managers into PMO initiatives, bridging gaps between informal and formal project management practices



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**Which ones resonate with you, your PMO, your organisation the most?**



# Coming up next:



**PMO BEHAVIOURS - BUILDING RESILIENCE**  
**14TH JANUARY 2025**  
**12-1PM**

**HOUSE OF PMO**  
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[www.houseofpmo.com/events/](http://www.houseofpmo.com/events/)



**Wednesday 22nd January / 12noon GMT**

# Upskilling

## in Project Data Analytics

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HOME TO PMO PROFESSIONALS

**Practical Insights for the PMO**

**Thanks for  
listening!**