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Enhancing Careers and Maturity: Professionalisation of Project Management in organisations

33rd IPMA World Congress
Mish-al Booley

Making progress possible. **Together.**

“The future belongs to those who can imagine it, design it and execute it” - Sheikh Mohammed Bin Rashid Al Maktoum



Imagine going on a long journey...



Your Destination

1000 KM+

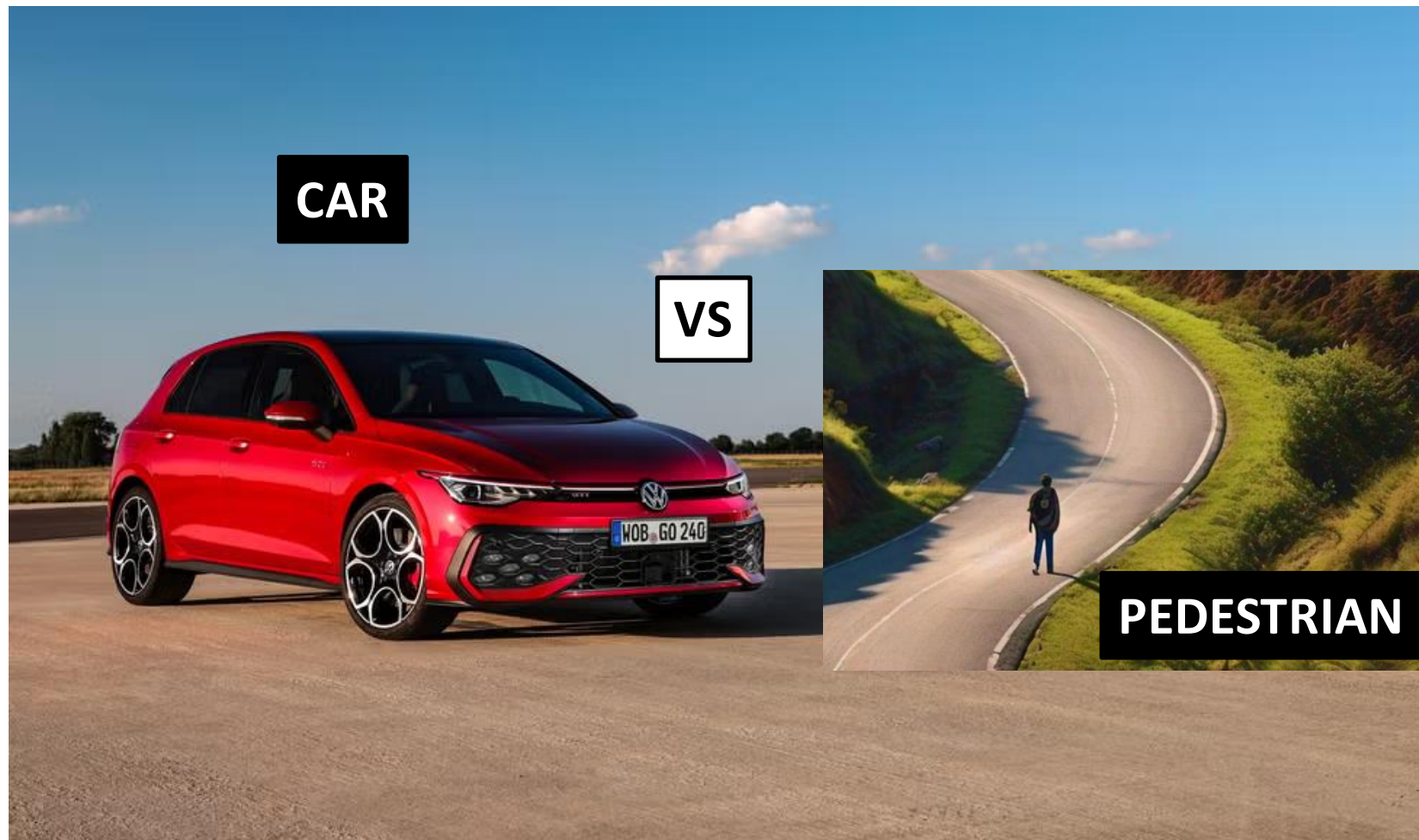
Time: ASAP

Cost: NA



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Imagine going on a long journey...



Your Destination

Metaphorical

Time: ASAP

Cost: NA



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Imagine going on a long journey...



Your Destination



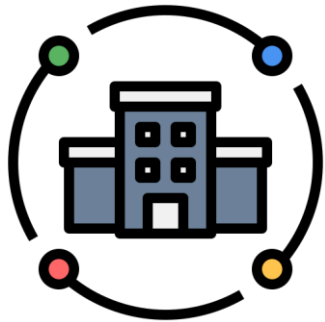
Individual :
Career Enhancement



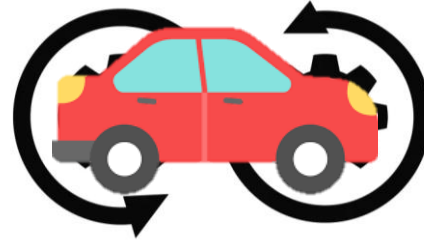
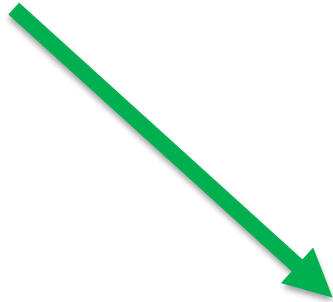
Organisation :
PM Maturity Enhancement



Individuals



Organizations



Professionalisation

📍 Career:

Competence
Relatedness
Purpose
Autonomy
Recognition



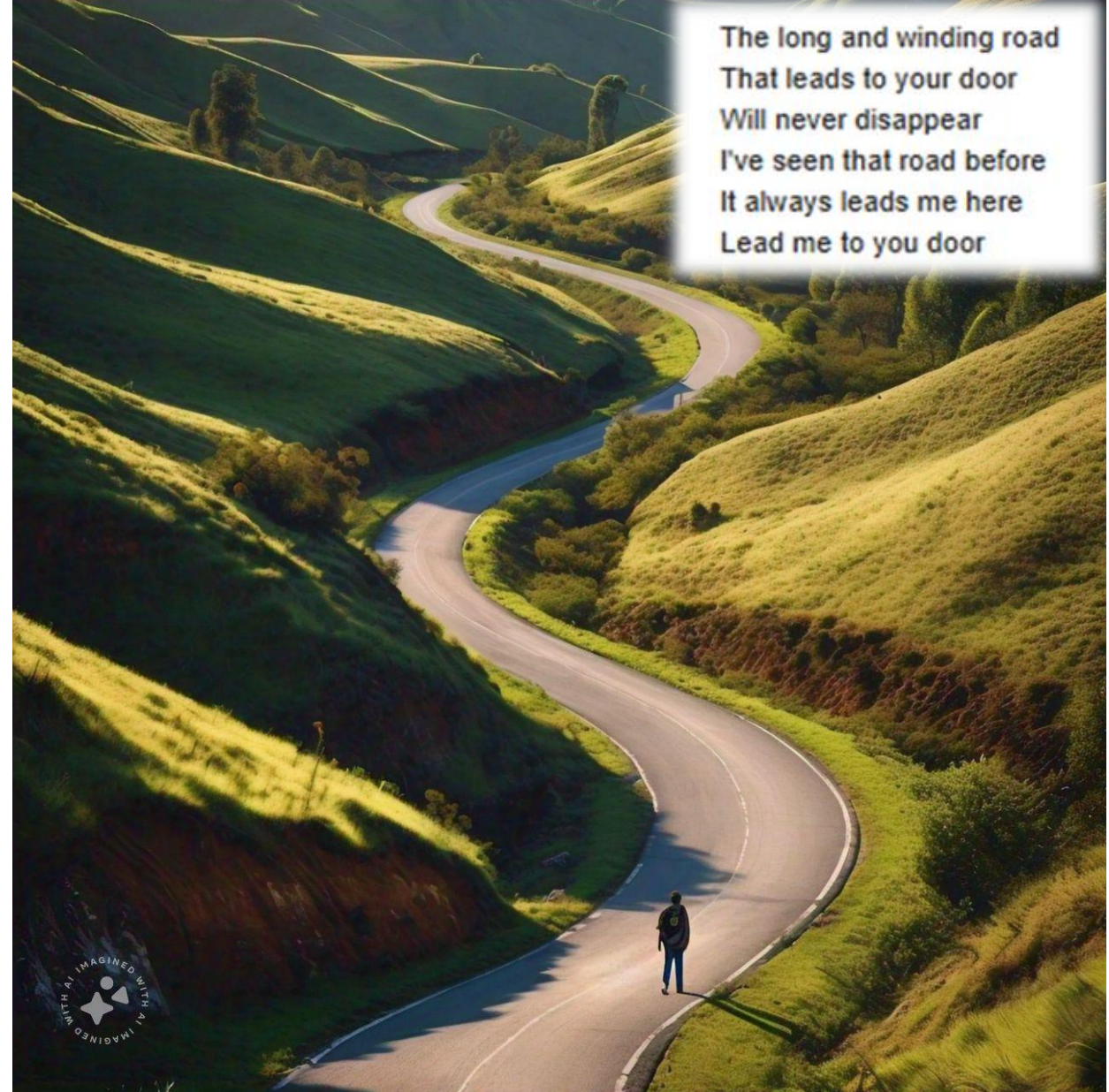
📍 Maturity:

Standardized
Managed
Optimized



Morale
Competence
Trust
PM Success

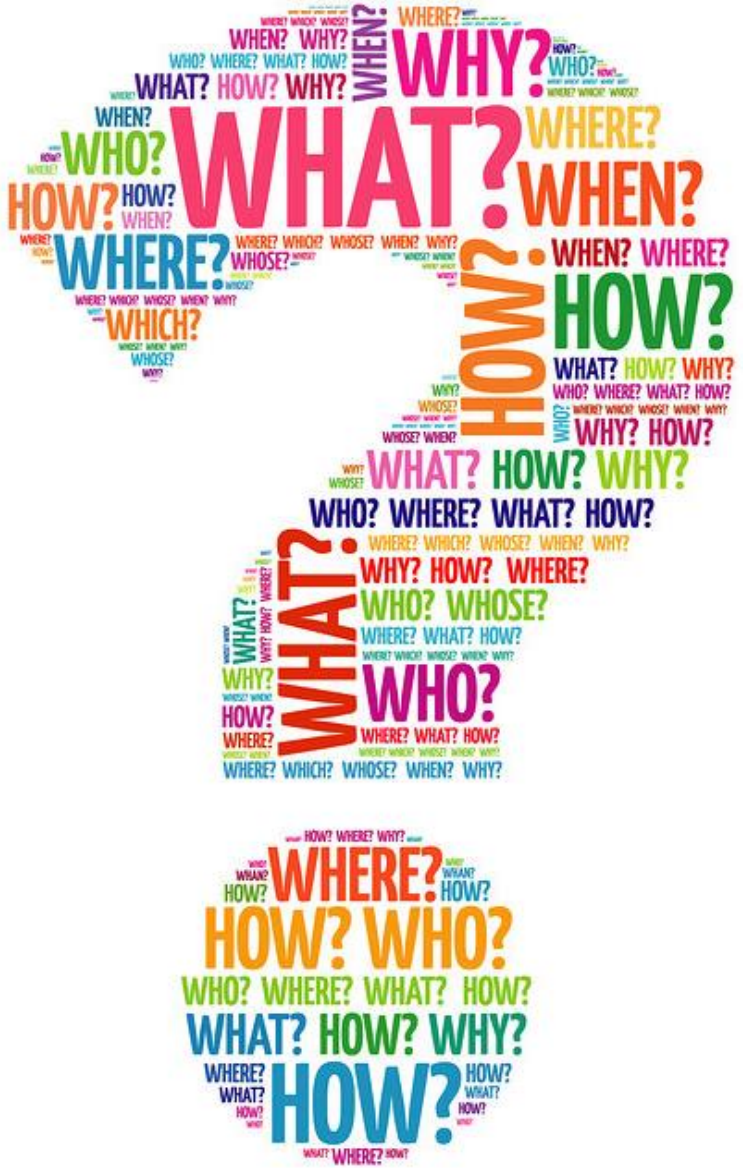




The long and winding road
That leads to your door
Will never disappear
I've seen that road before
It always leads me here
Lead me to you door



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What does it mean to “professionalise” as a PM?

To adopt recognized standards, pursue formal qualifications, adhere to ethical guidelines, continually develop skills, and apply best practices to deliver projects effectively and earn credibility as a trusted professional in the field.

Just do it, right? 

Standardized
Managed
Optimized

Morale
Competence
Trust
PM Success

Competence
Relatedness
Purpose
Autonomy
Recognition

Unpacking the Complexity

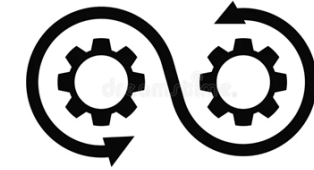


- Various PM backgrounds
- Multiple bodies to professionalise with
- PM's unsure of the difference
- PM's unsure of the benefits
- Organisations often don't give direction
- Professionalisation vs Qualification



Organizational priorities can be unclear when it comes to Professionalisation:

- Financial support (ETD)
- Requirements vs Advantageous
- Preference vs Compliance
- Accidental PM's
- Culture

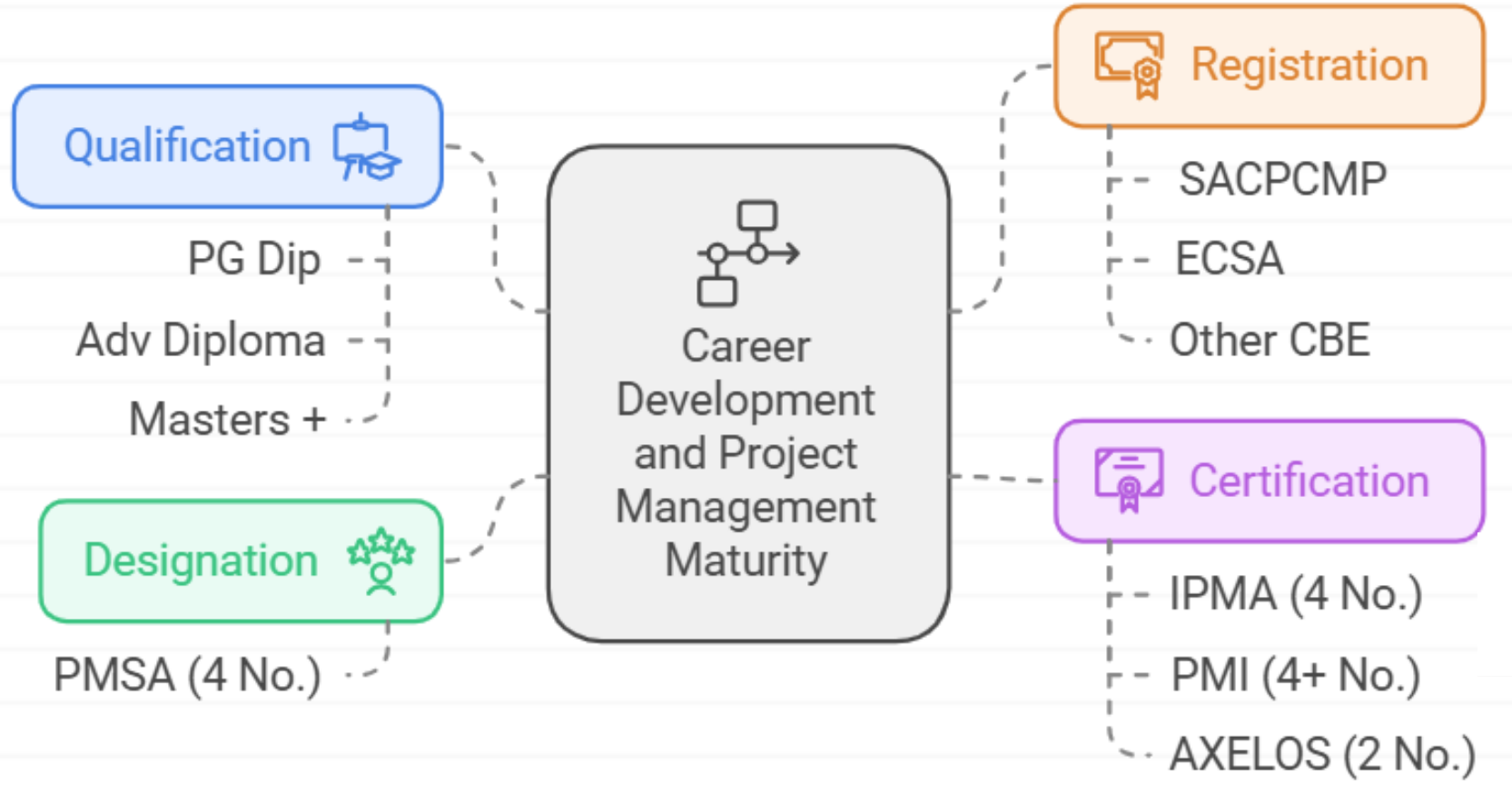


Lots of options:

- **Certification**
- **Designation**
- **Registration**
- **Qualification***



Competence Development in Project Management



For individuals...



Pursue Qualifications

Enhances academic and theoretical knowledge, leading to higher competency levels.

Register with Professional Body

Recognizes professional status and expertise within the industry.

Certify with Professional Body

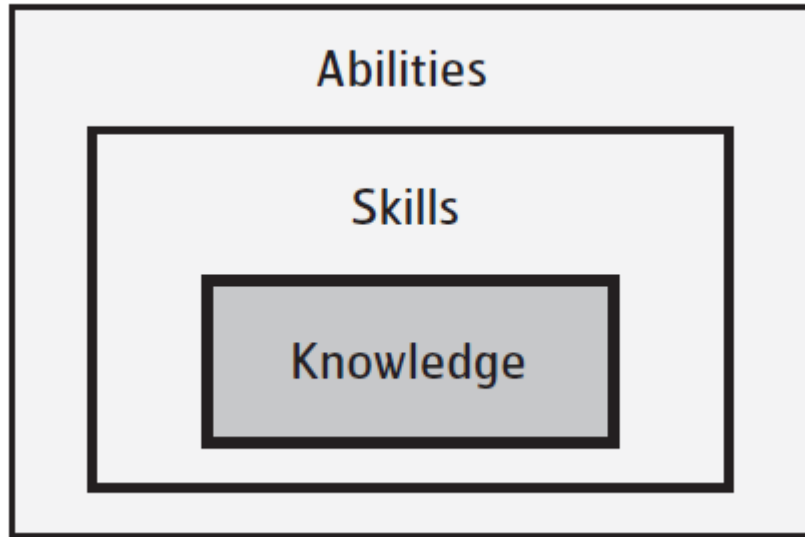
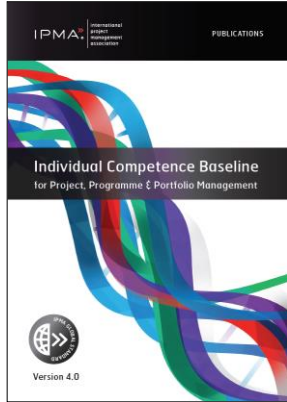
Provides credibility and access to a network of professionals.



A few important questions to ask yourself?

- Which options do you qualify for?
- What is your motivation? Extrinsic vs Intrinsic
- What is your time frame?
- Which option will most benefit your organisation?
- Which options are supported by your organisation?
- To what extent will your decision be impacted by cost?
- How will you be using this professionalisation to enhance your career?

IPMA ICB 4 Context



Knowledge
+ Skill

IPMA[®]
(Level D)

Knowledge +
Skill + Ability

IPMA[®]
(Level C+)

City of Cape Town Context

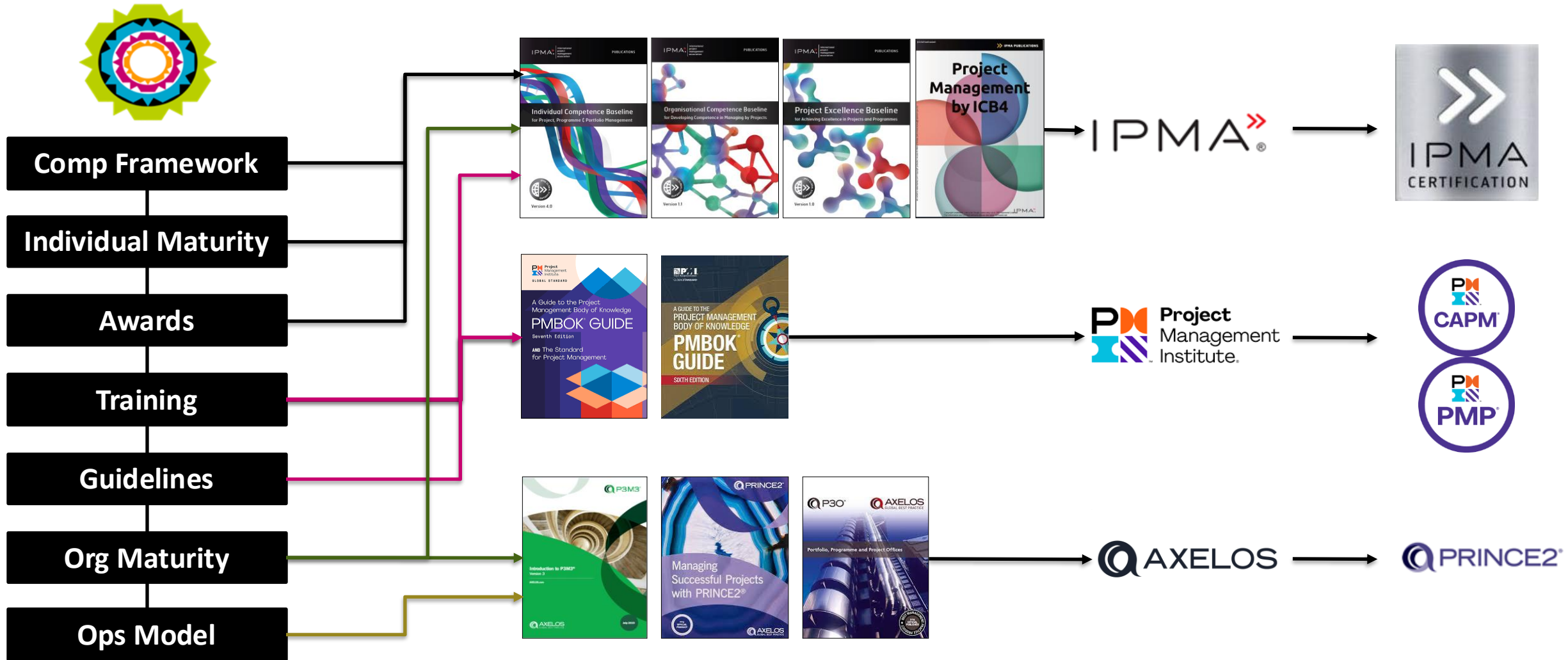


International Certifications are Linked to Methodology



Professional Body verification of understanding a specific methodology and/or the application thereof through experience; fully focused on project management (Certification)

Way of Working



Pr Registration and Designation in South Africa



Council verification of Qualification + Experience; Construction Project Management (Registration)



Engineering Council of South Africa



Council verification of Qualification + Experience; Managing Complex Engineering Activities (Registration)



Council verification of Qualification + Experience; considers elements of project management (Registration)



Professional Body verification of Qualification + Experience aligned to SAQA requirements for project managers (Designation)

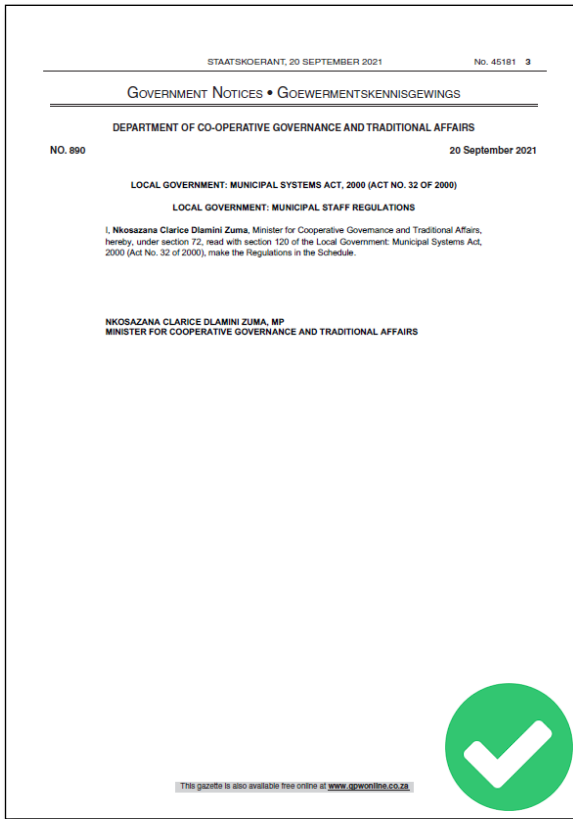
Affiliated with Global Alliance for the Project Professions, a volunteer driven, non-profit alliance that provides a reliable source for comparison of project based standards and qualifications.



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Competency Frameworks and Professionalization

National (min requirement)



City (>= National)



Pr Certification (advantageous)

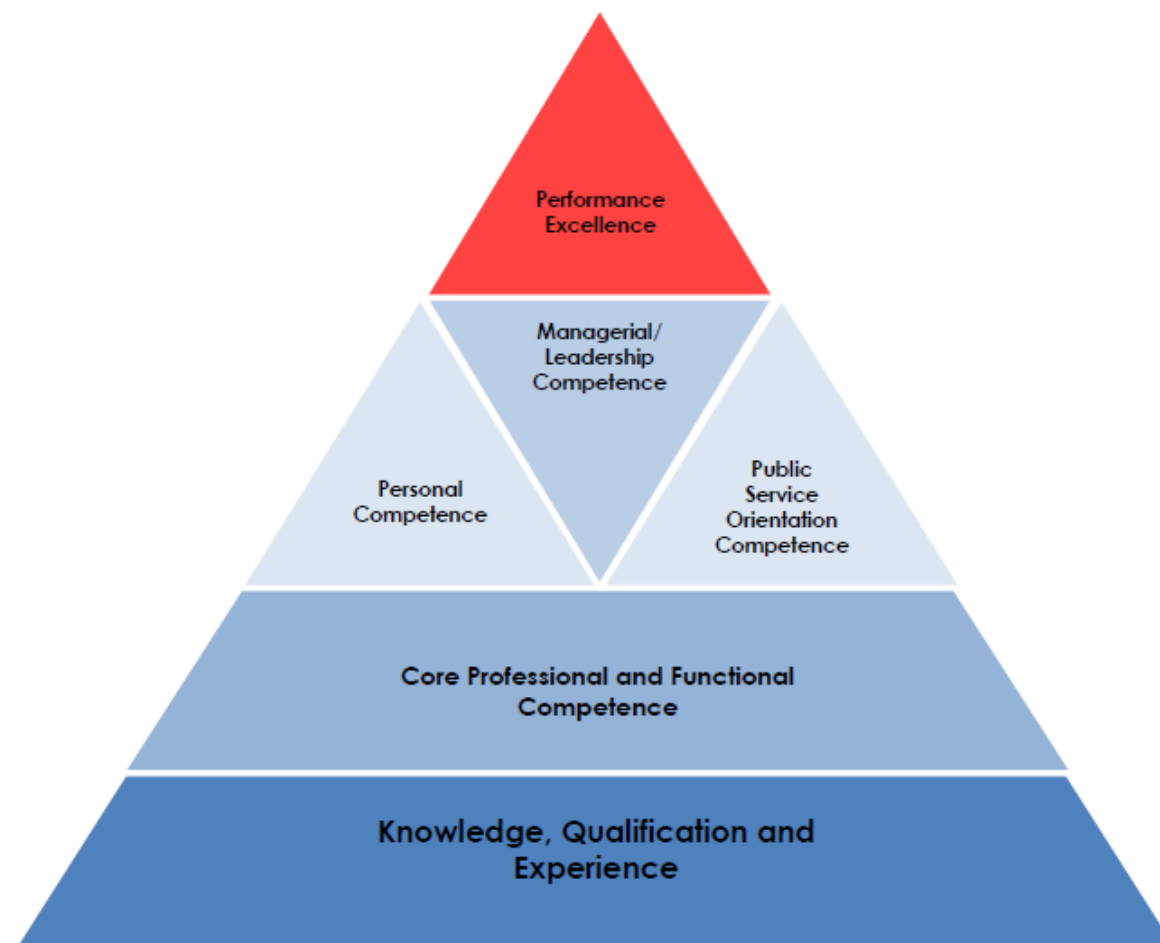


Pr Registration (legislation)



20 Career Streams with PM Competence

MSR Competency Framework	Knowledge	Functional	Professional
Asset Management		X	
Communication		X	
Disaster Management	X		
Economic Management		X	
Engineering Pr / Tech / Techni		X	
Enviro Health: Air Quality			X
Enviro Health Practitioner	X	X	
Health Promotion		X	X
Human Resources*		X	
Integration Planning Dev	X	X	
Language Practitioners	X		
Library Info Systems	X		
Project Admin	X	X	
Property Management		X	
Quantity Surveying		X	
Scientists		X	
Social Dev Facilitation		X	
Social Dev: Special Projects*	X	X	
SCM		X	
Valuers		X	

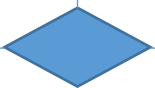


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Relevant Tertiary Qualifications:

- Engineering Degree (NQF 6)
- BTech / Adv Dip Project Management
- Post Grad Dip in PM
- Other NQF 6+ Qualification

Does this include PM coursework?



NO

YES

2

Computer Literacy (MS Office)

Computer Literacy (MS Office + MS Projects)

Computer Literacy (MS Office + MS Projects)

Computer Literacy (MS Office + MS Projects)

3

2 - 5 years relevant experience

5 – 8 years relevant experience

8+ years relevant experience

8+ years relevant PrM experience

Project Manager I (Junior PM) (T12/13)

Project Manager II (T14/15)

Senior Project Manager (T16/17)

Programme Manager (T17)

4

Advantageous:

- ECSA Candidate Tech / Eng
- SACPCMP Candidate CPM / CM
- PMSA PM
- IPMA Level D
- PMI CAPM
- PRINCE2 Foundation

Advantageous:

- ECSA Candidate Tech / Eng
- SACPCMP Candidate CPM / CM
- PMSA PM
- IPMA Level C
- PMI PMP
- PRINCE2 Practitioner

Advantageous:

- ECSA Pr Tech / Pr Eng
- SACPCMP CPM / CM
- PMSA PM
- IPMA Level C/B PM
- PMI PMP
- PRINCE2 Practitioner

Advantageous:

- ECSA Pr Tech / Pr Eng
- SACPCMP CPM / CM
- PMSA Snr PM
- IPMA Level B PM / PrM
- PMI PgMP

For Organisations...

- **Assess PM Maturity:** Identify gaps and areas for improvement, consider professionalisation as a broad stroke toward improvement
- **Invest in Professionalisation:** Support development through mentorship, financial aid for certifications, and knowledge sharing.
- **Collaborate with PM Bodies:** Partner with recognized organizations to align with industry standards.
- **Integrate into Recruitment:** Prioritize certifications and professional affiliations during hiring.
- **Adopt Standards:** Embed methodologies from professional PM bodies for consistency and quality.
- **Communicate Preferences:** Clearly outline preferred standards and certifications to guide project managers' professional growth.

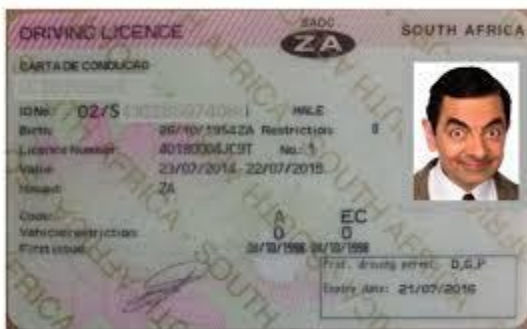


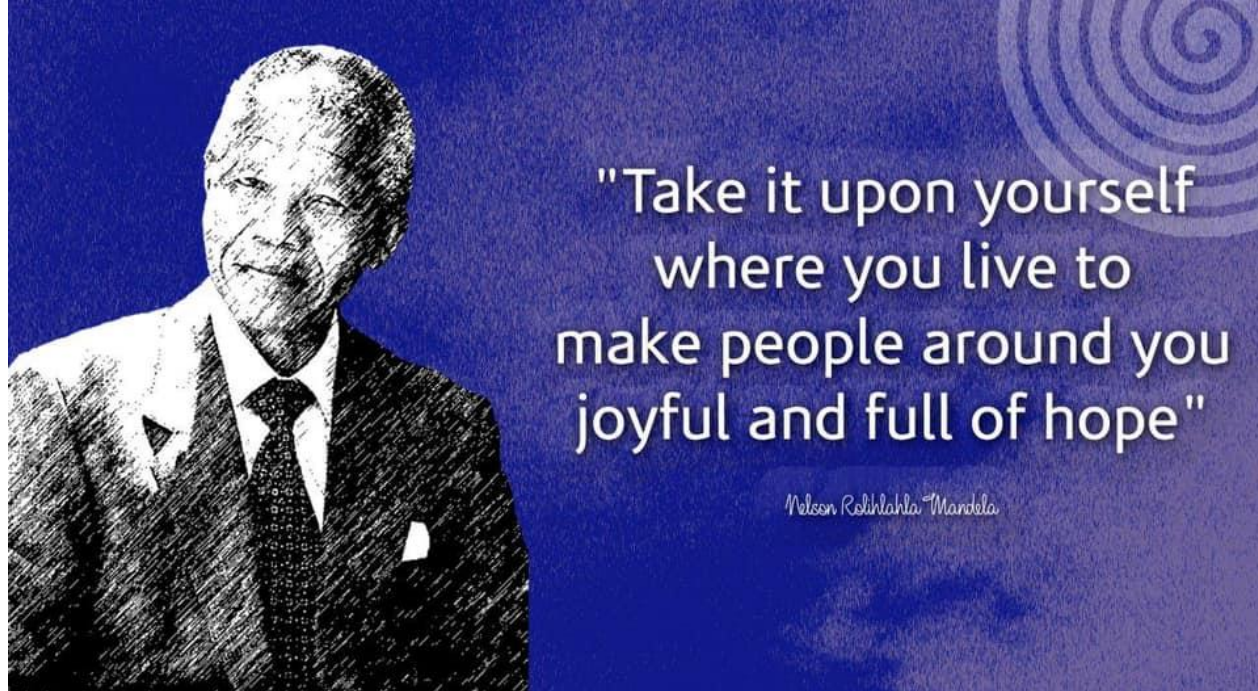
Final thought...



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Professionalization is like choosing a car







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Thank You

Making progress possible. Together.