

PMI's Talent Triangle

PMI La Crosse-Rochester Chapter Meeting
February 10, 2016

Terri Knudson, EPMO Director, Mayo Clinic



Demand for project talent remains strong

- Through 2020, 1.57 million project management jobs will be created each year globally

The problem

- Organizations are challenged to find enough talent with the right skills

The good news

- You can set yourself up for success. If you want to stay relevant and in demand, you need the skills that employers are seeking



The Solution: PMI Talent Triangle



What is the PMI Talent Triangle?

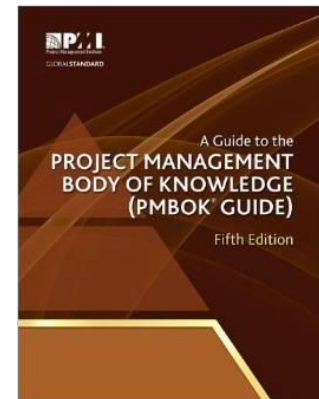
The PMI® Talent Triangle:

- Represents the skill set that global organizations have deemed as critical for project practitioners
- Illustrates the three skill areas employers need
 - Technical Project Management
 - Leadership
 - Strategic and Business Management



Technical Skills

66% of organizations say that technical project skills are the most difficult to find. However 96% indicate that these are the most teachable



- Knowledge, skills, and behaviors related to specific domains: Project, Program, Portfolio Management
- PMBOK, BABOK, Agile practices, Earned Value Mgmt, etc.



Leadership Skills



- **75% of organizations rank leadership skills as the most important for successful navigation of complexity in projects**
- **71% of organizations rank leadership skills as the most important for long-term success of project managers**

- Vision, guidance, and influence to help achieve business goals
- Negotiation, conflict management, feedback, team building, emotional intelligence, etc.



Strategic & Business Management Skills



- **Organizations that align their talent to organizational strategy produce a higher average project success rate**
 - **72% for those with good alignment,**
 - **58% for those without it**

- Industry/organization expertise, an understanding of the overall business context
- Business acumen, finance, strategic planning/alignment, complexity management, etc.

Set Yourself Up for Success

- Align your development with the Talent Triangle
- Successfully navigate the intricacies of the business landscape and position yourself for success



Maintaining Certification

- PMI's Continuing Certification Requirements (CCR) Update