

PMO SIG September 2013 Meeting Summary

Opening Topic: Professional Development Day – PMO Speaker

Speaker for PDD on PMO Vision for 21st Century

- PDD organizers are seeking a speaker for a PMO topic related to the vision for PMOs in the 21st century. Please share any suggestions with David Morgen.
- PMIW Professional Development Day will be held Saturday, April 5, 2014, at the Mt. Kisco Holiday Inn. The theme for this year's PDD is "The Twenty-first Century Project Manager: Delivering Stakeholder Value".

PMO Experiences from Summer - Standards and Bureaucracy, Burnout

Client Starting new PMO

- SIG member's client had a PMO run by a consulting company, and now wants to start a new PMO from ground up. SIG member looking for suggestions from PMO SIG.
- Consider what drives the need for PMO, e.g. audits
- Consider who is driving the need for PMO
 - High executive sponsorship is a good sign of PMO support
 - Need to probe into what executive sponsors are expecting from PMO
- Consider what level of process is desired
 - Too much process can divert attention from revenue, value, etc.
- Assess what was good and bad with the consulting company PMO
 - Use a "Lessons Learned" PMO principle regarding previous PMO experience
 - i) Cost was high versus value delivered from consulting PMO
- Get involved in the creation/reinvention of the PMO versus being the receiver of a PMO created by others
 - *If you can't beat them, join them*
 - Potential to influence creation of PMO, at a minimum be informed

Burnout

- Companies are pushing employees too hard, doing more with less vs. hiring. Consequences can include:
 - 12 hour days producing 6 hours quality work, due to fatigue
 - Health issues
 - Attrition, for less stressful positions
 - If job market improves, expect boost in attrition
- Temptation to drive more work from resources can hurt in the end
- PMs have responsibility to protect resources from burnout
 - Need to ensure burnout and consequences do not happen
 - Help ensure resources are available for future work
 - Help ensure resources are willing to work on your projects
- Need to be watchful over people who always say "yes" and allow burnout circumstances

Next Meeting

Next meeting is in October. Topic: TBD

PMO SIG Discussion Topics to Consider

1. PMO Practice
 - a. PMO Resources - Templates, Websites, etc.
 - √ b. PMO Best Practices to support learning and process improvement within project teams
 - √ c. Coordination to roll out Agile in your organization
 - d. PMO Governance and Portfolios
 2. PMO Promotion
 - a. Looking at the PMO from the Outside
 - b. PMO Promotion in the Academic World
 - c. Promoting the value of the PMO
 - d. Explaining the benefits of the PMO
 3. Organizing and Starting the PMO
 - a. Defining the Role of the PMO
 - b. Supporting Organizational Decisions
 - c. The PMO and Cross Organizational Matrix Management
 - d. Lifecycle of a PMO, how to start one and pitfalls at different stages of the lifecycle
 - e. Where should the PMO be migrated into with a company that re-organizes, downsizes?
 - f. Criteria to establish a PMO in your organization - When does it NOT make sense to have a PMO?
 - √ g. Should the PMO be in-sourced or out-sourced? Why?
 4. Other
 - a. PMO Practices vs. Upper Management
 - b. Client Cultures
 - c. Model PMO Job Descriptions (Maude Fribourg has sample, find others)
 - d. Keeping PMOs Active
 - e. PMO – Current and Future
 - √ f. Working with a Multi-generational Workforce
 - g. PMO Myths
- ★ In progress
√ Completed

Attending: Adella Rosenthal, Brenda Bashir-Trout, David Morgen, Dorothy Cunha, Jason Fox, Jeffrey Cohodas, Larry Blake, Louis Kural, Maude Fribourg, Mayra Rodriguez, Richard Loeb, Sanjey Patil, Stan Ioffe

September 10, 2013
8:15 – 9:15 PM

Chair: Richard Loeb, PMP
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Scribe: Jason Fox, PMP
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