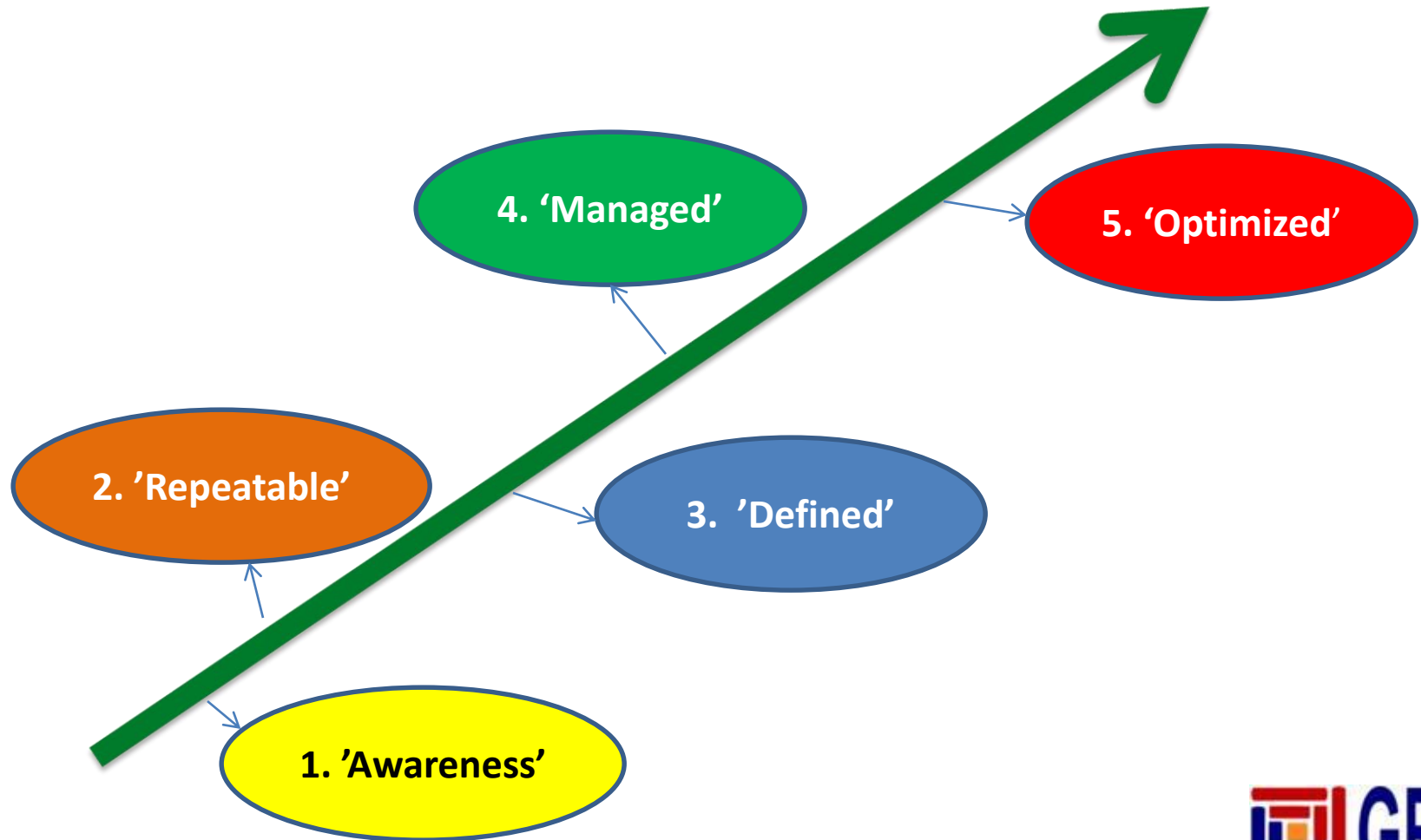


# Project Management maturity evolution

- Organizations evolve through project management maturity as they grow
- Reaching the higher level of maturity facilitates more robust project execution and lesser time and cost overruns, saving money for the organizations
- We herein portray a five level maturity level evolution framework, patterned on the P3M3 (Portfolio, Programme and Project Management Maturity Model) from AXELOS and our proprietary models, to assist organizations in better project management
- Similar maturity models are applicable for program and portfolio management with varying connotations.

# Project Management Maturity 'journey'



# Level 1- 'Awareness'

## Typical characteristics

- Awareness that projects need to be run differently from operations
- 'Ad-hoc' project management
- More focus on short-term execution

## 'What needs to be done to move forward?'

- Project Management awareness workshops / Gamification tools
- Conducting primer certification workshops –such as CAPM/ PRINCE2 foundation
- Identifying early adopters for PM and coaching them
- Gaining management commitment for systematic investment for project mgt

# Level 2- 'Repeatable'

## Typical characteristics

- Few 'star' project managers emerge
- 'Personalized' styles of project management predominate
- No consistency in project management execution or results
- No or limited information exchange or coordination across the projects

## 'What needs to be done to move forward?'

- Setting up of minimum viable project management processes/ project progress tracking systems/ PM team structures
- Conducting intermediate certification workshops –such as PMP/ PRINCE2 Practitioner for the 'star' managers
- Putting in place standard project management vocabulary and manuals
- Initiating PM 'knowledge management portals' to gain further momentum

# Level 3- 'Defined'

## Typical characteristics

- Centralized set processes for PM
- Project Managers need to consult central repositories before commencing any project – but can customize these processes depending on the scale
- A centralized PMO gets formed

## 'What needs to be done to move forward?'

- Collection of data on key parameters like project cost and schedule performance/ defect density etc.
- Activating robust governance processes – including business case preparation and validation for the projects, toll-gate reviews
- Putting in place robust quality management systems
- Collecting lessons from prior projects and distilling them in the knowledge repository for use

# Level 4- 'Managed'

## ... Typical characteristics

- Most of the major projects are run with standardised processes and tools
- Seamless information interchange between the projects and centralized database through effective PMIs
- Senior management gets a 'handle' on what is causing inconsistent performance towards improvement
- Higher team morale

## 'What needs to be done to move forward?'

- Undertaking systematic 'root-cause analysis' and other investigations to isolate causes of inconsistent performance
- Effective use of 'Lessons Learned' and Knowledge management portal to refine the PM processes
- Better linkage of team competency with their performance

# Level 5- 'Optimized'

## Typical characteristics

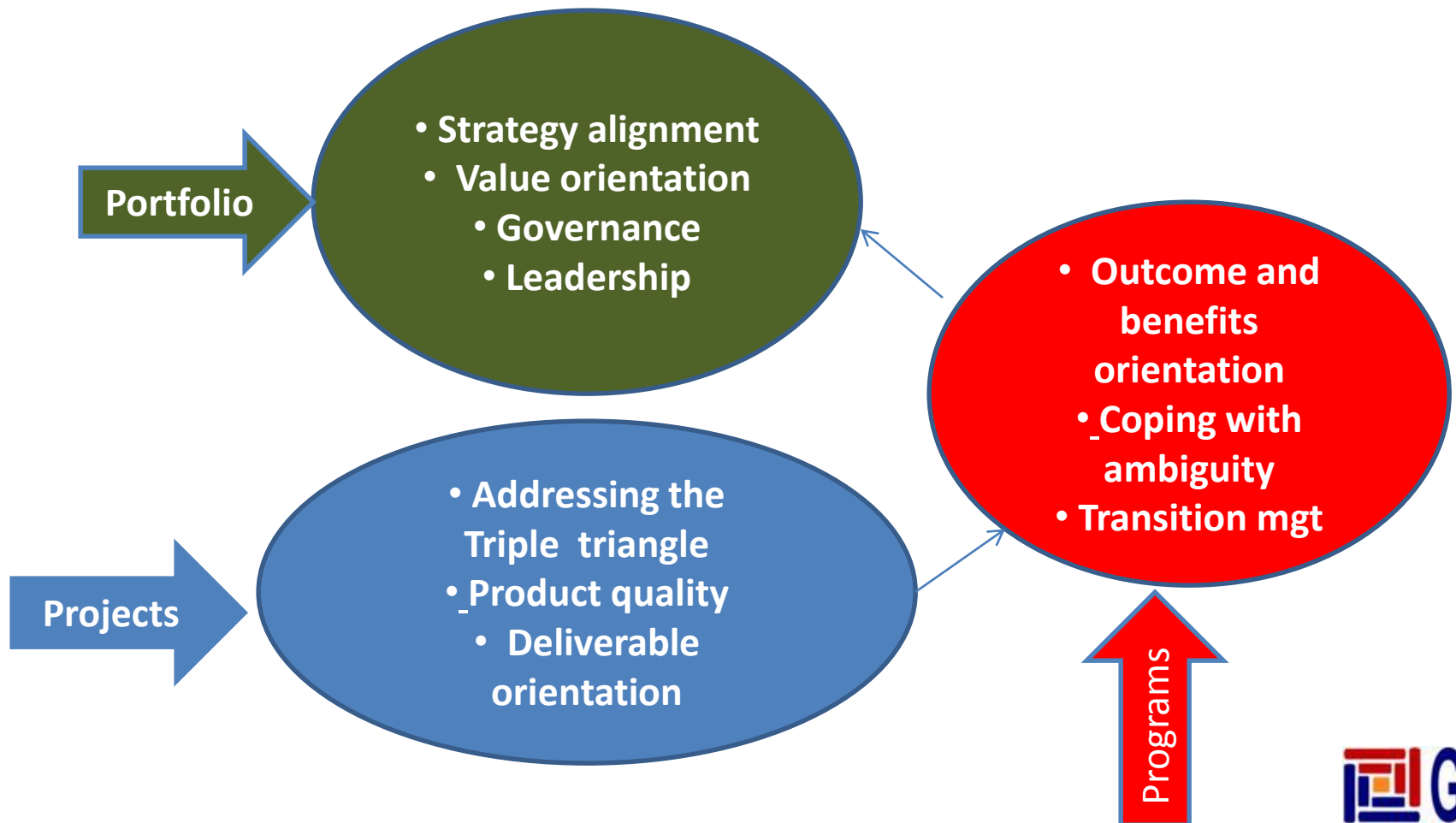
- Focus is on robust PM processes along-with their implementation
- Better predictability in project management performance
- Productive team performance environment

## 'What needs to be done to move forward?'

- Sustaining them to address the 'VUCA' world
- Focus on leadership
- Planning for further growth and sustenance

# How to scale up for program and portfolio management?

The success parameters for program and portfolio management are different than that of the projects, which are addressed by P3M3.





# How we can assist you in this journey?

- Assessing the organization's current PM maturity levels and identifying areas requiring improvement, at project/program/portfolio levels.
- Agreeing on the target maturity levels, the journey and the milestones/ implementation plan
- Facilitating the improvement – including process set-up, PMIS tool selection, team competency enhancement, trainings and leadership engagement.

Contact us at [info@grt-consulting.com](mailto:info@grt-consulting.com) for more details