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Project Management Competency Assessment Tool

Finding good project managers and project staff is never easy and most research suggests that projects are more likely to fail than succeed. Because of this Project Management skills are among the most in demand attributes in business. Organisations are changing and evolving constantly, they depend on individuals to manage these changes effectively and successfully through projects.

Among the most important factors in project delivery is the overall capability of your team i.e. the knowledge and experience that they possess.

The Project Management Competency Assessment uses an industry standard framework to assess the capability of each member of your project team.

The assessment identifies an individual's strengths and highlights areas that require further learning and professional development. Each individual project team member will be provided with a comprehensive personal competency review detailing:

- ✓ An overall rating of their personal competence mapped against the organisations target expectation;
- ✓ A recommended development plan to improve any key competence areas, including specific and highly targeted learning modules that can be accessed online; and
- ✓ A comparison with their own wider team.

BENEFITS

The Project Management Competency Assessment can be used in a variety of ways to improve your project management performance:

- ✓ You will accurately understand the levels of capability of each of your project team members;
- ✓ You can develop a highly specific training programme of e-learning modules targeted at individual development areas;
- ✓ Provide an insight to your levels of organisational maturity in project management and contribute to your capability improvement plan.

In addition, the data captured within the assessment can be extracted and analysed to gain a further insight into the knowledge and experience of your project teams.

If you could improve only one skill, characteristic or competence for each member of your project team that would make them significantly more capable, do you know which attribute that would be?

COMPETENCY FRAMEWORK

The competency framework uses key attributes to assess the overall capability of the individual project team member. The competences are divided into three key categories:



Technical

The technical competence element contains the functional project management elements



Behavioural

The behavioural competence contains the personal project management competence elements, covering attitudes and skills



Contextual

The contextual competence contains the organisational competence elements

Each competence is rated from two perspectives. Firstly, knowledge and secondly, experience. This is an objective and personal rating based on a clearly defined set of criteria.

- ✓ Line managers can review the ratings and where appropriate can adjust the values to ensure consistency across the wider team
- ✓ The assessment can be repeated on a regular basis to fully understand the growth in project management capability and optionally as an input to the appraisal process
- ✓ The mapping of competences to training interventions can be adapted to include any bespoke training
- ✓ The competency assessment is highly adaptable. Each competence can be enabled or disabled to ensure that you can personalise the assessment to focus only on those specific areas relevant to your organisation
- ✓ A target can be set for each competence that will emphasise the key areas of interest at any given time

When used in conjunction with the ILX Organisational Maturity Assessment Tool the results will provide a holistic view of both the individual and organisational ability to manage projects.