The PgMP® as your competitive advantage

A Practical Guide to Obtain and Apply the PgMP®

Kevin J. Dixon, PMP®, PgMP®, PfMP®



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Objectives

Understand what the PgMP® is and what the benefits are to your organization

Explore the Parker Aerospace journey in launching PgMP® certified program management

See how the PgMP® can help you develop into a better leader in business

Learn what it takes to obtain certification and how to apply it to your organization

Today's Session

- What is the PgMP?
- Why Obtain the PgMP?
- The Parker Aerospace PgMP Journey
- Is the PgMP for you?
- How to obtain the PgMP A guide

Your Speaker

Kevin Dixon, PfMP®, PgMP®, PMP® PMO Director, FSD Parker Aerospace & Program Management Consultant







 Two Decades in Program Management NASA Shuttle PMO, Ares, Orion...
 Commercial, Government, IR&D USAF, MDA, SpaceX, Airbus, Boeing, Parker, many others ...



- Doctoral Studies, MAS, BioEng, MSCE, BSEE
- PMI PMO of the year team finalist





Definition: **Project**

- Temporary endeavors that are undertaken to create unique products, services, or results.
 - Tend to be highly tactical, usually have highest levels of definition, scope, budget, schedule, etc.

Definition: **Program**

- Related projects, subsidiary programs, and program activities managed in a coordinated manner to <u>obtain benefits and control</u> not available from managing them individually.
 - Tend to be a little more ambiguous and political in nature, requires leveraging unknowns and continuous strategic thinking

Definition: Program

Types:

Strategic – related to strategic plan (Development) Compliance – Regulatory, Legal, etc. Emergent – Initiatives

- Focus on Delivery of Value/Benefits
 - Tangible: Assets, equity, utility, fixtures, tools, market share, etc.)
 - Intangible: Goodwill, brand value, benefit to public, trademark, reputation, alignment to strategy

Definition: Portfolio

- A collection of projects, programs, subsidiary portfolios, and operations managed as a group to achieve strategic objectives.
 - Tend to be strategic in nature, usually center around allocating resources and authorizing projects & programs

What is the PgMP?

Program Management Professional (PgMP®)

One of PMI's Certifications for Program Managers

PMP	91.91%	932,720		
CAPM	3.85%	39,120		
PfMP	0.07%	743		
PgMP	0.27%	2,692	V	
PMI-RMF	0.52%	5,282		
PMI-SP	0.20%	1,982		
PMI-PBA	0.35%	3,571		
PMI-ACP	2.83%	28,702		

What is the PgMP?

What is the difference from the PMP?

Project Management

- Process Driven
- Knowledge Areas
- Tasks
- Tactical
- Well Defined
 - Scope
 - Budget
 - Schedule
- ¹⁰ Manage Risk

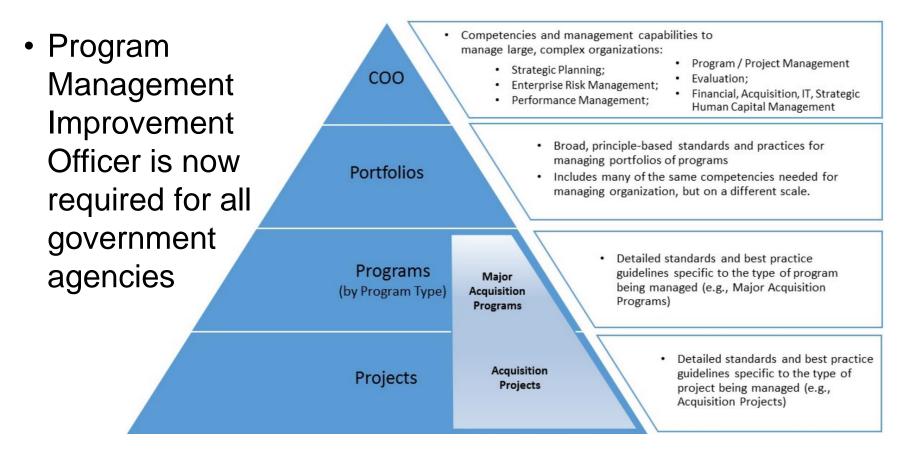
Program Management

- Situational
- Domain Knowledge
- Tasks
- Strategic
- Manages Uncertainty
 - Ambiguous Scope
 - Undefined Resources
 - Manage Outcomes
 - Leverage Risk

- Our environments are continuing to change What we manage ...
 - The challenge for continuous improvement
 - ongoing competitive marketplace
 - Do more with less
 - The pace of that change is increasing
 - Disruptors force us to think more strategically
- Project Management is not enough...
 - Poor results of project execution
 - Lack of leadership & links to strategy*

- Project & Program Complexity
 - Larger & more complex projects & programs
 - More ambiguous environment
 - PMI is pushing the adoption of agile approaches
 - Larger programs bring more complexity
- Competitive advantage vs 'just a PMP'
- PMIAA Government Legislation
 - Essentially a requirement now
 US Government, UK, China, Canada and more.

The Government view of Program Management



^{*}Taken from the memorandum for heads of executive departments and agencies June 25, 2018



The Parker Aerospace PgMP Journey















NORTHROP GRUMMAN X47E

COMAC C919

LOCKHEED MARTIN F-35

Global leader in engine build-up assemblies, aircraft fluid conveyance, pneumatic, lubrication, hydraulic, fuel, inerting, and flight control systems and components

US \$2.7 billion in annual sales

7,000+ employees

Eight divisions

40+ worldwide locations

Parker Hannifin Corporation

A global diversified manufacturer of motion and control technologies and systems, providing engineered solutions for a wide variety of mobile, industrial and aerospace markets.

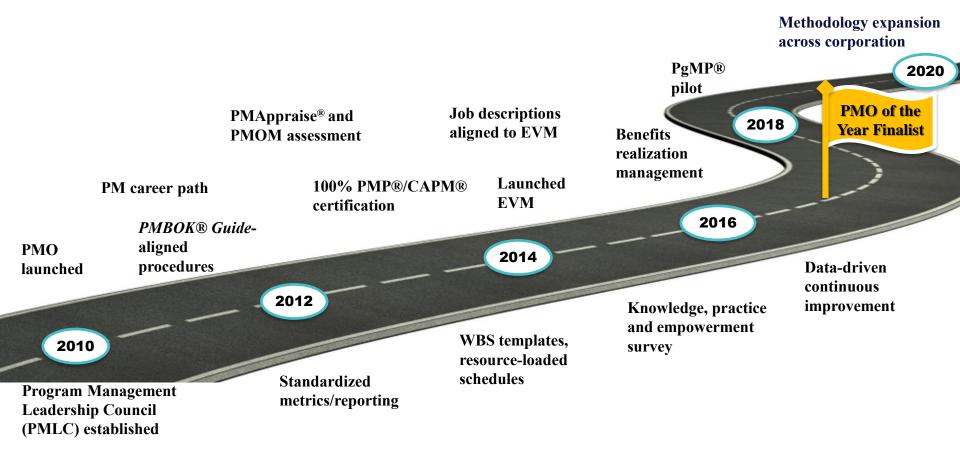
US \$14 billion in annual revenue

57,000 employees

350+ locations globally

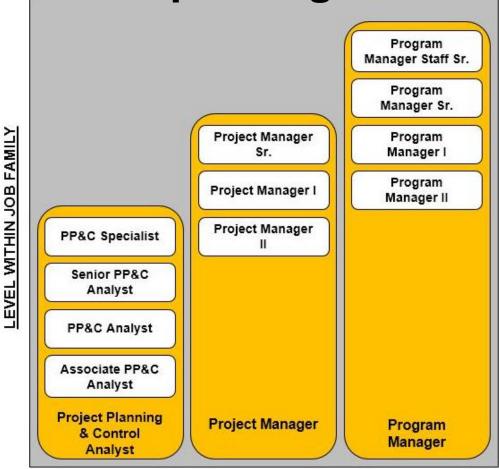


The Parker Aerospace PgMP Journey





The Parker Aerospace PgMP Journey



PROGRAM MANAGEMENT JOB FAMILIES



The Parker Aerospace PgMP Journey

- Why did Parker invest in the PgMP?
 - Expand beyond 100% PMP Certification
 - Shifting from tactical to strategic thinking
 - A need for leadership & business results
 - A dozen candidates training over 6 months
 - Webinars and practice exam simulator
 - Selected senior-most and experience PMs

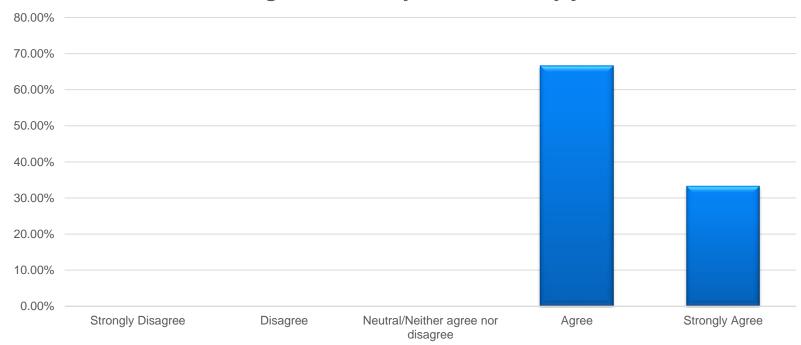
A majority obtained the PgMP



The Parker Aerospace PgMP Journey

Feedback from the participants...

The PgMP is directly relevant to my job.

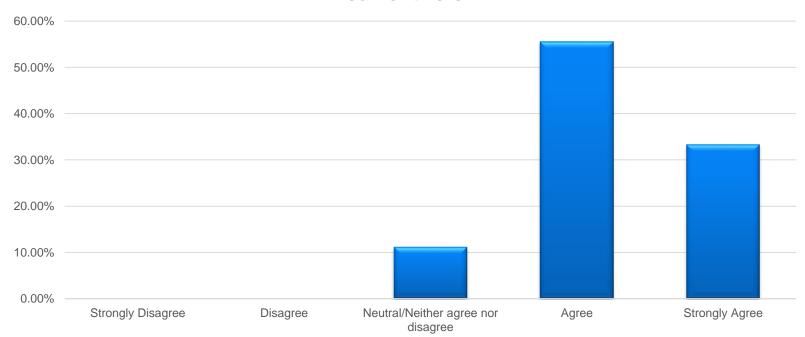




The Parker Aerospace PgMP Journey

Feedback from the participants...

I believe that this training and the PgMP will help me in my current role.





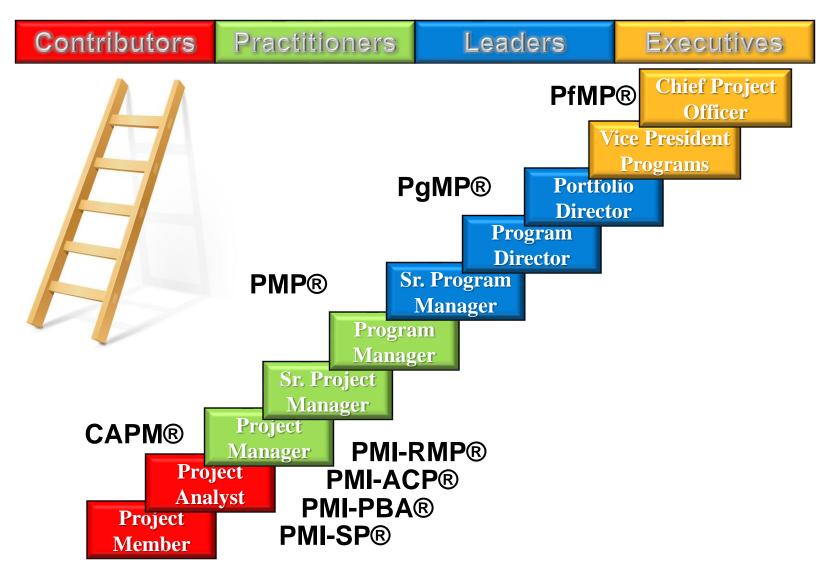
The Parker Aerospace PgMP Journey

Feedback from the participants...

"I am appreciative to Parker for providing this training opportunity. I believe this training will provide dividends to Parker in the future."

Obtaining the PgMP "provided strategies I can use."

"This was definitely the hardest exam I have ever taken in my life!"



- Recognition of your competency
- Fills in best practices theory for gaps in experience
- Personal growth and job satisfaction
- Sets you out amongst PMP holders
 - Only 2,692 PgMPs vs 932,720 PMPs*
- Shown to improve pay on average of 16%**

*PMI Today, August 2019

^{**}Mid-Year Tech Skills Value Report, Dice(2019)

- Because it is NOT Easy!
- Builds on your tactical project management skills
- Competitive edge to your organization
- Links organizational strategy to program outcomes

Certification is <u>proof</u> of your ability to manage multiple, complex & inter-related projects within a program

Is the PgMP for you?

- What is PMI looing for?
 - Experience managing multiple related projects
 - cross-functional teams performing complex activities
 - Influence to achieve organizational goals
- Who should apply?
 - Experienced Program Managers
 - History of demonstrated capability (no less than 4 years)

Is the PgMP for you?

PgMP Qualifications

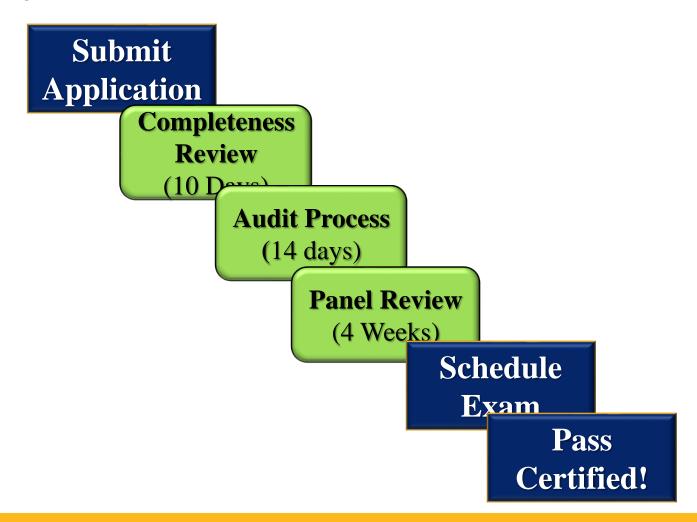
- Secondary Degree (high school diploma, associate's degree or the global equivalent)
- 6,000 hours of project management experience
- 10,500 hours of program management experience
- Four-year degree
- 6,000 hours of project management experience
- 6,000 hours of program management experience

Is the PgMP for you?

The Effort

- Most Successful PgMPs spent about 140 hours in preparation – Do not underestimate this part!
- You can find a coach or course, but you will need to read and learn to pass – you must be able to think critically ...meaning you should study ~110 hours/6 months
 - Study the standard, read in multiple times
 - Study the reading material
 - Find someone to help coach you
 - Practice some form of questions learn timing!
 - Develop a plan and stick to it

The process for certification



- See if your employer will support you
 - –PMI world's largest project management professional organization (480,000+ members)
 - -Get a membership if you do not already have it
- Fees for the PgMP:

Exam Administration Type	PMI Member Status	US Dollars	Euros
Center-based testing or Paper- based testing (CBT/PBT)	member	\$800	€655
Center-based testing or Paper- based testing (CBT/PBT)	nonmember	\$1,000	€815
Reexamination CBT or PBT	member	\$600	€490
Reexamination CBT or PBT	nonmember	\$800	€655
CCR certification renewal	member	\$60	USD only
CCR certification renewal	nonmember	\$150	USD only

The Qualifying Exam

- 4 hours 170 questions
- Situational & Fact/Knowledge based
 - Need to think 'the PMI way'
- 3 tries in a year, then wait 1 year and re-apply
 - -5 Domains
 - -72 Tasks
 - –41 Supporting Activities

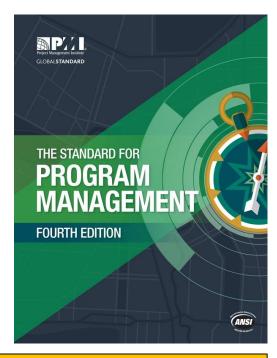
	Domain/Subdomain	% of Exam
I.	Strategic Program Management (11 tasks)	15% 44%
II.	Program Life Cycle (35 tasks)	
	Initiating (6 tasks)	6%
	Planning (9 tasks)	11%
	• Executing (9 tasks)	14%
	Controlling (6 tasks)	10%
	Closing (5 tasks)	3%
III.	Benefits Management (8 tasks)	11%
IV.	Stakeholder Management (7 tasks)	16%
V.	Governance (11 tasks)	14%

Reference Materials needed:

- The Standard for Program Management (4th Ed.)
- PgMP Handbook (Download)
- The Examination Content Outline (Download)
- Exam Guidance (Review Online)
- PMI's list of References

The Standard for Program Management

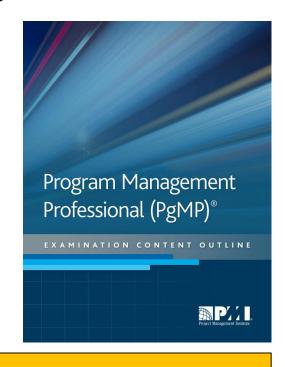
- 1 Introduction
- 2 Performance Domains
- 3 Program Strategy Alignment
- 4 Program Benefits Management
- 5 Program Stakeholder Engagement
- 6 Program Governance
- 7 Program Lifecycle Management
- 8 Program Activities



Either Download or Buy a hardcopy and read it cover to cover!

The Examination Content Outline

- Based on role delineation study of Program Management
 - Five Domains
 - 72 Tasks
 - 114 Knowledge Items
 - 23 Core Skills



Contains Domain knowledge, skills and tasks of Program Management – Download it!

The PgMP Handbook

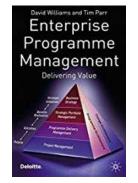
- Explains the Application Process
 - Audit System
 - Panel Review
 - Exam Information
 - Policies related to the PgMP



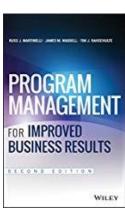
This is your guide in obtaining the PgMP® you should read it at least once!

How to obtain the PgMP Recommended Reading

 Enterprise Programme Management David Williams and Tim Parr, 2006



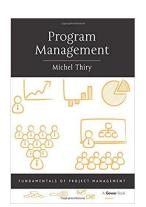
Implementing Program



- Program Management for Improved Business Results
 - Dragan Z. Milosevic, Russ J. Martinelli, and James M. Waddell, 2014
- Implementing Program Management Ginger Levin and Allen Green, 2013

How to obtain the PgMP Recommended Reading

 Program Management Michel Thiry, 2010



The Handbook of Program Management (2nd Ed.)
 James T. Brown, 2014

Fundamentals of Program Management
 Motoh Shimizu, 2012



THE HANDBOOK OF

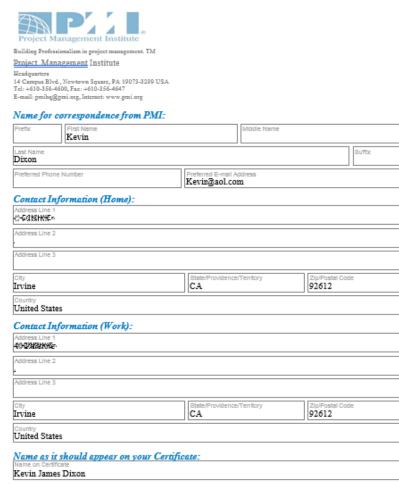
How to Facilitate Project Success w Optimal Program Management

JAMES T. BROWN

MOTOH SHIMIZU, DR. ENG. PM

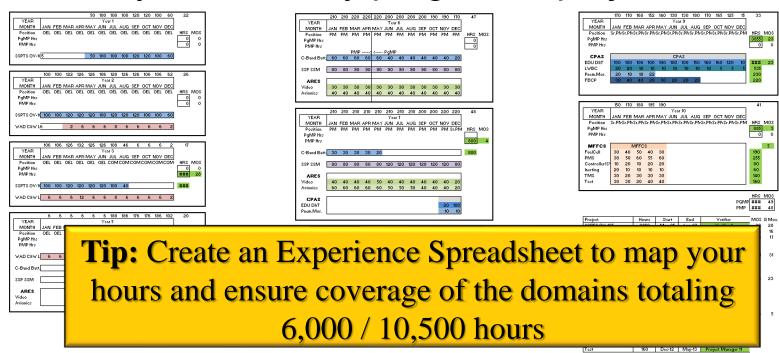
How to obtain the PgMP The Application

- Completed online at PMI.org
- Basic Information about you
- How you want your certificate titled



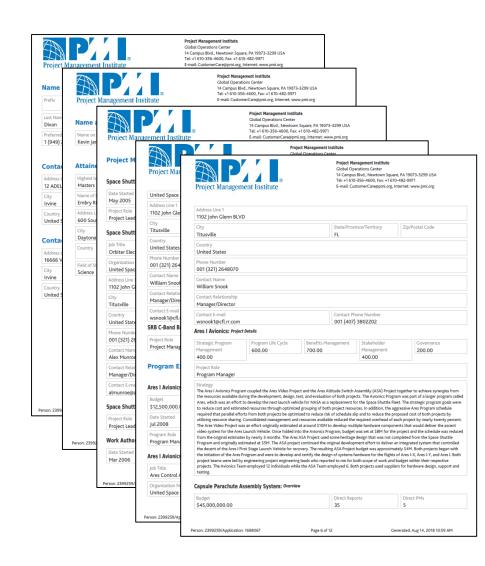
The Application – Tips

- Develop a way to summarize your experience
- Include your hours by program & project...



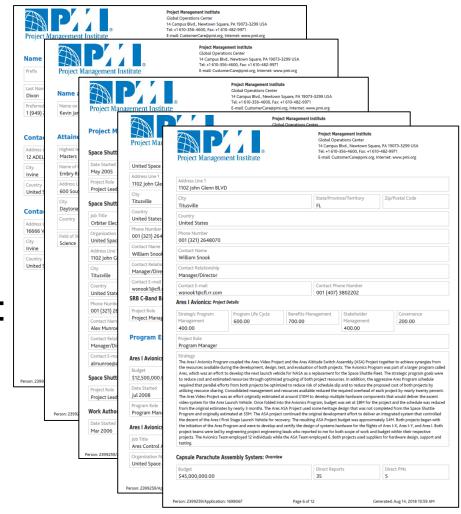
The Application – Tips Your Experience

- Same as the PMP 6,000/10,500 hours
 - List only what is needed to qualify
 - Programs are made up of constituent projects
 - Each project will need a contact for PMI



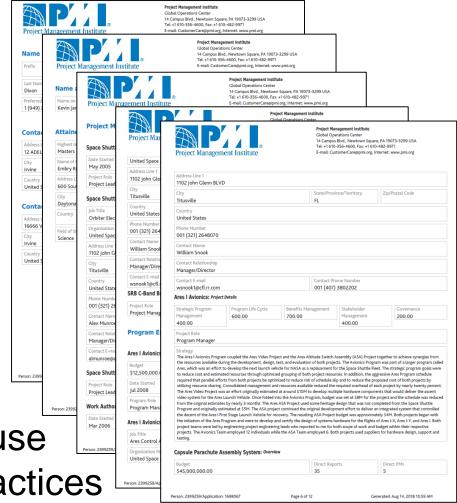
The Application – Tips

- Describe how YOU applied program management practices
- Always use proper
 English in the first person:
 "I did something..."



The Application – Tips

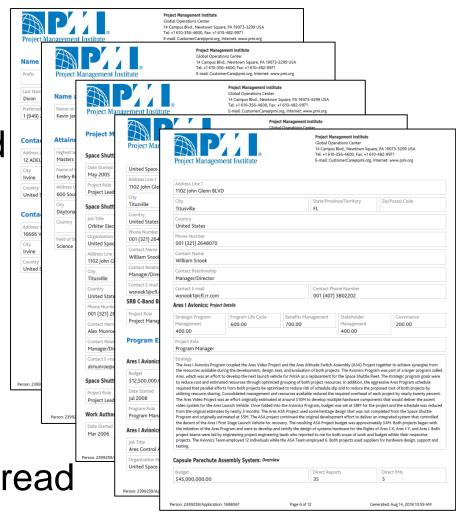
- You get up to 350 words touching all aspects for each example
 - use them wisely and be concise!
- Be cautious you do not list project management processes or tasks, only use program management practices



The Application – Tips

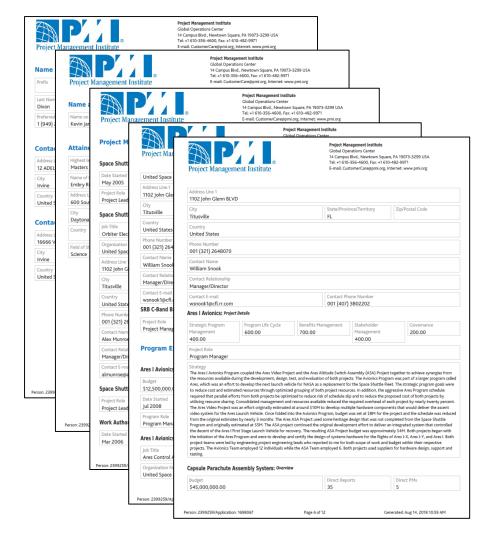
- Give solid examples
 of tasks from the standard
 or the ECO
 Avoid projectization!
- Use language such as,
 "I developed a change board process..."

Have someone else proofread
 it before submitting



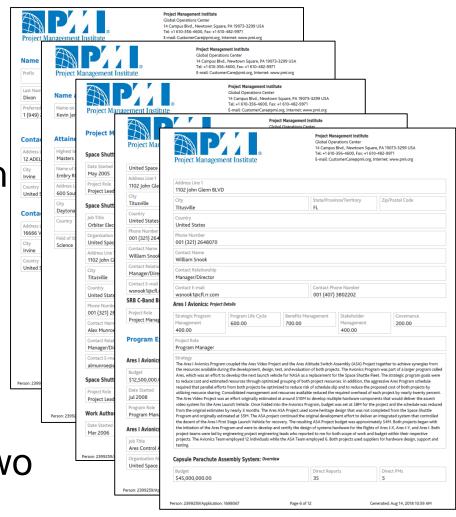
The Application – Tips

- PMI audits ~30-50% of PgMP Applicants
- You have a good chance to be audited – be ready!
- Be prepared to gather your information & to respond quickly



The Application – Tips

- Various Audit Types
- A third party needs to sign audit forms & return to PMI
- If you list a degree be prepared with transcripts
- Expect about a week or two for processing/ follow-up



Ready for the challenge?

Take your next steps...

- Skim the PMI Standard for Program Management, the ECO & the sample questions @ PMI.org
- Set a <u>target date</u> to be certified
- Study the standard to understand the key terms and find a PgMP coach
- Go to PMI.org and <u>start your application</u>
 - Gather your experience to satisfy the hours by domain
 - Work on the experience summaries focus on strategy, benefits delivery, program governance, stakeholder expectation management
- Read the standard & ECO (Read to understand cover to cover)

PgMP® Discussion

• Questions?



Thank you



Kevin Dixon, PMP®, PgMP®, PfMP®,
Director of Program Management

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