



to te PMO Framework

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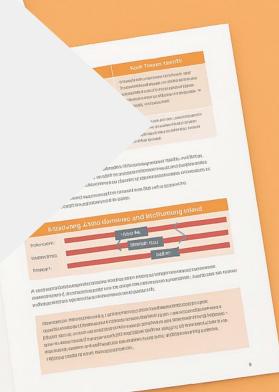
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PMO Competency Framework Quick Recap **In**dividuals PMO Practitioners Teams PMO Teams

WHAT WE'RE COVERING TODAY



Ongoing Development Improving and growing together

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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





P3M Delivery Support

PMO Management

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

PMO Competence Domains

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





A QUICK RECAP

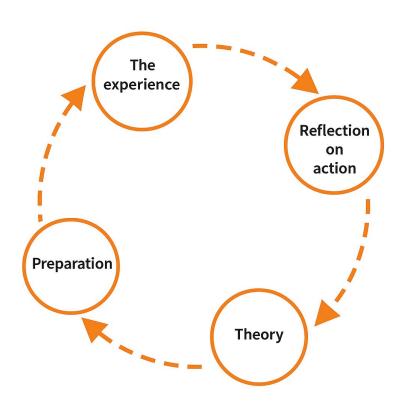




MAKING THE MOST OF IT AS AN INDIVIDUAL PMO PRACTITIONER

HOUSE OF PMO

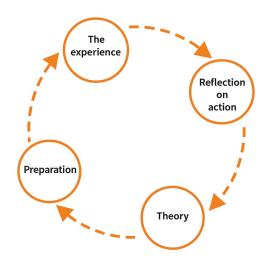
- Live sessions on key themes
- Previous sessions on key themes
- Attend discussion groups
- Get involved in working groups
- Present a session or conference slot
- Specific reports and whitepapers
- Ask a question / recommendation
- Broaden your network
- Write an article for the House
- Signpost to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

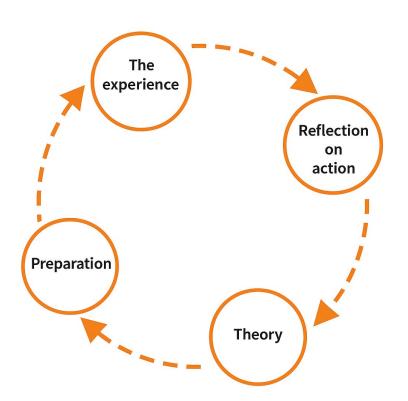


What other theories, frameworks, resources could be helpful here?



"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

MAKING THE MOST OF IT AS A PMO TEAM

PMO SERVICES ALIGNMENT

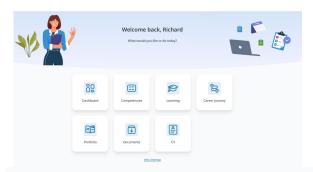
Use the PMO Service Catalogue to map competency gaps to what the PMO actually delivers

TEAM CAPABILITY PLAN

Quarterly learning theme, subject leads, mentoring/buddying

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





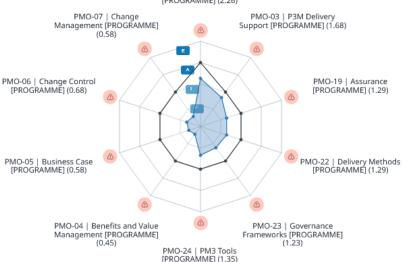


PMO Competency Framework Assessment

PMO Analyst [PROGRAMME] | Team Spider

All Competency(31 Employees)

PMO-01 | P3M Administration [PROGRAMME] (2.26)







TEAM DEBRIEF

Discussing results without judgement and sharing trends across the team

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

TEAM CAPABILITY PLAN

Quarterly learning theme, subject leads, mentoring/buddying

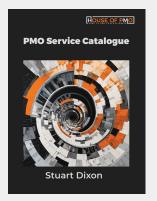
HOUSE OF PMO

- 70:20:10 support
- Ideas for team and CoP meetings
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- Host your own / do you own



PMO SERVICES ALIGNMENT

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



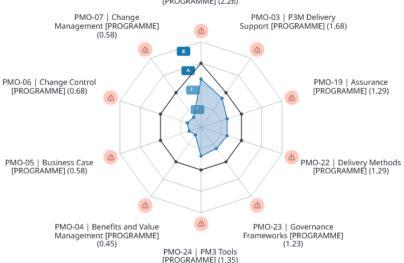


Let's look at an example

PMO Analyst [PROGRAMME] | Team Spider

All Competency(31 Employees)

PMO-01 | P3M Administration [PROGRAMME] (2.26)



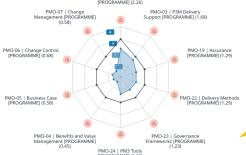


HOUSE OF PMO

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

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

PMO-01 | P3M Administration [PROGRAMME] (2.26)











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

Let's look at an example











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



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."



"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things" "Failure is the limit of my abilities"

FIXED MINDSET

"I'm either good at it or I'm not"
"My abilities are unchanging"

"I don't like "I can either do it, to be challenged" or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

> "Feedback and criticism are personal

"I stick to what I know"

© Big Change

Any questions?

