

Project Management Association of Canada
~
Young Crew Information Session



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President
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Quick overview

- Project management in Canada
- Challenges
- Creation of PMAC
- Strategy behind PMAC
- Current status
- 2010-11 plans
- Directly from our members

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Why was PMAC-AMPC created?

- Formed in early 2007, PMAC-AMPC was created to:
 - Serve the needs and demands of a dynamic profession that is experiencing significant growth in a bilingual country.
 - Promote a broader model of project management assessment - one that includes the development of judgment concerning technical, behavioural, and contextual project elements.
 - Support the IPMA with the provision of a unique Canadian voice.

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Project management in Canada

- Discipline is well established in many industries
- Academic and corporate training programs in project management available in major centres, smaller communities, and by distance learning
- Project management seen as a valid career option with salaries generally higher than national average for comparable seniorities
- Canada is a net exporter of project management talent, with Canadians leading projects across the globe

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Canadian project management challenges

- Often difficult to establish a unique Canadian identity – tendency to be overwhelmed by the US, even though Canada's economy is currently stronger in many industries
- Combination of huge geographic distances and small population centres adds additional complexity to projects
- We are bilingual!
- We are multilingual!
- Limited 'Canadian' focused PM training and education – US material is usually used, often without even allowances for Canada's unique culture (and spelling!)

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Why should Canada join IPMA

- *Canada is a great country...always welcoming and thriving on diversity. We need another voice here in Canada to promote the more complete 3 facet vision of what is project management as is presented by IPMA.*
- *We should be looking to a broader perspective than simply to North America. It is important for Canada to keep ties with PMI and ASAPM in North America, but also with the IPMA as one truly international PM associations.*
- *Canada is a leader in telecommunications, banking, mining & oil & gas, IT, healthcare, construction, utility (especially nuclear), and government. We can contribute these experiences to the global dialogue.*
- *Canada deserves to establish its national identity, especially with the European model which many consider more robust*
- *PMAC brings enthusiastic supporters of IPMA, its collegial nature, and its competency assessment model*

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Why should Canada join IPMA

- *A strong economic nation and one of the G7 countries. Only Japan would be missing from IPMA when Canada is admitted.*
- *Canada's admission will help demonstrate that IPMA has appeal outside of Europe.*
- *Canada is need of a project management organization allowing project managers to work from the bottom up. Canada needs a certification program for beginners, experienced professionals, and a program that is global.*
- *Canada is a dynamic country with many successful and innovative companies. Our project managers play a crucial role in our business community and being part of the IPMA community will lead to greater success.*
- *Canada is in need of a high-quality project management certification organization whose members are regarded as a credit to their profession, not merely signatories to a course calendar.*

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PMAC-AMPC strategy

- Appeal to project management workers, not solely project managers
 - Provide lifetime career support to project managers
 - Targeting universities and colleges as partners to provide support to new entrants to the project management profession
 - Focused on the advancement of the understanding of project management throughout Canadian industry, not just certifying PMs
- Provide an environment for individuals in project management to share and learn from one another
- Provide lifetime development opportunities
 - Offering IPMA four level, competency based qualifications
 - Working with Canadian industry to help them understand importance of competency based qualifications

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Current status of PMAC

- Current membership: 100+
- Formal partnerships in place with a number of Canadian companies
 - Revenue sharing with business publisher
- Professional development series ongoing
- Alliance with ASAPM to share resources and programming
 - Interest from AIPM, ASAPM and APM to explore mutually beneficial programming
- First national membership event planned
- Young Crew being explored at U of Toronto

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2010-11 Plans

- Aggressive membership drive
 - 'Refer a friend' program
 - Discounted first year membership
- Project World (May, Toronto)-student fee
- Professional development program (f2f and online)
- Encourage member participation
 - Appoint members to new leadership roles – Young Crew! Industry liaison!
 - Communicate actively to members via social media
- Launch national awards program
- Launch a Young Crew!
- Stabilize Level D certification
 - All levels to quickly follow this year

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What does PMAC represent to me as a PM professional?

- *It will provide me with another opportunity to stay connected to my professional community*
- *An alternative to PMI, one that really offers a discussion forum on evolving concepts and new adaptive approaches to contextual project management, as well as a more balanced link with international partners outside of the USA*
- *It is important to provide project managers with the opportunity to support a truly professional organization as opposed to a standards setting organization.*
- *An opportunity to establish our own brand of project management suited to our environment.*
- *A collegial organization. An alternative / supplement to PMI and its view of projects, of project management, and of growing and supporting the practice of project management. A link to IPMA and other project management organizations*
- *PMAC represents the new way of developing project managers. It will allow the next generation of project managers to start their career based on experience moving forward with a good grounding in fundamentals.*
- *As project management professional I see the need for a multi-level certification system for project managers.*
- *PMAC presents an opportunity to highlight credentials relevant to project management, and to ensure that people who complete programs with PMAC will be effective managers of project success.*

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Five Dimensions of Professionalism

- **BREADTH** – of understanding - Knowledge
- **DEPTH** – of ability – Competence
- **ACHIEVEMENT** – through professional qualifications and portfolio of evidence
- **COMMITMENT** – through Continuing Professional Development
- **ACCOUNTABILITY** – through membership of a Professional Body with a Code of Conduct

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History of IPMA Certification

- This Program was originally developed by the International Project Management Association (IPMA) and officially released in 1998.
- Over 72,000 certificates have been issued since then in over 30 countries.
- IPMA has certified more individuals as *project managers* than any other organization in the world.

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IPMA 4-Level Certification Overview



IPMA 4-Level Certification Overview

Required
Exam
+ Self Assessment



- Has broad PM knowledge and knows how to use it
- Can demonstrate all competence elements, though may specialize in one
- Team member or member of PM staff

IPMA 4-Level Certification Overview

Required
Exam
+ Self Assessment
+ 360 Feedback
+ Portfolio of Evidence
+ Interviews



- 3 yrs experience managing simple projects or assisting in the management of complex projects
- Uses common PM processes, techniques, and tools

IPMA 4-Level Certification Overview

Required

Exam

+ Self Assessment

+ 360 Feedback

+ Portfolio of Evidence

+ Interviews



- 5 yrs of PM experience (at least 3 managing complex projects) across all competency elements
- Leader of large project management teams
- Uses appropriate PM processes, techniques and tools

IPMA 4-Level Certification Overview

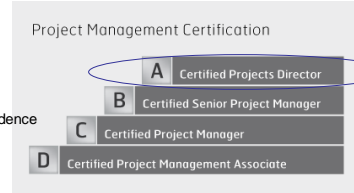
Required

Self Assessment

+ 360 Feedback

+ Portfolio of Evidence

+ Interviews



- 5 yrs of portfolio or programme management experience (at least 3 managing complex portfolios/programmes and 2 in complex project management) managing PMs
- Engaged in organizational strategy, PM competency development, PM tools and methods deployment, etc.

The Elements of Competency



How does the Certification Compare?

Factor	IPMA Level C	IPMA Level B	PMP®
Years of experience as a PM	Three ¹	Three ²	Zero
Project complexity assessed?	Yes	Yes	No
Evidence of performance required?	Yes	Yes	No
Face-to-face Interview?	Yes	Yes	No
IPMA recognition?	Yes	Yes	No
GAPPS ³ recognition?	Yes	Yes	No
Length of certification	5 Years	5 Years	3 Years

1 Three years of experience managing projects that meet requirements for GAPPS Level 1 in terms of project management complexity.

2 Three years of experience managing projects that meet requirements for GAPPS Level 2 in terms of project management complexity.

3 The Global Alliance for Project Performance Standards.

Young Crew...

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Young Crew

- Young Crew Canada is a key component of PMAC-AMPC's growth and development of the leaders of tomorrow.

- A network for young project management professionals and students under age of 35 who believe in:

- Community and the building of a worldwide young professional project management family
- Cultural diversity and learning from differences, not producing differences
- Promoting ethical qualities and embracing our responsibility to improve societal needs

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Young Crews believe in...

Mission:

- Community and the building of a worldwide young professional project management family
- Cultural diversity and learning from differences, not producing differences, and
- Promoting ethical qualities and embracing our responsibility to improve societal needs

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Young Crew

Priorities:

- Bring young professionals and students together in the name of PMAC
- Connect young professionals and students with PMAC's certification and professional development programs
- Give local young crews support for their work and learning from their work
- Organize local and national events
- Offer a platform for publishing papers, thesis and white papers written by young professionals or students

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Young Crew

Other nations' Young Crew:

Austria	Norway
Azerbaijan	Poland
Czech Republic	Slovakia
Denmark	Sweden
Finland	Unite Kingdom
France	Ukraine
Germany	
Greece	
Hungary	
Iceland	
India	
Iran	
Netherlands	

**No YC for North
American Countries !!**

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Young Crew

Events:

- Denmark: Organized project bars and seminars such as "Increase your influence and authority as a Project Manager".
- Germany: Organized local group summit
- Iran: Developed "Iranian Young Crew Handbook"

Canadian idea? Global virtual PM day (24-hr event in different time zones)

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Prospective Events (Workshops & Seminars)

- How to communicate effectively as a new project manager
- The language use in a project oriented organization
- New project manager: effective delegation of tasks
- Cultural differences in project management
- Newly appointed project manager: from colleague to manager. How to interact?
- Time management. Five easy methods to keep the project on time

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Advantages of joining

- Access to IPMA certification assessments
- Access to IPMA resources
- Discounts to PMAC specialized certificate training
- Discounts to PMAC professional development seminars (including online events)
- Publication discounts
 - *International Journal of Project Management*
 - Wiley Canada catalogue of PM books (25%)
 - Multimedia Publications books (25%)
- Reciprocal membership with the *American Society for the Advancement of Project Management*

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Current sponsors

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How you can help

- Become a member!
- Assist with member recruitment
 - Colleagues, professional contacts, etc
- Volunteer
 - Assist with key PMAC work areas: certification, 2009 conference planning, awards committee, Young Crew
- PMAC activism!

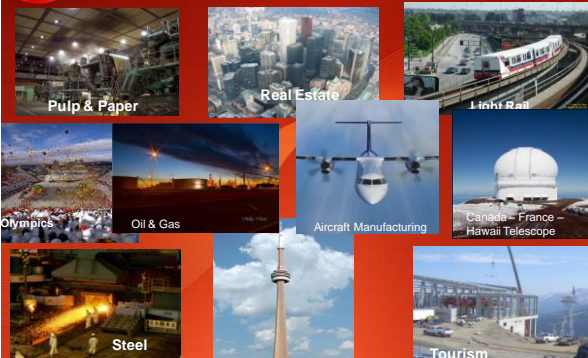
Tell us what you want PMAC to provide!

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Questions?

www.pmac-ampc.ca



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Thanks for your time!

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