

peoplePM®

Improving the people skills of project managers

No-nonsense learning approach includes; video, animation, quizzes, case studies, templates & our innovative PeoplePM® Behavior Blueprints

Improve capability in each of the five critical PeoplePM® attributes



www.peoplepm.com

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What is PeoplePM®?

PeoplePM® is a training course that improves the people skills of project managers.

The course focuses on five key attributes; Anticipation, Pragmatism, Organization, Communication & Empathy. These attributes are improved through an innovative approach for soft skills training that uses structured Behavior Blueprints to actually change the way course attendees think & act. These Blueprints will be developed from first principles and attendees are then given the opportunity to apply their knowledge in a case study.

The PeoplePM® Development Program

The PeoplePM® training course can be integrated into a comprehensive program that incorporates 360 degree assessments both before & after the course to enhance professional development.

Assess

360° Assessment

Attendees undertake a 360 degree assessment involving managers, subordinates, peers, customers & partners to determine their current capability across the five PeoplePM® attributes.

Instrument

- Feedback collected through proprietary online survey
- Includes self-assessment & multi-rater feedback

Results

- Ratings compiled without attribution
- Report provided with summary of results and identification of areas of focus when taking the course

Learn

PeoplePM® Course

Three options to choose from:

Onsite training workshop

- Customized to your needs
- Suitable for 20 – 40 participants
- Highly interactive workshop over four hours

Live online webinar

- Customized to your needs
- Up to 100 attendees from multiple locations
- Sessions organized to a pre-arranged schedule

Individual online course

- Instant access to course
- Attendees progress at own pace

Develop

360° Re-Assessment

Attendees undertake another 360 degree assessment to assess how their capability across the PeoplePM® attributes has developed.

Timing

It is recommended that this re-assessment be undertaken six months after completion of course.

Results

The results of both assessments will be compiled into a report. Areas for further development will be identified.

Course Outline

Why PeoplePM®?

We often hear about the dismal rate of project failure. Companies continue to struggle to get projects to work.

Strange isn't it? You take a group of executives, often very successful in their careers to date, put them onto a project, and they fail.

But is this really all that surprising?

Traditional project management techniques are effective at managing large scale capital intensive projects. But these techniques are less effective in the dynamic & fluid environments found within most organizations these days.

We wanted to find out what made project managers successful in this new environment. We found that it didn't matter all that much if you had a sophisticated project management software system, or were utilizing the latest project management methodology . . . they can help, it's just that something else was more important.

What mattered was if the project manager possessed certain attributes. We identified each of these five critical attributes and created PeoplePM®.

Patrick Boylan
President & CEO

PeoplePM® Overview

The course begins with an overview of PeoplePM®:

- Origins of PeoplePM®
- How PeoplePM® is different to current project management methodologies & approaches.
- Overview of each of the five PeoplePM® attributes of successful project managers
- Why PeoplePM® attributes are the most important skills for project managers

PeoplePM® Modules

The course then moves on to an in-depth review of each of the five PeoplePM® attributes.

Each module commences with an overview of the concepts & theory behind each attribute. We will then use the powerful READY-AIM-FIRE construct to create simple and easy to utilize "Behavior Blueprints" for each attribute. These Behavior Blueprints will become a guide for how course attendees should think & act on projects.

Course attendees will then be given the opportunity to apply their understanding of the Behavior Blueprints in a case study. The case studies will dramatize typical project manager situations. Templates will be used to facilitate progress through the Behavior Blueprints as taught in each session.

The focus on Behavior Blueprints is a major innovation in the teaching of soft skills. These Behavior Blueprints enable high level concepts to be translated into easily adopted step-by-step approaches.

The Five Critical Attributes of Successful Project Managers

Anticipation

Change is constant and project managers need to know how to anticipate it. Learn how to:

- consider how 'futurists' predict the future
- review selected futures techniques
- consider the 'real' implications of your objectives
- develop mitigation approaches to manage potential derailers
- utilize enablers to achieve maximum benefit

Pragmatism

Projects are always time constrained and project managers need an effective decision making process. Learn how to:

- consider the decision making process
- review selected decision making & analysis methods
- identify & prioritize the right decision criteria
- develop a process to make decisions & assess objections

Organization

Project managers need to be organized to ensure project efficiency. Learn how to:

- work smarter, not just harder
- consider organization tools & techniques
- select the time management technique that is right for you
- get situations under control
- 'change the game' by reducing urgency &/or effort of a task

Communication

Project managers need to communicate to get work done & facilitate objectives. Learn how to:

- understand that communication is much more than outward verbal expression
- consider the other party before making any communication
- focus on structure to ensure your message is easily understood
- develop a simple process to ensure you get your point across every time

Empathy

Project managers need to understand other people to get work done. Learn how to:

- consider the role of emotional intelligence
- assess the personal traits & situation of other people before acting
- develop a process to define what you need and then determine who can help you
- develop action plans to get what you want

For more information:

Please contact us to find out more information about the PeoplePM® course or how the PeoplePM® Development Program can be integrated into your organization's learning & development capability.

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