

Human Resources Management



PROGRAM/PROJECT MANAGEMENT COMPETENCY ASSESSMENT – CREATE A VISION TO ELEVATE YOUR STAFF

At Lewis & Fowler we believe that your people are the most critical component required to consistently and effectively deliver quality programs and projects. We also believe that a winning PMO is achieved by staffing it with the right people and then leveraging them with culture-specific process and tools. Our Program/Project Management and Business Analyst Competency Assessment combines all three of these core focus areas into a single, comprehensive toolkit that will help support your organization’s strategic project delivery goals and objectives.

Skills Assessment

- Identify key skills and competencies required to meet the strategic goals of your organization.
- Evaluate personnel skills in conjunction with a review of roles and processes in your organization using the Lewis & Fowler Project Management Competency Matrix which is based on PMI’s Nine Areas of Knowledge and your unique corporate culture and methodologies.
- Develop a consistent and comprehensive matrix of employee skills and competencies that can facilitate future assessments and hiring campaigns to provide consistent expectations across your organization.

A Successful Organization starts with your biggest asset --your people -- and defining a roadmap to capability maturity

- Lewis & Fowler’s PM Competency Model clearly defines the minimum required project management behaviors and deliverables appropriate for **your** team.
- Detailed Portfolio Analysis reveals the number and complexity of projects – and the types of PMs you need to deliver them successfully = on time, and on budget

Program/Project Portfolio Analysis

- Perform an analysis of your Program or Project Portfolio, including ongoing maintenance and operations activities.
- Map required competencies to the program and project profiles.
- Compare to current competencies of employees and prepare gap analysis.
- Develop an Enterprise Resource Plan broken down by area and skill sets, based on the anticipated project, application and support requirements to create an optimal resource model based on your portfolio of projects.

Training & Development Recommendation

- Identify key goals of Training required to meet the strategic goals of your organization
- Conduct needs assessment and gap analysis.
- Identify target Training audiences and stakeholders.
- Develop industry-proven certification approach and associated recommendations for roles within each of the competency areas.
- Identify how your organization can best integrate with, or utilize, external Training offerings and programs.
- Define return on investment and measure of success for Training and for Employee competencies.
- Develop Training Implementation Roadmaps which best leverages training dollars to drive execution and performance

Initiation	Analysis	Recommendations	Next Step Roadmap
<ul style="list-style-type: none"> •Review PMO strategy and objectives •Review Internal PMO methodology and artifacts •Review existing PMO training methods and tools •Review results of any PM self-assessments and manager assessments 	<ul style="list-style-type: none"> •Conduct PMO interviews to assess competency •Compare interview results to PMBOK and best practices •Compare PMO Project Portfolio with capabilities and demand •Identify gaps between PMO staff competency and expectations •Summarize top priority training needs •Research appropriate training tools and methods 	<ul style="list-style-type: none"> •Create Career Path Competency Matrix •Develop PMO Training Plan to target improvement in core competencies •Identify priority candidates for PMI/Industry certification •Establish Training Plan implementation metrics 	<ul style="list-style-type: none"> •Perform career path mapping gap analysis •Approve final Training Plan recommendations •Communicate overall PMO Training Plan to all staff •Create individual training plans by quarter •Begin Training Plan implementation