

منتدى دبي العالمي
لإدارة المشاريع

DUBAI INTERNATIONAL
PROJECT MANAGEMENT FORUM

6th EDITION

الدورة السادسة

7 - 10 ديسمبر 2019 • مدينة جميرا • دبي

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PARALLEL SESSION STREAM

Hybrid PM

Is this the Future of Work?

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Strategist

www.dipmf.ae

CULTURAL DIVERSITY

Main Insights

Projects Meaning is Changing

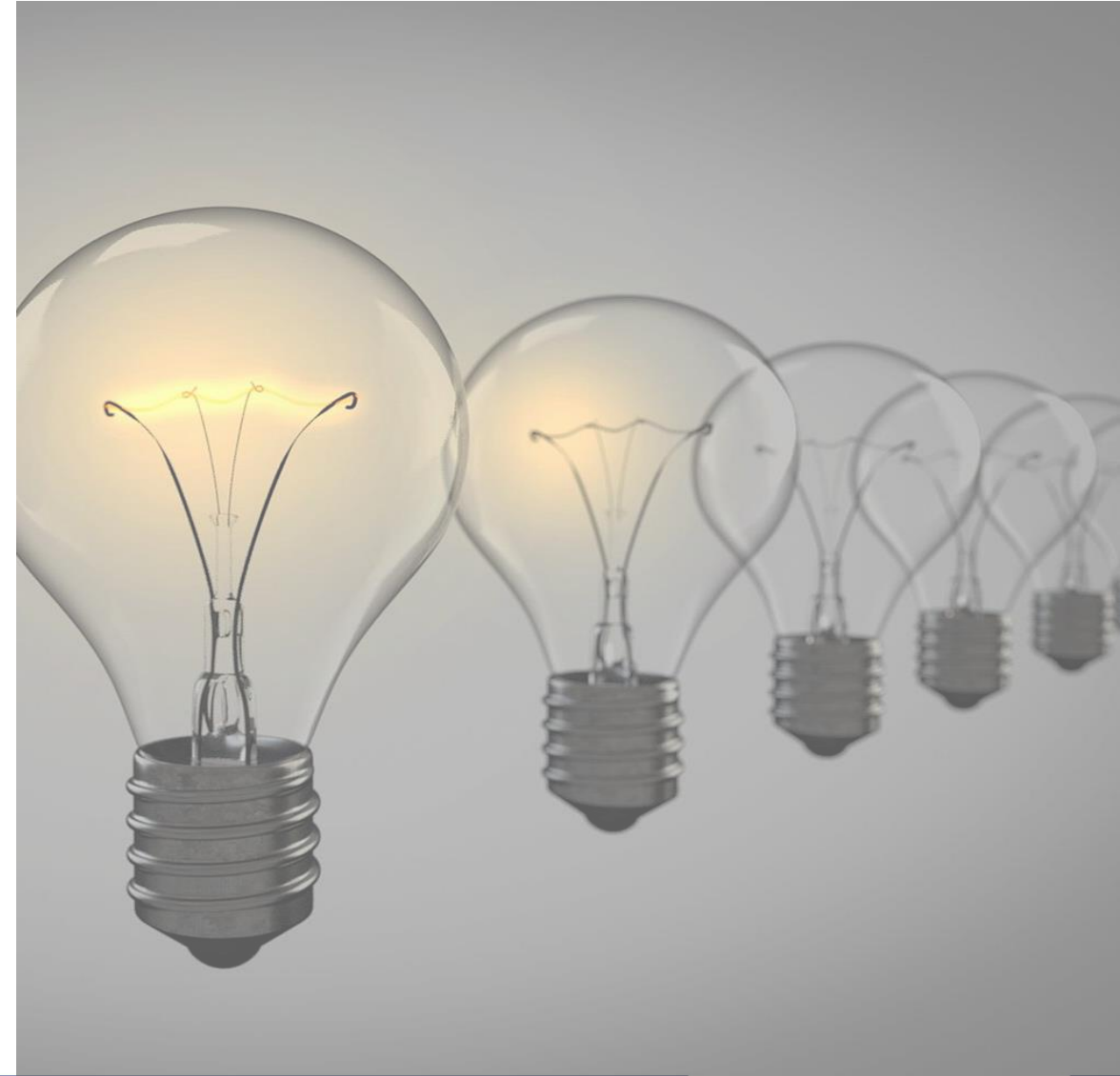
Project Management is Transforming

Project Economy is here to Stay

PMI Brand is Hybrid

Projects as a Lab

The Powerful Questions to the Fit



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Project Meaning is Changing

Vehicle for achieving benefits

How work is being done

Tool for breaking down silos

Foundation for building the future learning organization



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How PMI Is Helping

PMI Talent Triangle

New PMP Exam Focus

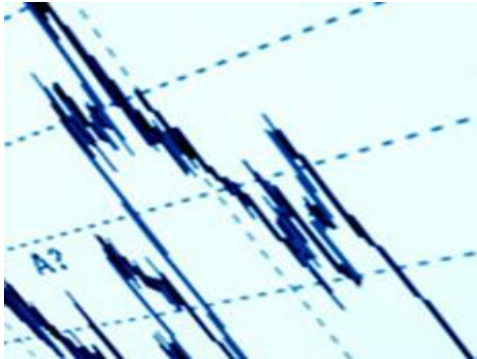


Project Management is Transforming

Different Skill Sets are required to handle tomorrow's initiatives

The Project Manager role and title are refreshed

Volatility



Uncertainty



Complexity



Ambiguity



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The impact of digital technology contributed to differentiating the future of work

Used design thinking as the supportive mechanism for bringing us the best ideas to the mix and enable people to exhibit excellence in their daily lives

Increasingly there is a tilting towards more agility exhibited by the increased reliance on digital competencies

The secret sauce for spreading the impact of newly acquired generation of skills will be a collaboration focus across organizational boundaries



What Hybrid PM Way of Working will need?

Emotional
Strength

Resilience

Collaboration

Transparency

Learning



Project Economy is here to Stay

Understanding of project work has been maturing

A new mind set has been dominating the organizational strategic dialogue

Digital is making us deliver what matters

Sensing and responding has allowed us to create a new model for customer empathy

Project Work = Coaching + Consistency + Community



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PMI Brand is Hybrid

Collaboration

Determination

Change

Innovation

Teamwork

Outcomes

Growth

Vision

Community



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Polling Moment

What contributes the most to the getting hybrid PM right?

- A Anchoring it in analysis and data
- B Involvement of the Team
- C Adaptability of Approach
- D Creating early Outcomes Testing Opportunities



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Testing Our Behaviors

Consider our agility.

Document how agile you are when managing a project.

Consider our risk appetite.

Document how you handle risk when managing a project.

Projects as a Lab

Selected pockets of the organization that could handle higher degree of agile governance

Had to ensure that the executive groups start adjusting fast to the newly anticipated ways of governing

Excellence in governance is achieved by shifting from the classical steering focus to a heightened delivering focus



Polling Moment

What enabler most influences the success of a new way of working?

- A Risk Appetite
- B Blocking the time to think
- C Safety in Culture
- D Evidence of Early Success



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The Powerful Questions to the Fit

Criticality of challenging assumptions

Complexity, Pace, Clarity, Need for Simplicity



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What is the fitting balance for working approach?

Find a formula that was suitable so as not choke the progress on any one organizational strategic goal at the expense of another

The culture shows the degree of the fit in choosing the processes that enable both operational and strategic alignment

Processes should give some structure yet leave enough room for individual creativity and strengthen ownership



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The New Normal

Case Study: Bosch Embracing Agility

"For **Bosch** agility is crucial, it allows us to **adjust to the increasing speed of change around us**. Agility allows us to remain in a position as an **innovation leader**."

Volkmar Denner, CEO of Bosch, May 2017

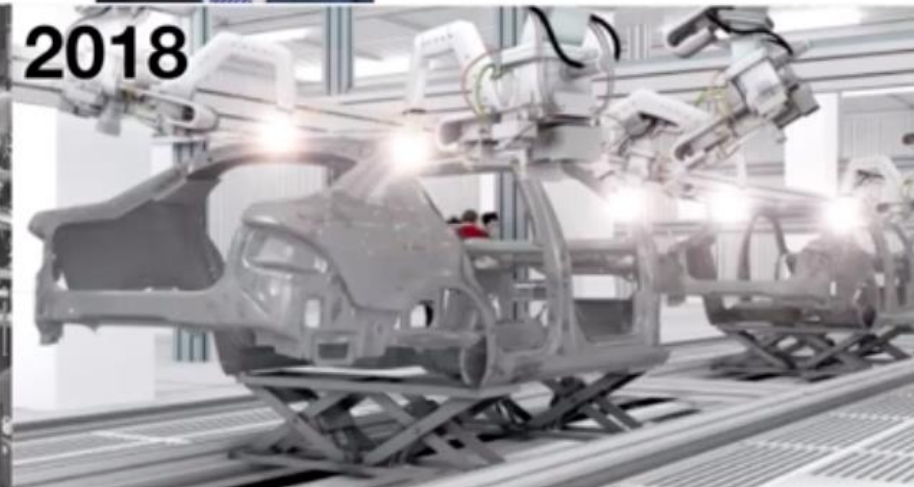


BOSCH



1886

Mastering mass production



2018

Becoming a digital disruptor and Internet of Things leader across 390,000 employees in 60 countries

Case Study by Annie Howard

Source: Bosch



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Hybrid PM Excellence is built on increasing process autonomy, digitally capable people, and agile delivery focused governance



- The exact placement of the Hybrid gauge depends highly on the readiness of the organization, the type of its initiatives, and the nature of the business
- Hybrid PM Excellence = Experimenting with the process, people and governance ingredients while continuously asking the right questions



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“ Remember the two benefits of failure. First, if you do fail, you learn what doesn't work; and second, the failure gives you the opportunity to try a new approach.

— Roger Von Oech

”

THANK YOU

Questions?



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Go to website: www.gettingthetopteamright.com for more resources



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