

Project Management Competency Development

Select, train and develop project and program management practitioners to ensure project success

8-9 March 2011 | Parkroyal Hotel, Kuala Lumpur

WHY YOU CANNOT MISS THIS EVENT:

What are the top reasons for project failure?

- Inadequately trained and / or inexperienced Project Managers
- Failure to set and manage expectations
- Poor leadership at any and all levels

Sources: Standish Group

So the top 3 reasons for project failures are mostly people issues than technical issues.

This course is designed to help companies better identify, select, train and support both program and project managers as a core competency within the organisation. Building around proven academic research, we will explore the various competency models, including those of PMI, AIPM, IPMA and GAPPS, and using those as the basis; actually conduct competency assessments in the classes.

We will also explore how to modify competencies to fit your specific organisation or application.

Lastly, this course will also demonstrate how to use the Kirkpatrick 4 Step Model to evaluate and measure the effectiveness of project and program management training programs.

BIG 4 BENEFITS YOU WILL TAKE AWAY FROM THIS COURSE:

1. At the completion of this course, each participant will have prepared, scored and analyzed a self evaluation of:
 - their Explicit Knowledge as it applies to project/program management
 - their work experience as it applies to project/program management
 - their behavioral attributes as they pertain to project/program management
 - their competencies assessed against the GAPPS Competency Standards
 - their Tacit Knowledge as it applies to project/program management
2. An understanding of the existing competency standards and how to adapt and adopt them for use in their organization
3. An understanding of how to evaluate training programs using the Kirkpatrick 4 Step Model
4. A list of Key Performance Indicators (KPI's) for use in evaluating and measuring project and program managers.

This course qualifies for :

- Professional Development Units (PDU's) under Category 4 with 14 PDU
- Continuing Education Units (CEU's) for AACE recertification under Category B "Learned" with 1.4 CEU

Follow us on



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About Your Course Leader

Dr. Paul D. Giammalvo, CDT, CCE, MScPM, MRICS

Over 30 years management experience in general construction, oil, gas and process plant, telecommunications, international development and building information management systems.

The trainer experiential learning techniques and demonstrated proficiency have been honed over these years as a coach and mentor, to enable delegates to gain a real-world understanding of applied theory.

He started his career as an educator by developing in house training courses for Fortune 500 companies. Over the past 15 years, he has built an exceptionally solid understanding of what corporations are looking for from educational courses. Part of this is a strong emphasis which is built into his courses on the importance of generating and measuring Return on Training Investment (ROTI). Another factor heavily influencing his development and presentation of courses is the importance of building competency, not just knowledge.

He holds a Doctor of Philosophy in Project/Program Management from Lille Graduate School of Masters in Project Management from The George Washington University and a Bachelor of Engineering Technology from Central New England College of Technology.

The majority of his training programmes are to prepare mid-career path professional practitioners in Fortune 500 companies and NGO organisations to sit for internationally recognised certifications in project management/project controls. These certifications include PMI, CAPM, PMP, AACEi, ICC, CCC/CCE, EVP, PSP, C3PM. Over the 18 year period, he has trained over 8,000 people for the above referenced certifications, with a 99.9% running average first attempt pass rate for native/near native speakers of English and 86.5% first attempt pass rate for English as Second Language professionals.

List of clients:

- | | |
|-----------------------|-------------------------|
| • Ericsson | • SIEMENS |
| • AT&T | • Continental Sime Tyre |
| • Nokia | • Conoco Phillips |
| • Dames & Moore | • Indocement |
| • UN Projects Office | • Lafarge |
| • General Motors | • Tetrapark |
| • Lucent Technologies | • ING Insurance |
| • Chevron | • BAE Systems Australia |
| • BP | • Foster Wheeler |
| • Holden Auto | • Goldman Sachs |
| • Pertamina | • Hilton Hotels |
| • Petronas Carigali | • Rockwell Automation |
| • Shell Oil | • Petronas Gas |
| • BASF | • Ranhill Worley |
| • Sabah Electricity | • Crescent Australia |
| • Alcatel | • Schlumberger |

TESTIMONIALS

Great program content covering all aspect, it was excellent!
- Mauri Romano, Holden Auto Australia

"Excellent.. much more than I expected. Can't say enough good about it" - Vince Dainotto, Lucent Technology

"Thank you for your great course. It's a tremendous personal value to me for having participated." - Wayne Lennon, Ericson

"Definitely would be recommending the course to other folk in my department" - Robin Chen, Nokia

"Keep up the good work" - Marty Liv, General Motor China

"This is the BEST course I ever take, after this course I feel more comfortable on PM knowledge. I will implement this knowledge on my daily job" - Freeport Indonesia

"2 Thumb up!! Useful, Essential & must for anyone involved in PM, I will recommend this class" - Philippe Ruiz, Esc-Lille

"Very good instruction technique & delivery. Good interaction with group, good group involvement with the training"
- Damian Muray, ESB International

"Excellent Trainer and Training Materials" - Rama Ruchyama, Finance Director, GTZ

"Clear and concise, easy to understand- VERY GOOD!!"
- Abd Hakim Bin Haji Hanpiah, Executive Engineer, Housing Development Authority, Saudi Arabia

WHO SHOULD ATTEND

If you are responsible for managing and developing project management to achieve core competency in your organisation, you cannot afford to miss this:
Job titles:

- Project manager
- Program manager
- Asset manager
- Line manager
- Operations manager
- Facilities manager
- HR Manager
- Competency Development manager

*This sequence is illustrative only. All topics listed above will be covered, the presenter reserves the right to restructure the presentation based on the inputs from the pre-course survey to maximise the participant's learning.

DAY 1 & 2

Session One

What is “competency” and how can we measure it?

- Why is competency in project and program management becoming so critical?
- What is COMPETENCY as it applies to project and program management?
- What are the generic approaches to inferring or measuring competency?
 - Project Management Institute (PMI) approach
 - International Project Management Association (IPMA) approach
 - Australian Institute of Project Management (AIPM) approach
 - OGC/APM/APMG (PRINCE2) approach
 - GAPPS approach
 - Other approaches
- Making sense of Professional Credentials in Project Management- A Benchmark Comparison Study

Session Two

Measuring and weighting formal academic knowledge

- What is EXPLICIT knowledge as it relates to project and program management?
- How to measure and evaluate EXPLICIT knowledge
- How important is EXPLICIT knowledge to your organization
- How to identify what EXPLICIT knowledge is necessary for project and program managers to be successful in your organization?

Session Three

Measuring and weighting work experience

- How to measure and objectively analyze work experience
 - Case Study- Commercial Aircraft Piloting
 - Case Study- Professional Engineers
 - Case Study- Project Managers
 - Lessons Learned from Medicine
- Compiled “best practices” in measuring and evaluating work experience
 - Key Performance Indicators for workforce evaluation

Session Four

Measuring, evaluating and weighting the behavioral aspects

- Introducing Harrison Assessments Behavioral Profiles of Successful Project Managers
- Using the HA Assessment to identify potential project/program managers
- Going beyond HA
 - Measuring and evaluating Values, Ethics and Morals
 - Evaluating project managers using Social Networking

Session Five

Measuring and Evaluating Competency

- Understanding and Using the GAPPS competency standards
 - Project Managers:
 - Manage Stakeholder Relationships and Expectations
 - Manage the Development of the Plan for the Project
 - Manage the Project Progress
 - Manage Product Acceptance
 - Manage Project Transitions
 - Evaluate and Improve Project Performance
 - Program Managers
 - Provide leadership for the program
 - Manage stakeholder relationships
 - Craft the program
 - Orchestrate delivery of the benefits
 - Sustain forward progress on the program
 - Manage organizational change
 - Facilitate management of commercial contracts
 - Facilitate the creation and management of collaborative relationships

Session Six

Measuring and Assessing Tacit Knowledge

- Tacit or Informal Knowledge is the unwritten, unspoken, and hidden vast storehouse of knowledge held by practically every normal human being, based on his or her emotions, experiences, insights, intuition, observations and internalized information. (Polyani, 1966)
- How do we measure and assess that in the workplace and how do we take advantage of this
- How do we measure and assess that in the workplace and how do we take advantage of this.
- More importantly, how do we capture it from the best performers and share that across the organization

Session Seven

Pulling it all together

- Creating a 360 degree scoring model which includes:
 - Measuring, evaluating and scoring Explicit Knowledge
 - Measuring, evaluating and scoring Work Experience
 - Measuring, evaluating and scoring Attitudes and Behaviors
 - Measuring, evaluating and scoring demonstrated Competency
 - Measuring, evaluating and scoring Tacit Knowledge

PROGRAMME SCHEDULE

0830	Registration and coffee
0900	Morning session begins
1030	Morning networking break
1300	Networking luncheon
1400	Afternoon session begins
1530	Afternoon networking break
1730	Course concludes

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COMPANY DETAILS

Name	Industry
Address	
Postcode	Country
Tel	Fax

ATTENDEE DETAILS

1	Name	Job Title
	Tel	Email
2	Name	Job Title
	Tel	Email
3	Name	Job Title
	Tel	Email
4	Name	Job Title
	Tel	Email
5	Name	Job Title
	Tel	Email

APPROVAL

NB: Signatory must be authorised on behalf of contracting organisation.	
Name	Job Title
Email	
Tel	Fax
Authorising Signature	

COURSE FEES

<input type="checkbox"/> Kuala Lumpur
Book and pay before 14 Dec 2010 USD1495, save USD500 per delegate
From 15 Dec 2010 USD1995per delegate
All options inclusive of course papers, luncheon and refreshments

PAYMENT DETAILS

Payment is due in 5 working days. By Signing and returning this form, you are accepting our terms and conditions.	
Please debit my: <input type="checkbox"/> VISA <input type="checkbox"/> MasterCard	
Card Number	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Security Code	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Cardholders Name	Expiry Date / /
Cardholders Signature	

REGISTER NOW

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John Karras

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EXHIBITION OPPORTUNITIES

Limited packages are available. For further details, contact **Aravind Menon** +603-2711 0701 aravindm@trueventus.com

TERMS & CONDITIONS

1. The course fee is inclusive of the event proceedings, materials, refreshments and lunch
2. Upon receipt of the completed registration form, invoice will be issue. Trueventus request that all payments be made within 5 working days of the invoice being issued. Full payment must be received prior to the event. Only delegates that have made full payment will be admitted to the event.
3. Substitution & cancellations policy. Should the registered delegate unable to attend, a substitute delegate is welcome at no extra charge. Written notifications of all substitutions is required 5 working days prior to the event. Trueventus contracts carry 100% full liability upon receipt of registration. Non payment does not constitute cancellation. A 50% of cancellation fee will be charged under the terms outlined below: Due to limited event seats, Trueventus agrees to reserve the seat for the client upon issuance of invoice. Upon signing of this contract, client agrees that in any case of dispute or cancellation of this contract Trueventus will not be able to mitigate its losses for any less than 50% of the total contract value. If a client does not attend the event without written notification at least 5 working days prior to the event date, he/she will be deemed as no show. Trueventus does not provide refunds for cancellations. When any cancellations are notified in writing to Trueventus 5 working days prior to the event, a credit voucher will be issued for use in future Trueventus events.
4. Trueventus will at all times seek to ensure that all efforts are made to adhere to meet the advertised package, however we reserve the right to postpone, cancel or move a venue without penalty or refunds. Trueventus is not liable for any losses or damages as a result of substitution, alteration, postponement or cancellation of speakers and / or topics and / or venue and / or the event dates. If force majeure were to occur Trueventus accepts no responsibility or liability for any loss or damage caused by events beyond their control, including, but not restricted to strikes, war, civil unrest, flight delays, fire flood, or any adverse weather conditions.
5. Upon receiving this signed booking form, you the client hereby consent to Trueventus to keep your details for the use of future marketing activities carried out by Trueventus and third party organisations & partners.
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7. Client hereby agrees that he/she exclusively authorizes Trueventus charge the credit card with details listed above for the amount provided herein; this registration form serves as a contract that is valid, binding and enforceable. He/she at any time will have no basis to claim that the payments required under this Contract are unauthorized, improper, disputed or in any way.