

10 BEST PRACTICES TO PROMOTE THE ADVANCEMENT OF PROJECT MANAGEMENT IN YOUR ORGANIZATION

*If you want your organization to become the best in its industry,
adopting these 10 best practices will set you on your journey.
Being the best is not an accident.*

1. Project Management Methodology

Create and continuously refine a project management methodology that serves the changing needs of the organization. Train all users in the application of the methodology. Assign a “gatekeeper” to ensure compliance and approve deviations.

2. Lessons Learned

Perform “lessons learned” for every qualified project—a project passing some test such as costing at least US \$50,000 or requiring at least 5,000 people hours or whatever criteria you choose that makes sense for your organization.

3. New Project Review Board

Create and implement a “new project review board” where project managers of qualified new projects must demonstrate to a review board of their peers (three members) that they have reviewed the lessons learned from recent relevant projects and have applied those lessons to their projects.

4. Project Culture Training Class

Create and implement a “project culture training class” at the start of every qualified project. This class is the formal training of all project members in the common understanding of how the project will be run and the role that each member is expected to play.

5. Process to Institutionalize Improvements

Create a process that employees can follow to institutionalize improvements in their organization. Rather than simply talk about improvements needed in an organization, this process shows you how to plan and execute them just as you would for a project.

“Ideas to help you become more successful”

10 BEST PRACTICES TO PROMOTE THE ADVANCEMENT OF PROJECT MANAGEMENT IN YOUR ORGANIZATION (cont.)

6. Project Review Mentoring Workshop

Create and implement a technique to mentor multiple project managers—and their core stakeholders—from across an organization in the proper application of project management best practices. The delivery medium is conducting project reviews in a classroom setting where the overall health of multiple projects is assessed and areas of both praise and improvement are identified.

7. Role Clarification Workshop

Create and implement a “role clarification workshop” where the roles and responsibilities are taught for two critical leadership positions within an organization: project managers and resource managers. Leadership skills are taught as well as how to best work together for the mutual good of the organization.

8. PM Mentoring Program

Establish a mentoring program to accelerate the development and proficiency of PMs. A small number of role-model, successful senior PMs (mentors) are assigned for all PMs within an organization. Hold the mentors accountable, in part, for the success of the projects owned by the PMs they mentor.

9. Performance Measurements for PMs

Create measurements that will define what is expected of PMs at different position levels, provide a baseline from which to assess performance, encourage improvement and raise the overall proficiency of the organization. These measurements should encourage innovation, cross project cooperation and support, and the advancement of project management best practices.

10. Project Management Office

Create a “project management office” that focuses on two major objectives: (1) Manages the portfolio of projects across the organization so that the most strategically important projects are selected and brought to term, (2) Helps the PMs be more successful by providing them with the needed training, tools, methodologies and support.

“Ideas to help you become more successful”