



Project Management Skill Assessment

As you develop project management capability within your organisation, training and development, and personnel performance are crucial aspects. For training and other support programmes to target the required competencies it is important to establish a learning roadmap, and understand where your staff strengths and weaknesses are relative to the desired outcomes. We can support you in determining which areas of project management are most important to your organisation, and in identifying your staffs' strengths and weaknesses relative to your desired outcomes.

What You Receive

Through the Project Management Skill Assessment service, you will receive:

- Support in developing your organisational competency roadmap [it is a specific outcome of the full service]
- Specific and detailed feedback of the strengths and weaknesses of individual project managers, and suggested areas for development and support
- A report that identifies the strengths and weaknesses of the project manager, optionally compared against an organisational baseline and peer reviews, enabling easy identification of training and development needed to bridge existing knowledge gaps

What You Can Be Assured Of

In conducting the Project Management Skill Assessment HIL consultants:

- Work under the direction of experienced and PMP-certified project managers
- Will act in a professional manner
- Follow a process and deliver results in accordance with recognised project management practices

Benefits To You

Benefits of Harrison International Ltd conducting a Project Management Skill Assessment for you includes:

- Direct feedback on areas to focus your development and training investment

Harrison International Ltd
PO Box 22-827
Otahuhu, Auckland 1640
New Zealand

Phone: +64 9 277-7756
Email: HIway@harrison.co.nz
Web Site: www.harrison.co.nz

"Encouraging and developing business excellence"

- Information useful in supporting personnel assessments, reviews, objective setting and measuring, and other performance management activities
- Assistance in discovering opportunities for strengthening organisational practices and processes for managing projects

How It Works

The assessment is a computer-based questionnaire, presenting over 350 activities generally expected to be performed by project managers who seek Project Management Professional (PMP®) administered by the Project Management Institute. Feedback from the assessment provides information of skill level across the nine knowledge areas, five processes, and forty-six sub processes defined in "A Guide to the Project Management Body of Knowledge", published by PMI®.

The skill assessment may be conducted at three levels:

- **Individual:** An individual takes the assessment and receives feedback on their self-assessed project management skill level.
- **Organisational Baseline:** One or more people take the Baseline form of the assessment and identify the level of skill expected of their PMs for each activity. The results of the baseline are reported separately for the baseline report, and also with each individual to highlight variances between the individual and the expected skill level.
- **Peer Review:** One or more peers, managers or others who may have directly observed the performance of the project manager take the assessment and answer based on their observations of the individual. The peer review results are shown on the individual report, with variances to highlight differences in perceived skill between the individual and the peer assessors.

Report Format

The report provides graphical and tabular information against knowledge areas, processes and sub processes of project management to highlight the strengths and weaknesses in the project management skills of the individual.

This service is of specific benefit to individuals who wish to identify their strengths and weaknesses in project management skills and knowledge, and for those organisations seeking to develop project management as a core competency.