

Designed For

Organisations that want to improve the performance of their Project and Programme Managers and Directors: not by the purchase of the next “silver bullet” technical solution but by the much harder and longer term reality of developing enhanced behavioural skills.



The evidence grows that the key differentiator of successful PMs is the quality of their relationships: particularly relationships with key stakeholders.

Coaching and Mentoring is recognised as the ideal way to learn these skills because it takes place through the relationship with the Coach/Mentor enabling learning through:

- Modelling best practise by Coach/Mentor.
- Challenge and support from someone who “knows the ropes”.
- Holding up the mirror of the reality of the participant’s performance.

Organisational Benefit

Immediate benefits in performance can be anticipated as the individuals become more effective in their relationships with others:

- Stakeholder relationships will be enhanced as the participant develops more capacity to work with the subjectivity of success.
- Teams will feel the difference through enhanced resolution of conflict, working with resistance and creating teams that “are more than the sum of their parts”.
- Individuals will experience the participant adopting a coaching approach which is widely accepted as a vital aspect of leadership.

We find that there is additional benefit to the wider organisation when the coaching/mentoring is integrated with the participant’s line and HR managers to enable fit with the organisation and increase the probability of participant sustaining change

Programmes

While there are many variations to the following themes we provide two core services:

PM Coaching – this is focused on challenging and supporting the individual to increase their behavioural range in order to enhance their performance when:

- Transitioning into leadership.
- Leading major change programmes.
- Facing significant Stakeholder or other relationship challenges.

Coaches delivering these programmes will have appropriate behavioural qualifications and experience as well as suitable PM experience.

PM Mentoring – this is more focused on operational deliverables and is useful when PM lacks depth or range of experience and needs to learn “on the job”. The focus is on skills transfer and so the mentors utilised will always be highly experienced PMs with a people focus.

Packages vary according to need but a typical PM coaching scenario is:

- Undertaken for periods of 6 months.
- Face to face meetings of 2 - 2.5 hours every 3 weeks.
- Ad hoc telephone and email support.
- Meetings with line and HR managers.
- Co-ordination with organisational preferences e.g. performance reviews and 360’s.