



ASSESSING PMO TEAM COMPETENCE

22ND MAY 12NOON BST
WWW.HOUSEOFPMO.COM

**REGISTER
TODAY**

[illegible]

to the PMO Framework

Accumulation accounting (tab)		Rock financials (tab)
Accounting	Financials (journal, financials)	Financials (journal, financials)
Financials	Financials (journal, financials)	Financials (journal, financials)
Journal	Financials (journal, financials)	Financials (journal, financials)

entering 4th domicile and incurring inland



01

PMO Competency Framework

Quick Recap

02

Individuals

PMO Practitioners

03

Teams

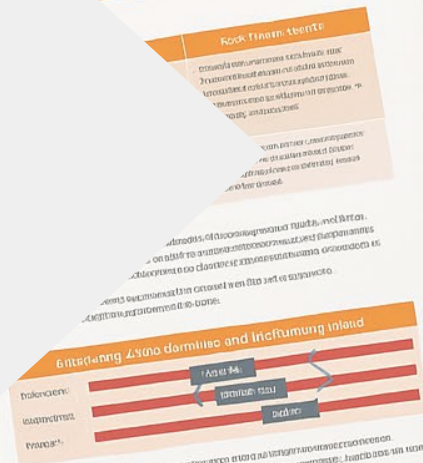
PMO Teams

04

Ongoing Development

Improving and growing together

WHAT WE'RE COVERING TODAY



Why Competency Assessments Matter



Benchmark current capability against a professional standard



Identify personal strengths, development needs, and career opportunities



Help the PMO team align to service delivery needs



Support performance reviews and future PMO design discussions

MAKING THE MOST OF IT AS AN INDIVIDUAL PMO PRACTITIONER

REFLECTION

Use The Integrated Reflective
Cycle (Bassot, 2013)

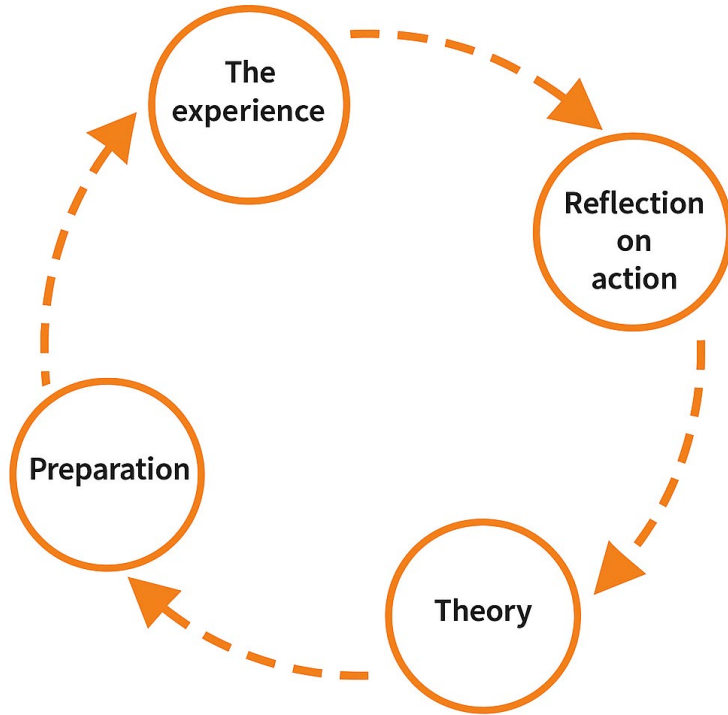


PRIORITISATION

Pick 2-3 competences to focus on
(or knowledge, skills, behaviours)

HOUSE OF PMO

- Live sessions on key themes
- Previous sessions on key themes
- Attend discussion groups
- Get involved in working groups
- Present a session or conference slot
- Specific reports and whitepapers
- Ask a question / recommendation
- Broaden your network
- Write an article for the House
- Signpost to role specific training /coaching

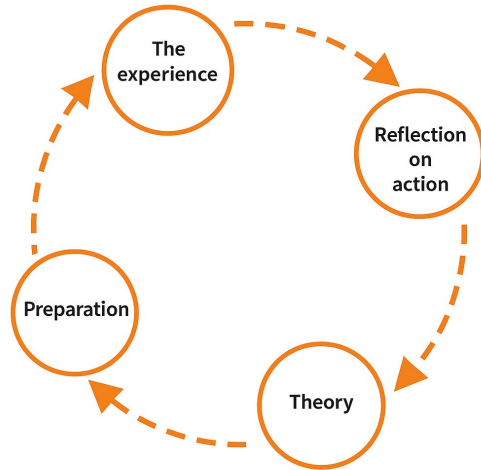


REFLECTIVE CYCLE

The Integrated Reflective Cycle (Bassot, 2013)

Let's look at an example

Competency: **Stakeholder Engagement**



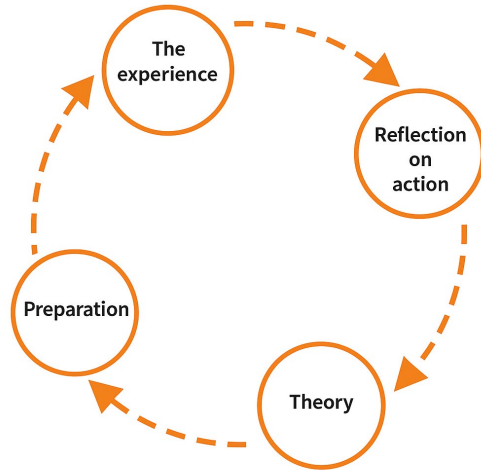
"I facilitated a quarterly steering group meeting for a high-profile digital transformation programme, with senior stakeholders from IT, Finance, and Operations. The agenda included project status, risks, and change requests."



"The session started well, but tension arose when discussing a budget overrun. I noticed that one stakeholder felt blindsided by the update. I didn't pre-brief them - my assumption was they had read the update pack in advance."

Let's look at an example

Competency: **Stakeholder Engagement**



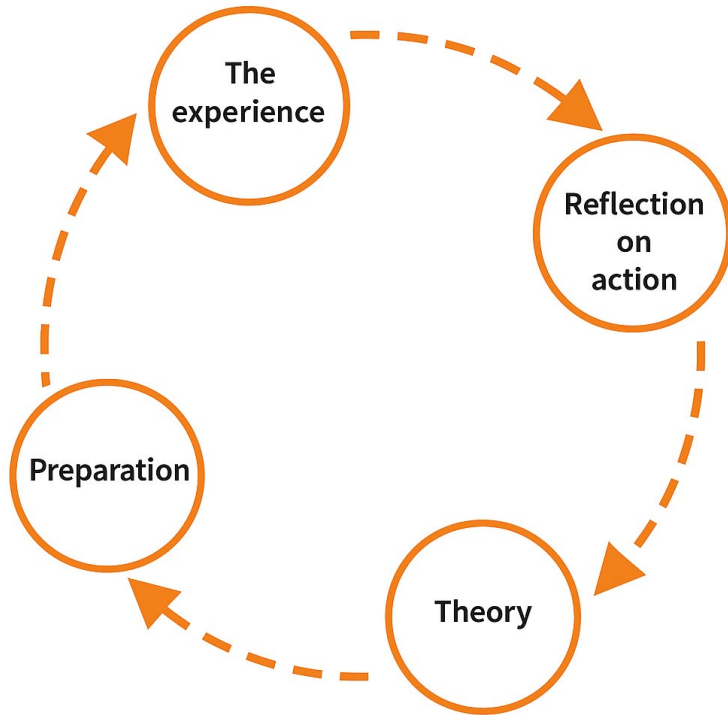
"Stakeholder theory and the PMO Competency Framework both emphasise the importance of tailored communication and proactive stakeholder engagement"



What other theories, frameworks, resources could be helpful here?



"I will revise my pre-meeting approach - ensuring critical items are socialised with stakeholders in advance. I'll use stakeholder maps and influence grids more rigorously and review key touchpoints before each session."



REFLECTIVE CYCLE

Anyone want to suggest an example?



TEAM DEBRIEF

Discussing results without judgement and sharing trends across the team



TEAM CAPABILITY PLAN

Quarterly learning theme, subject leads, mentoring/buddying

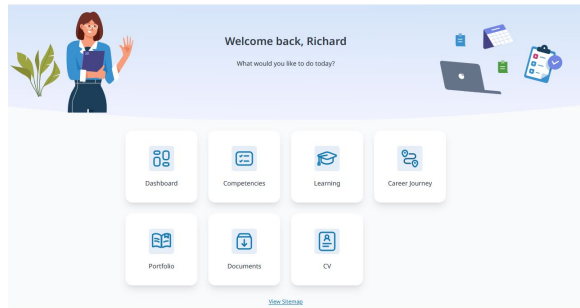
MAKING THE MOST OF IT AS A PMO TEAM

PMO SERVICES ALIGNMENT

Use the PMO Service Catalogue to map competency gaps to what the PMO actually delivers

HOUSE OF PMO

- 70:20:10 support
- Ideas for team and CoP meetings
- Attend discussion groups
- Get involved in working groups
- Host your own / do you own



Competencies

Core Competencies				
Competency Name	Self-assessment	Job Requirement	Job Readiness	Development Target
PMO-01 P3M Administration [PROJECT]	ⓘ F I A E ×	A	⚠	F I A E ×
PMO-03 P3M Delivery Support [PROJECT]	ⓘ F I A E ×	I	✓	F I A E ×
PMO-19 Assurance [PROJECT]	ⓘ F I A E ×	I	⚠	F I A E ×
PMO-22 Delivery Methods [PROJECT]	ⓘ F I A E ×	I	⚠	F I A E ×
PMO-23 Governance Frameworks [PROJECT]	ⓘ F I A E ×	I	✓ ★	F I A E ×
PMO-24 PM3 Tools [PROJECT]	ⓘ F I A E ×	I	✓ ★	F I A E ×
Choose at least five from the following competencies				
Competency Name	Self-assessment	Job Requirement	Job Readiness	Development Target
PMO-04 Benefits and Value Management [PROJECT]	ⓘ F I A E ×	I	✓	Add Development Target
PMO-05 Business Case [PROJECT]	ⓘ F I A E ×	I	✓	Add Development Target
PMO-06 Change Control [PROJECT]	ⓘ F I A E ×	I	✓ ★	F I A E ×

Assigned Learning

Your assigned learning is shown below

In-progress

Lessons Learnt About Lessons Learnt

Research

[Go to Learning](#)

[Mark as Complete](#)

In-progress

Project Analytics in a World of Hybrid Methods - Graham Pink

Research

[Go to Learning](#)

[Mark as Complete](#)

In-progress

Reporting the Hybrid Portfolio - a PMO Perspective

Research

[Go to Learning](#)

[Mark as Complete](#)

In-progress

Show Me Your RAID Log

Research

[Go to Learning](#)

[Mark as Complete](#)

In-progress

The 5-Point PMO Setup Plan - Lessons from Aerogen

Research

[Go to Learning](#)

[Mark as Complete](#)

In-progress

The Role of the PMO in Effective Project Assurance

Research

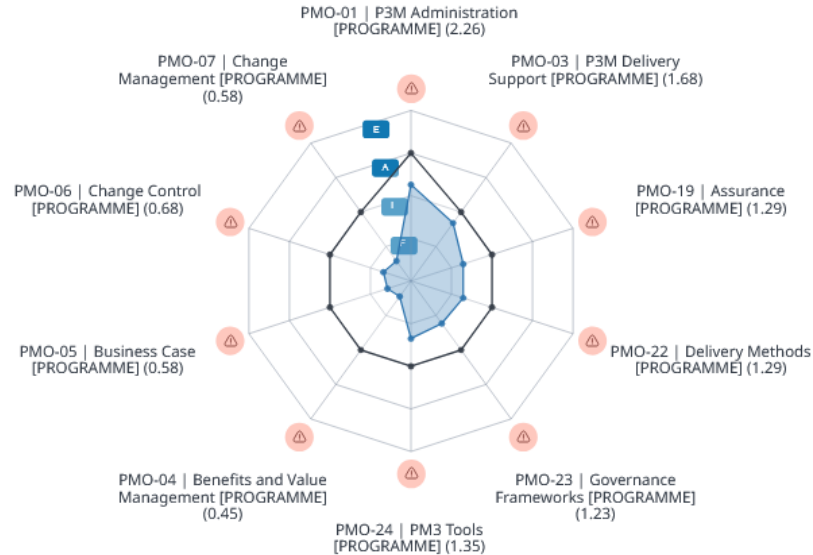
[Go to Learning](#)

[Mark as Complete](#)

PMO Competency Framework Assessment

PMO Analyst [PROGRAMME] | Team Spider

All Competency(31 Employees)



TEAM DEBRIEF

Discussing results without judgement and sharing trends across the team

MAKING THE MOST OF IT AS A PMO TEAM

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TEAM CAPABILITY PLAN

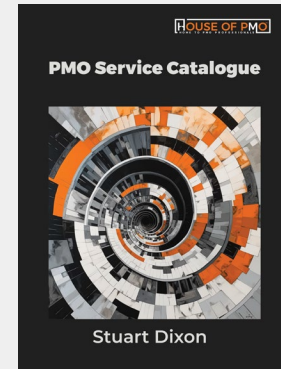
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PMO SERVICES ALIGNMENT

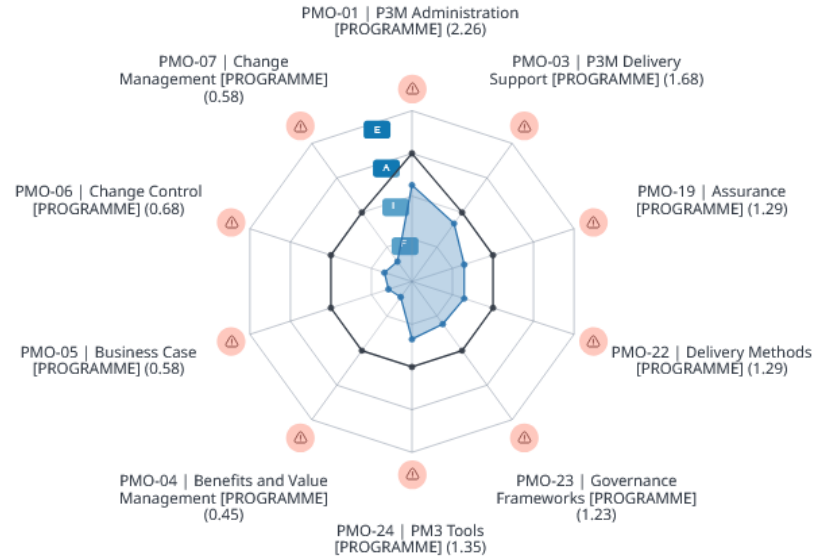
Identify which services you are ready to offer, and where you need further development





Let's look at an example

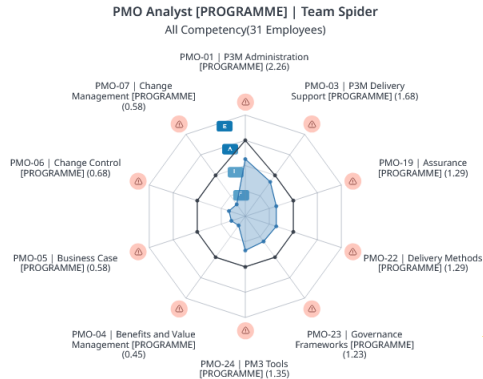
PMO Analyst [PROGRAMME] | Team Spider All Competency(31 Employees)



Let's look at an example



Competency	Related PMO Services
Benefits & Value Management	Benefits Management, Business Case Review
Change Control / Management	Change Control Services
P3M Delivery Support	Planning, Risk, Reporting, Resource, Issue Mgmt.
Governance / Delivery Methods	Quality Management, Assurance, Methodologies
Tools	PPM Tool Support, Schedule Management



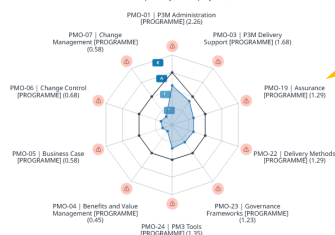


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Let's look at an example

PMO Analyst [PROGRAMME] | Team Spider
All Competency(31 Employees)



TURNING OUTPUTS INTO ACTIONS



DEVELOPMENT PLANS

Individuals and Teams

Aligned with objectives, goal
dates and tracked



S.M.A.R.T

Individuals and Teams

Specific, Measurable,
Achievable, Relevant, Time-
Bound



PMO SERVICES

Teams

Service Plan, Service
Catalogue, Continuous
Improvement

A large, semi-transparent portrait of Satya Nadella, CEO of Microsoft, is positioned on the right side of the slide. He is wearing glasses and smiling. A vertical orange bar is on the left side of the slide.

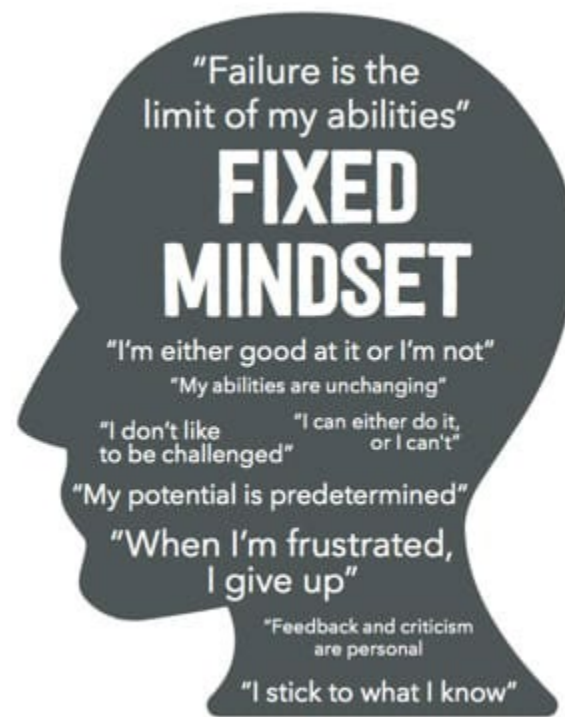
CONTINUOUS LEARNING MINDSET

"Don't be a know-it-all; be a learn-it-all."

— Satya Nadella

Microsoft's market value more than tripled during Nadella's first 5 years as CEO

Nadella encouraged curiosity and learning, versus having to be "the smartest person in the room."



Any questions?