

Professional Development Paths for Project Managers

Why a White Paper?

Who is it for?

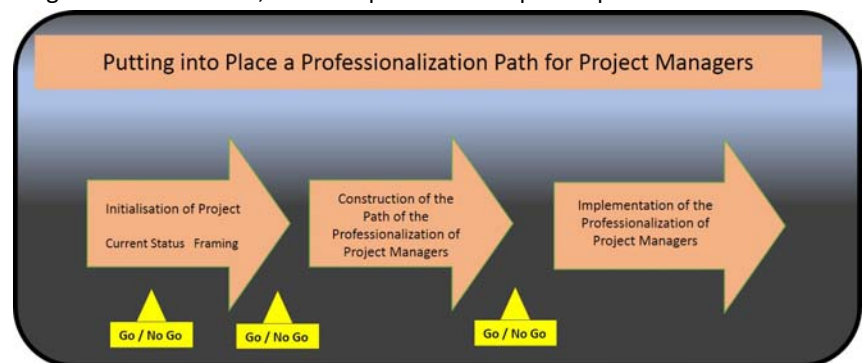
Why a path to professionalization?

Which approach to use?

The present White Paper pursues the double objectives of presenting the concepts of a path to the professionalization of Project managers and guide any organisation wishing to put this journey into place.

It is aimed specifically at decision-makers of an organization in charge of promoting Project Management within itself: according to organizations, it is the business of the Project Management Office (PMO) if it exists or the sponsor of the project for the development of project management resources within the enterprise. The HR department must in all cases be associated with the approach of professionalization of Project Managers.

The professionalization process is justified both for reasons of operational and economic efficiency as in the strategic choice to develop the expertise of project management. In all cases, it is a corporate development plan.



Issues considered in the White Paper

The origin of the Professionalization Path for Project Managers

Project Management = strategic lever: ↑operational results ↑ valuation of HR + ↑Project Management Maturity. Starting from the establishment of a mapping of project trades.

The Stakeholders

Sponsor, Business Manager, Portfolio Manager, Project Manager / professionalization process steering committee, HR, PM, Project Managers Community

The Steps

Current Status, framing, Construction and then implementation of the process

Best Practices

Benchmarks: Project Manager image and population mapping, customer satisfaction and project management requirements, maturity assessment (OPM3), annual deployment plans / individual development, training and coaching, community animation

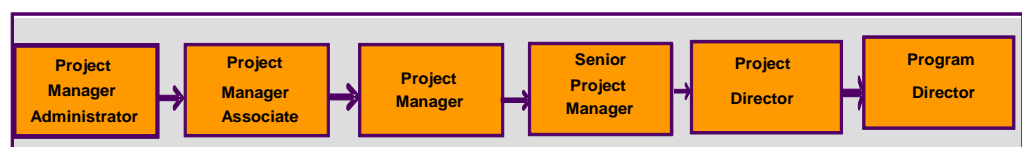
Controlling

Objectives / HR and operational indicators of the path, to produce deliverables and budget, indicators of increasing competence

Raising the Maturity Level

Model of Development of competences, alignment with Strategic Workforce Planning, type of accreditation (qualifying, trade, evolution), gateways between sectors, communication and promotion

Example of the Path



Would you like to know a lot more? Download the white paper [here](#)
(reserved for members of PMI)

Contents of the White Paper

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5. IMPLEMENTATION OF THE PATH OF PROFESSIONALIZATION
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About the Cercle des Entreprises of PMI France

The Cercle des Entreprises is intended for businesses for whom project management represents a strategic competence, who manage major projects or who are starting a process of continuous improvement process for project management.

The Cercle des Entreprises encourages the exchange of experiences and best practices through the use of themed workshops. The review of these exchanges allows understanding of the conditions for success and the reasons for failure and then the development of recommendations for improvement.

The Cercle des Entreprises is an initiative of PMI FRANCE, which includes Project Managers of all business sectors in France. The objective is to promote PMI© (Project Management Institute), its standards and its certifications. The members of the Cercle des Entreprises are individuals representing their employer, as opposed to the employer itself being a member. PMI activities are managed by unpaid volunteers according to the statutes of the association.