

Leadership in a Projects Driven Business

connecting performance to people and projects



SIEMENS

❖ novare consulting

SIEMENS

Trevor Band
PM Best Practice
Programme Director

❖ novare consulting

Chris Ferguson
Chief Executive
Novare Consulting Limited

EUR 5.4 billion sales and 39,000 employees in 42 countries

Solution Business



Solutions including SAP, systems integration, IT and process consulting, application management

Operation Related Services



IT and Business Process Outsourcing, including data center, desktop, LAN / WAN and call centre management

- ❖ Project, Programme and Business Change Management
- ❖ Delivery, consultancy and training
- ❖ APM Group Accredited Training Organisation for MSP and PRINCE2
- ❖ Experts in Capability Transfer to Clients
- ❖ Authors of MicroP2



- ✓ **Projects consistently return benefits**
- ✓ **Managers are in control**
- ✓ **Organisation is integrated and focused on project success**
- ✓ **Project Managers are confident, capable and empowered**
- ✓ **Attitudes and behaviours promote project success**
- ✓ **Siemens and its Customers are aligned for project success**

ATTITUDES

**PPM Delivery
Best
Practice**

**DECISION
MAKING**



Project Management
Code of Practice

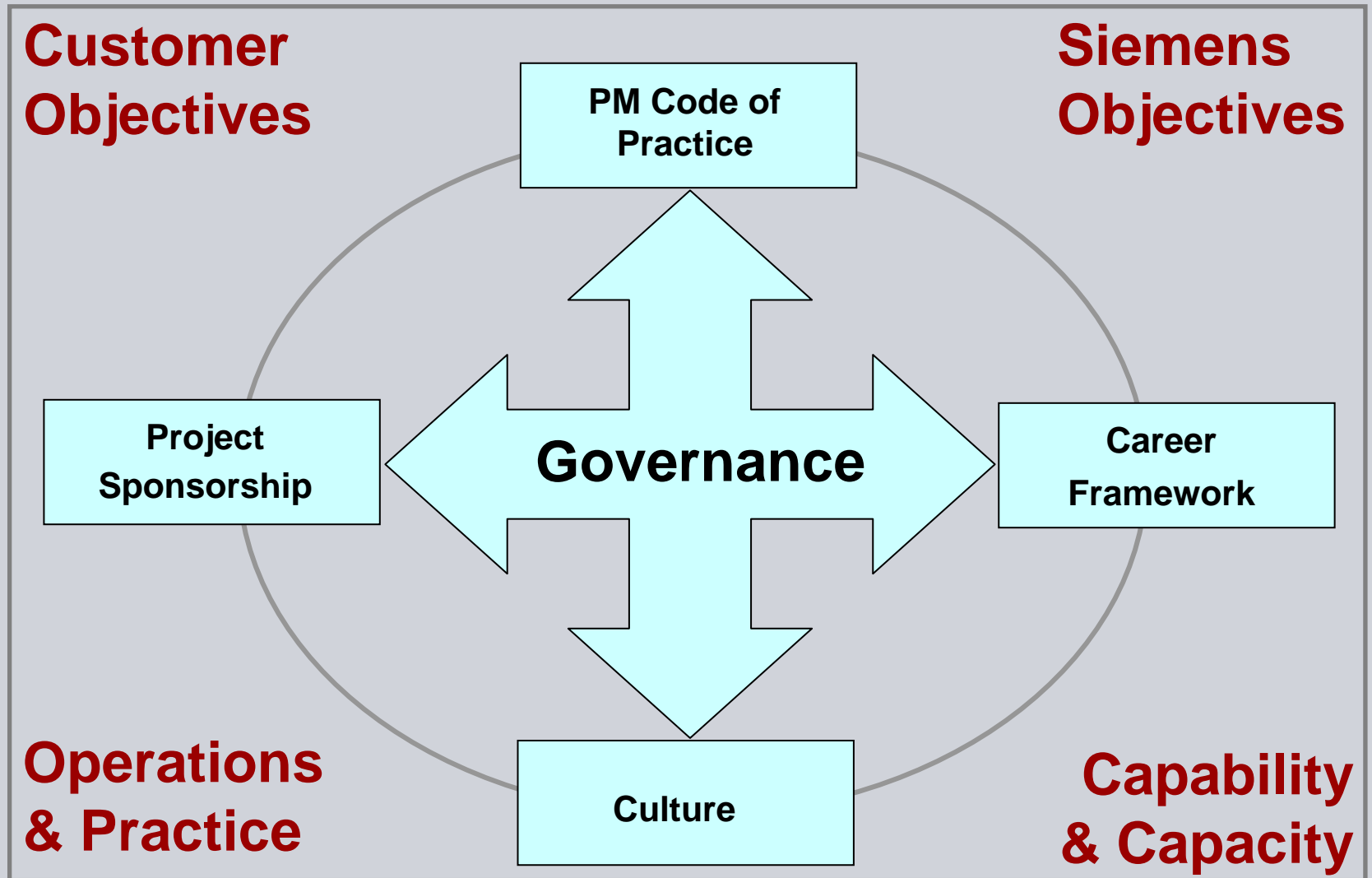
**Projects
Organisation
Integration**

PPM People

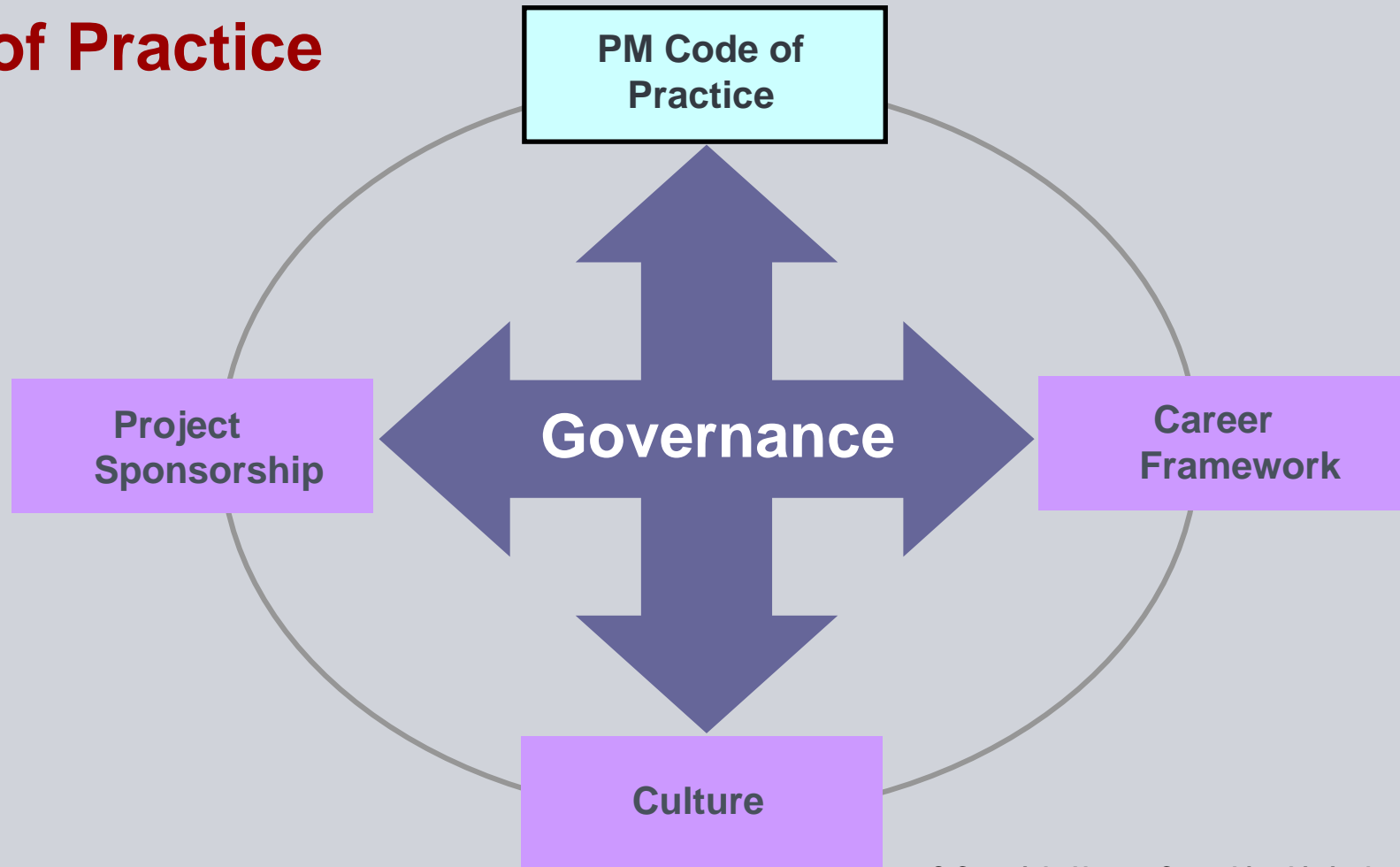
BEHAVIOURS

REAL WORLD

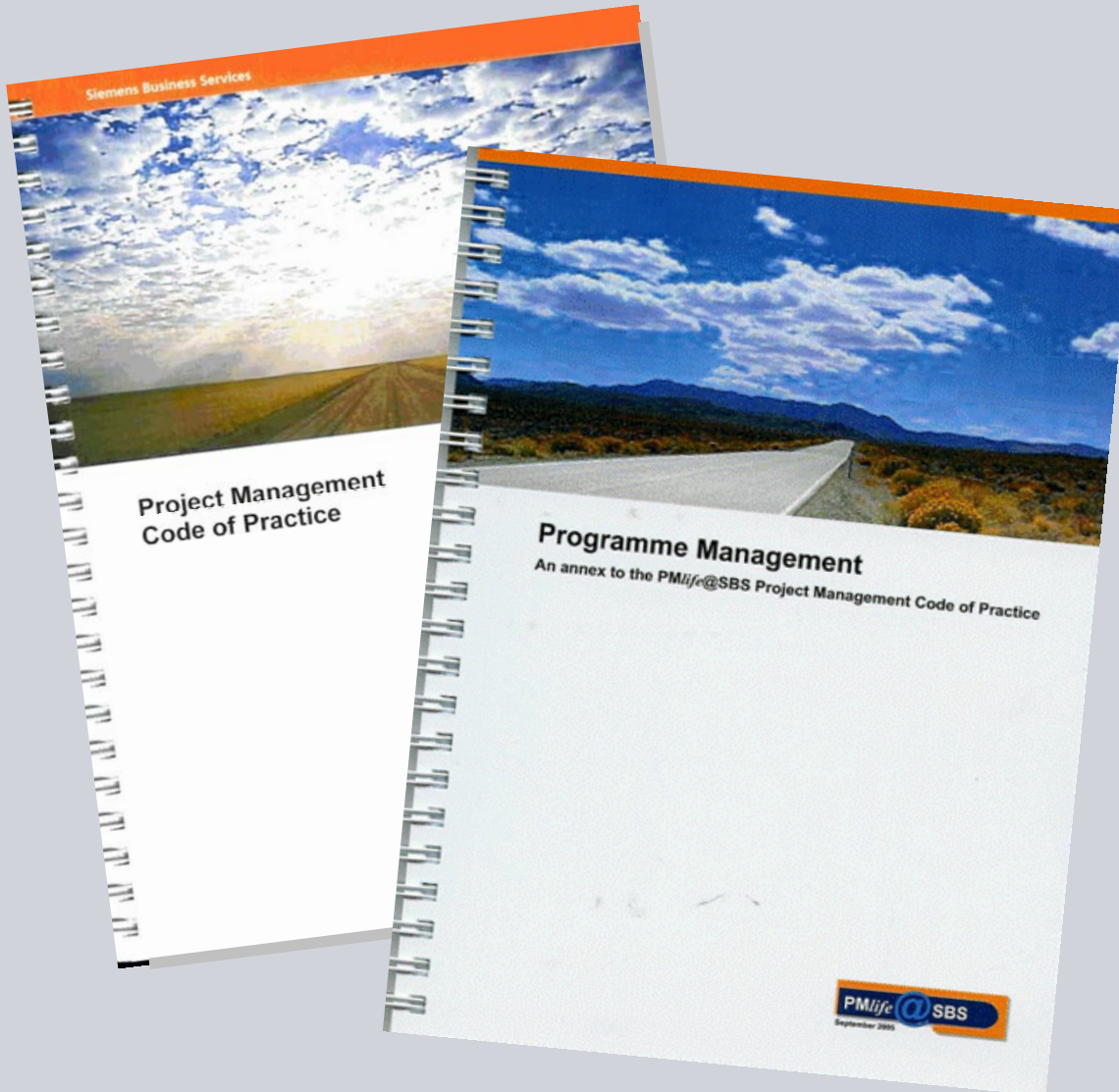
Components of Performance Change



Project Management Code of Practice



PMlife@SBS PM Codes of Practice



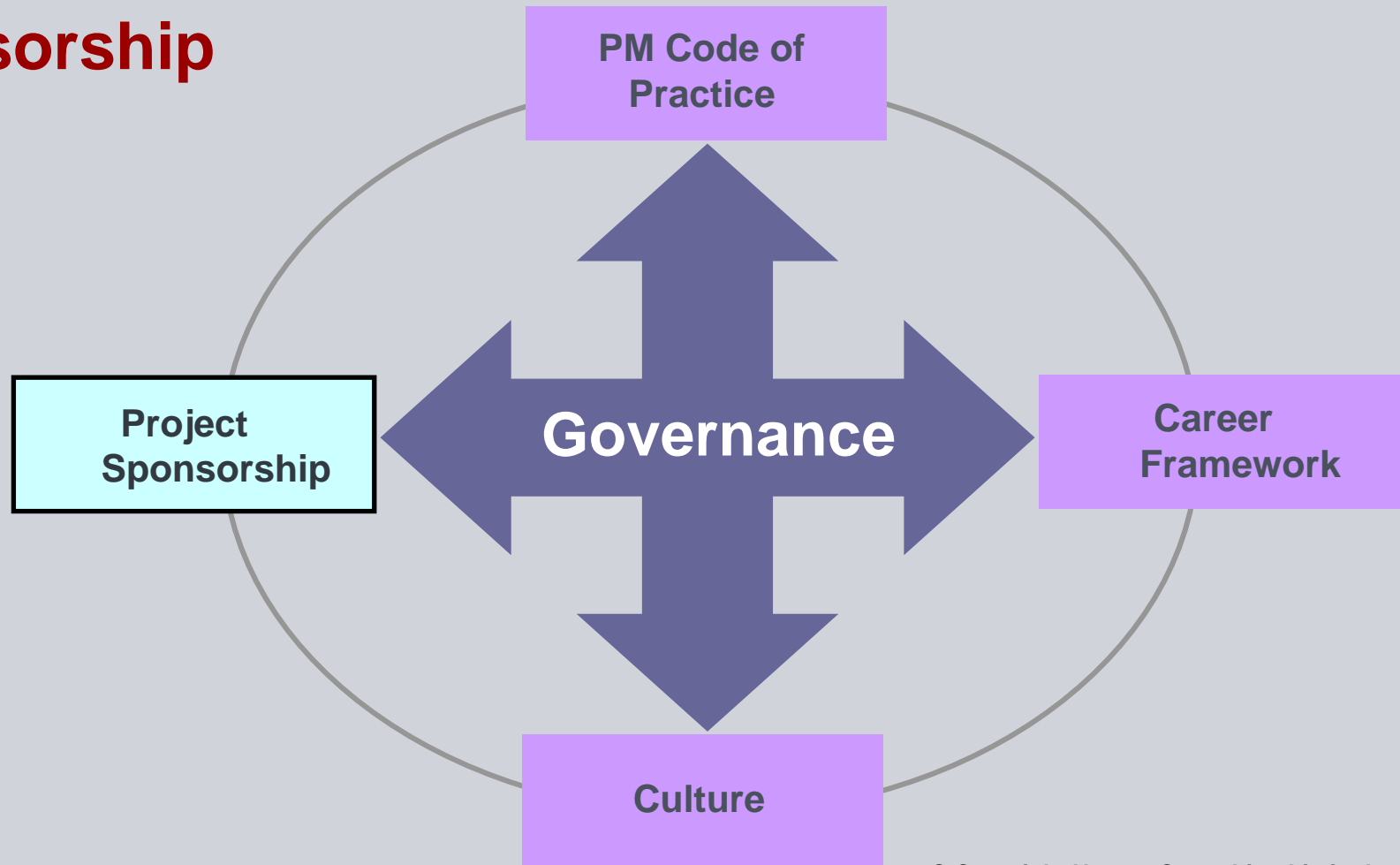
- PM Charter**
- Governance**
- People Interaction**
- Decision Making**

Code of Practice exam
Sales & Project Start Up
Organisation & governance
Stakeholder analysis & management
Building & leading project teams
Risk, opportunity & issue management
Supplier & customer management
Business Case & financial performance
Conflict management

..followed by 1500 word written assignment

**ILM
accredited**

Project Sponsorship



“Ultimately accountable for project success”

Actions

- appoints and supports the Project Manager**
- provides Business Case**
- resolves escalated issues**
- engages Customer**
- provides Leadership**

Fosters the environment for success

- Siemens authorised representative**
- coaches the project**
- takes responsibility for important decisions**
- engages participating organisations**

Projects in the organisation
Critical Success Factors
Projects: people and politics
Decision-making
Governance
Role of the Project Sponsor
Leadership
Self-assessment
Governance policy and action

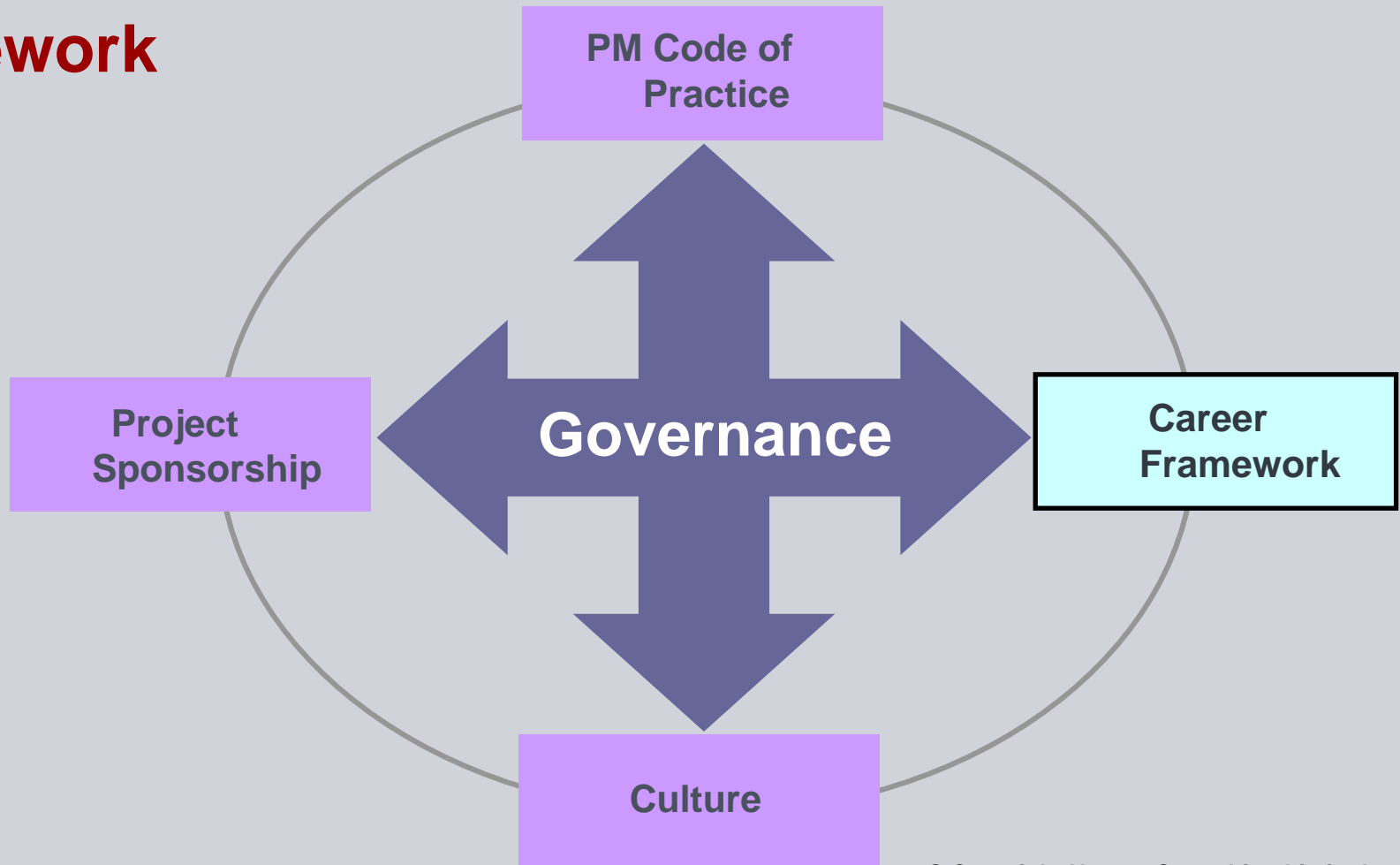
Executives

Country Managers

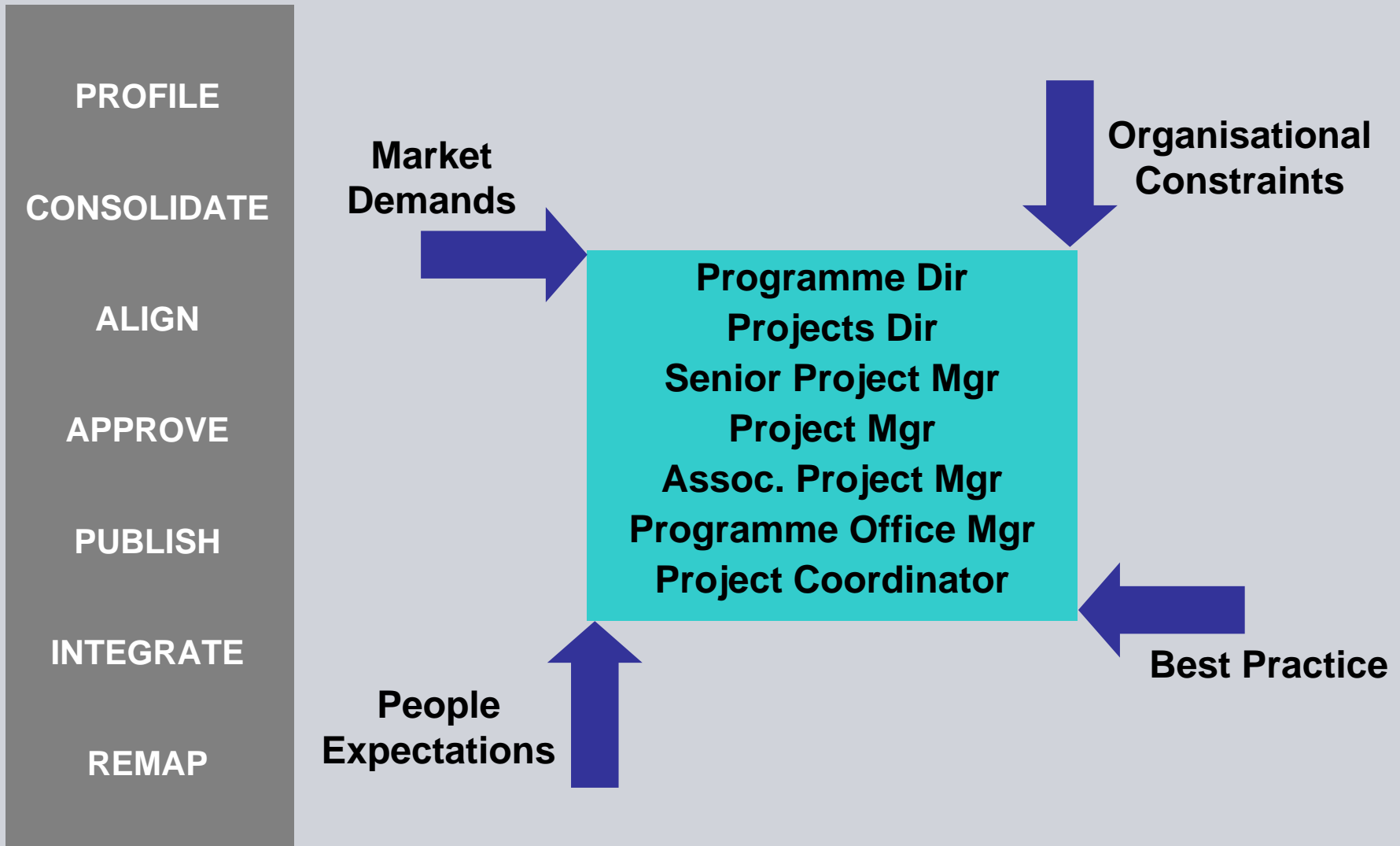
Munich

PM Champions

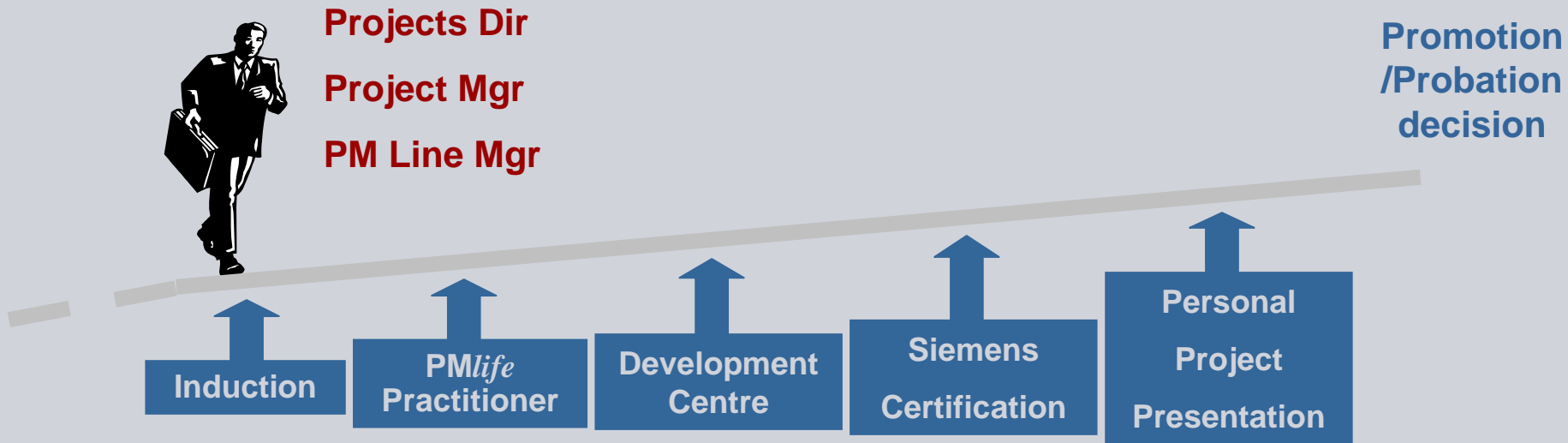
Career Framework



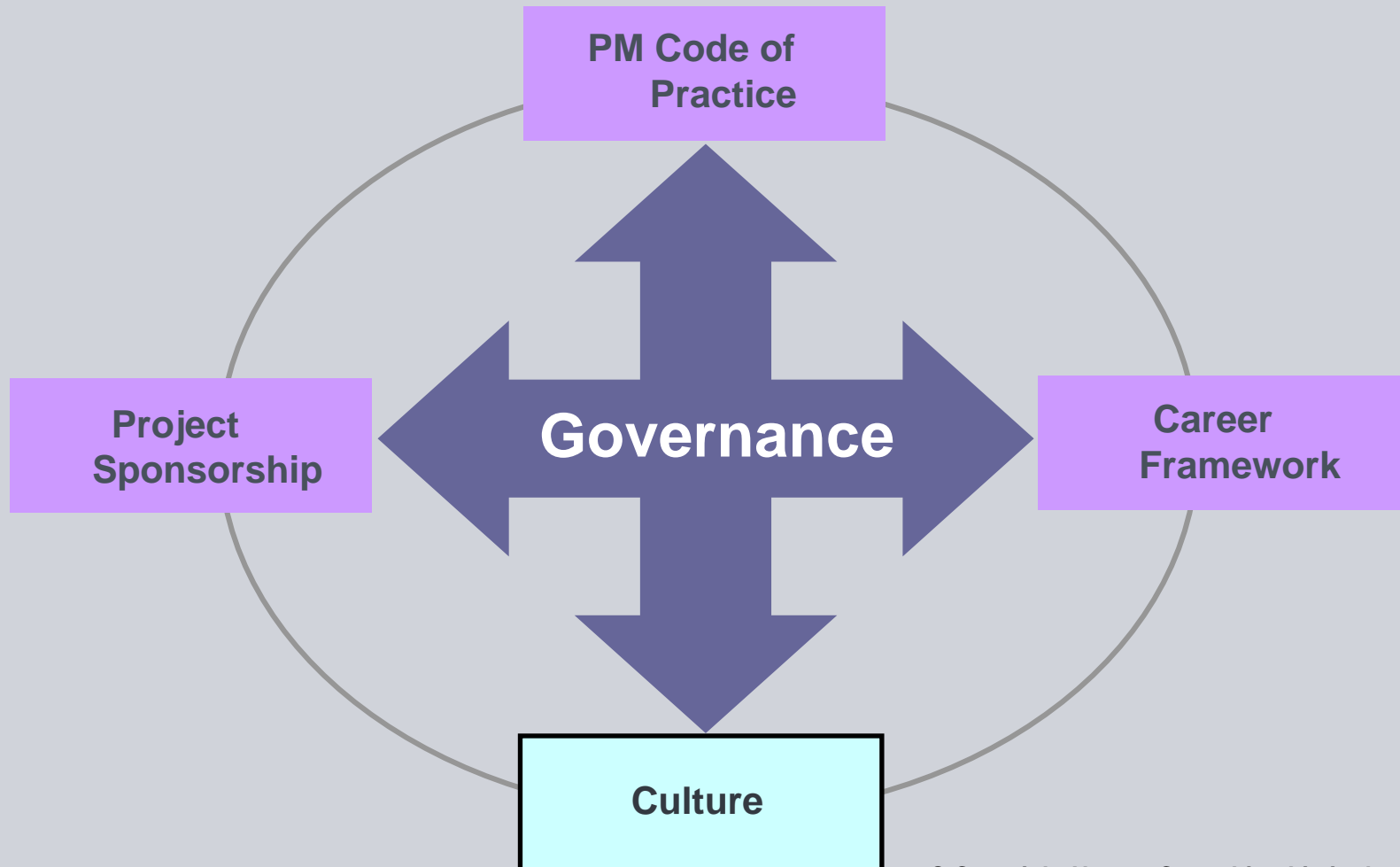
Project Management Job Family

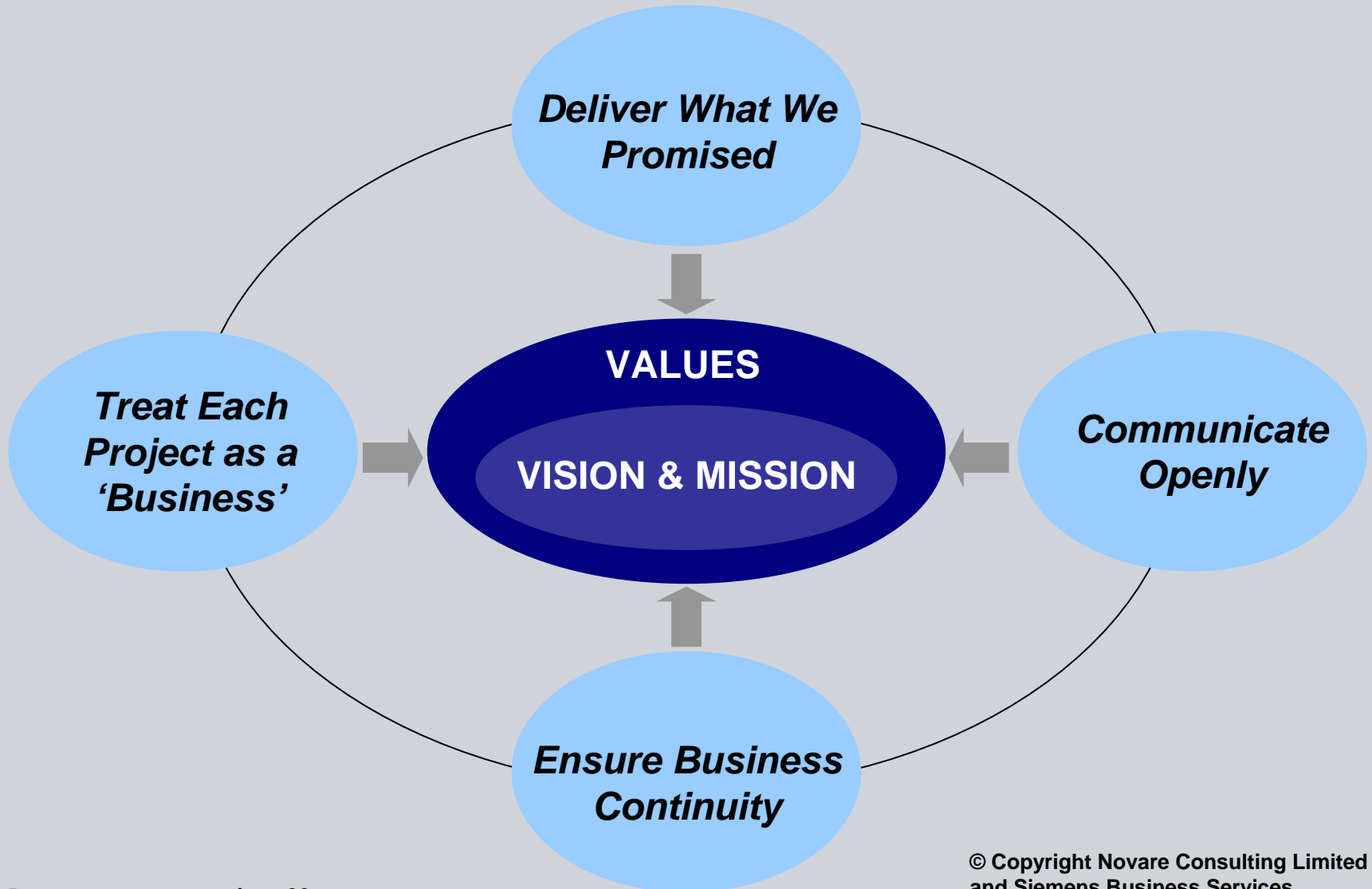


PPM Professional Validation



Culture





Attitudes & Behaviours Drives Performance

PASSION FOR PERFORMANCE & PEOPLE

DRIVE TO ACHIEVE RESULTS

INSPIRES PEOPLE TO PERFORM

ANALYTICAL THINKING

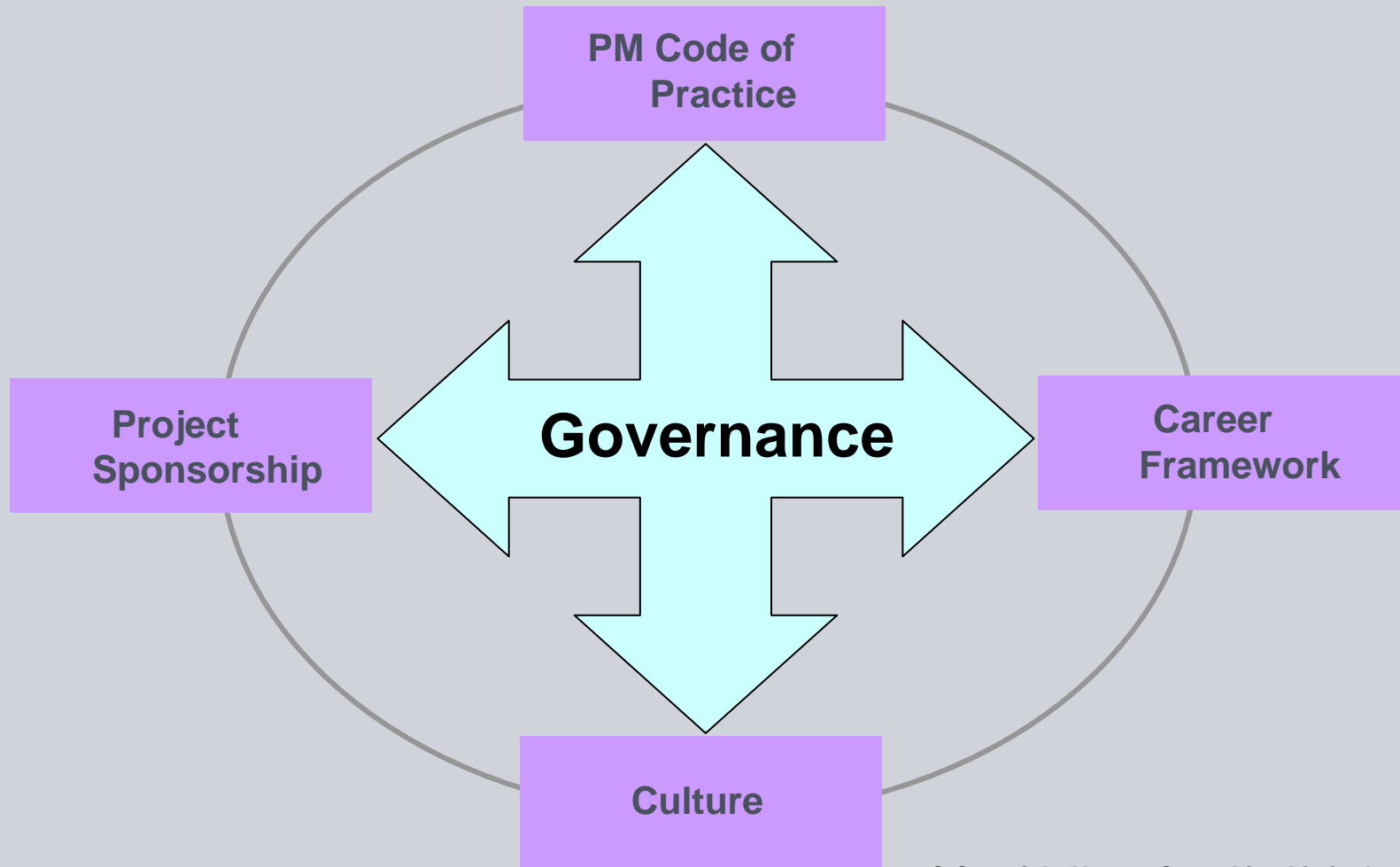
INFLUENCES OTHERS

PASSION FOR DEVELOPING TALENT

PROMOTES & EMBRACES CHANGE

LEVERAGES RELATIONSHIPS

Governance



How projects are selected, directed and prioritised

How control and authority over projects operates

Manage risk and opportunities

Align with Siemens objectives and policy

Monitor performance

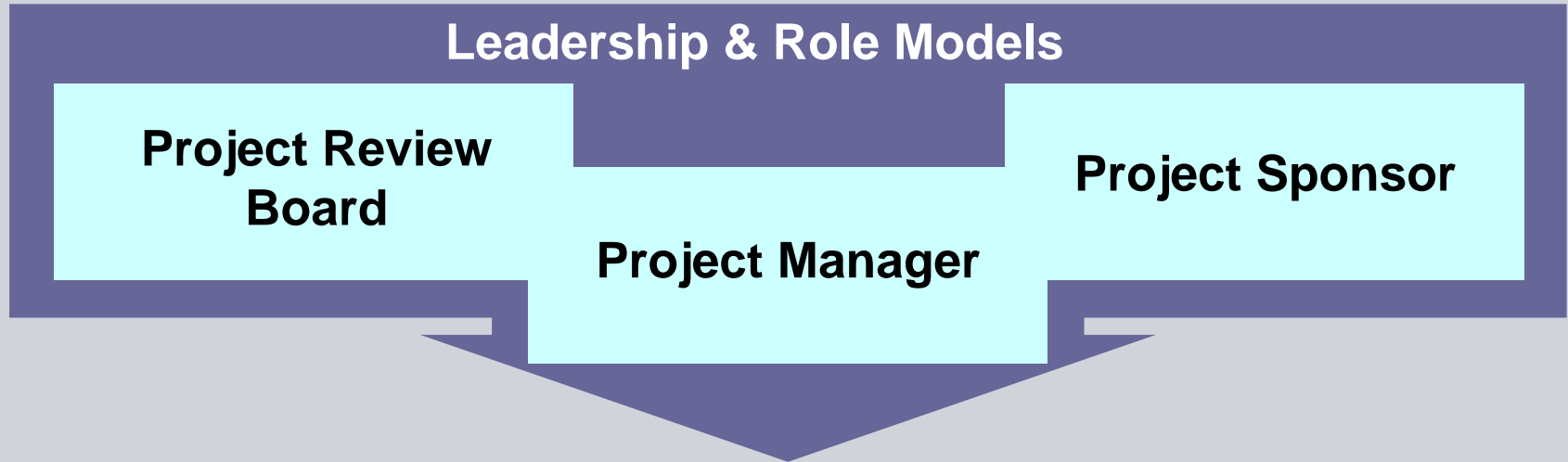
Integrate the organisation

Manage escalations and problems

Disseminate knowledge

Promote attitudes and behaviours

Continually improve PM practices

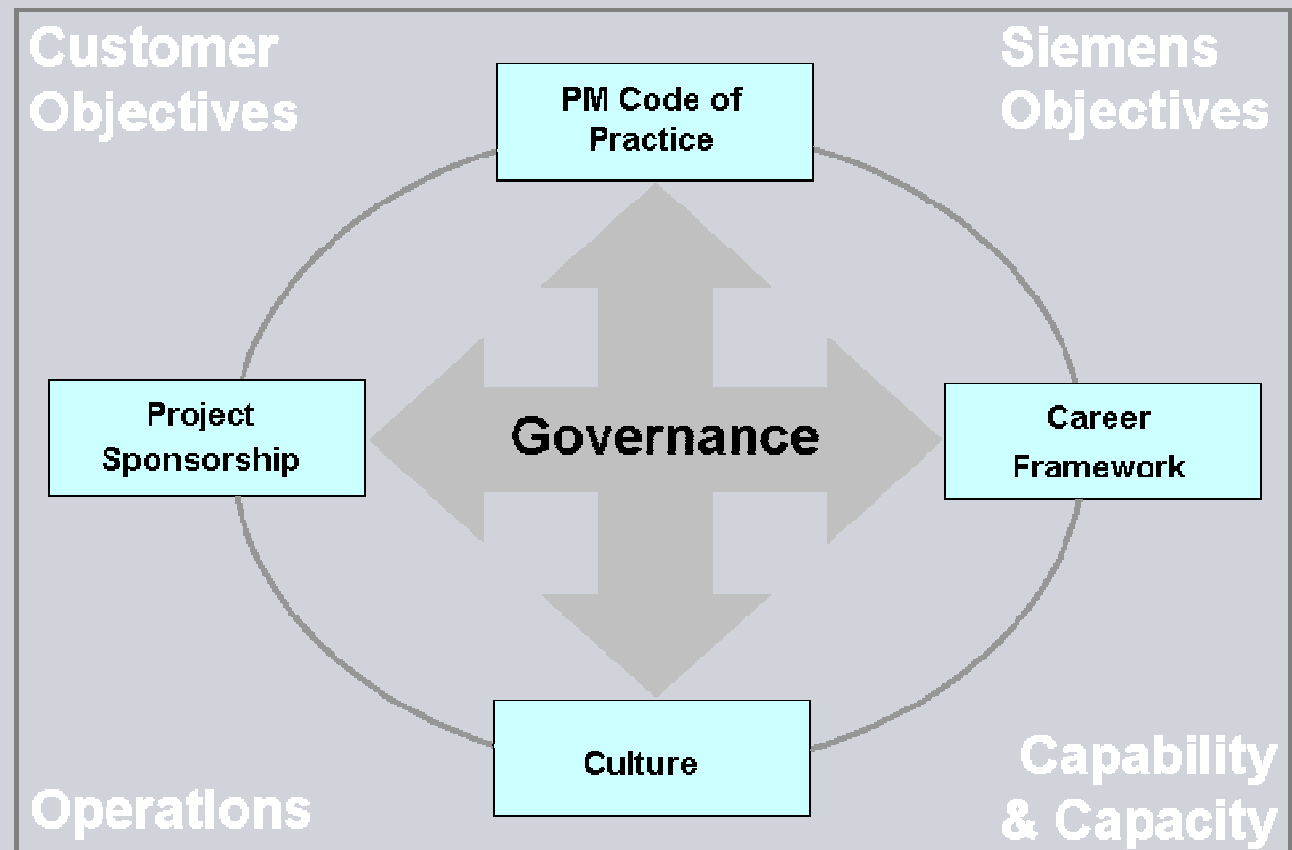


**“We are passionate about delivering Customer satisfaction
We integrate organisations to ensure project success and
profitability**

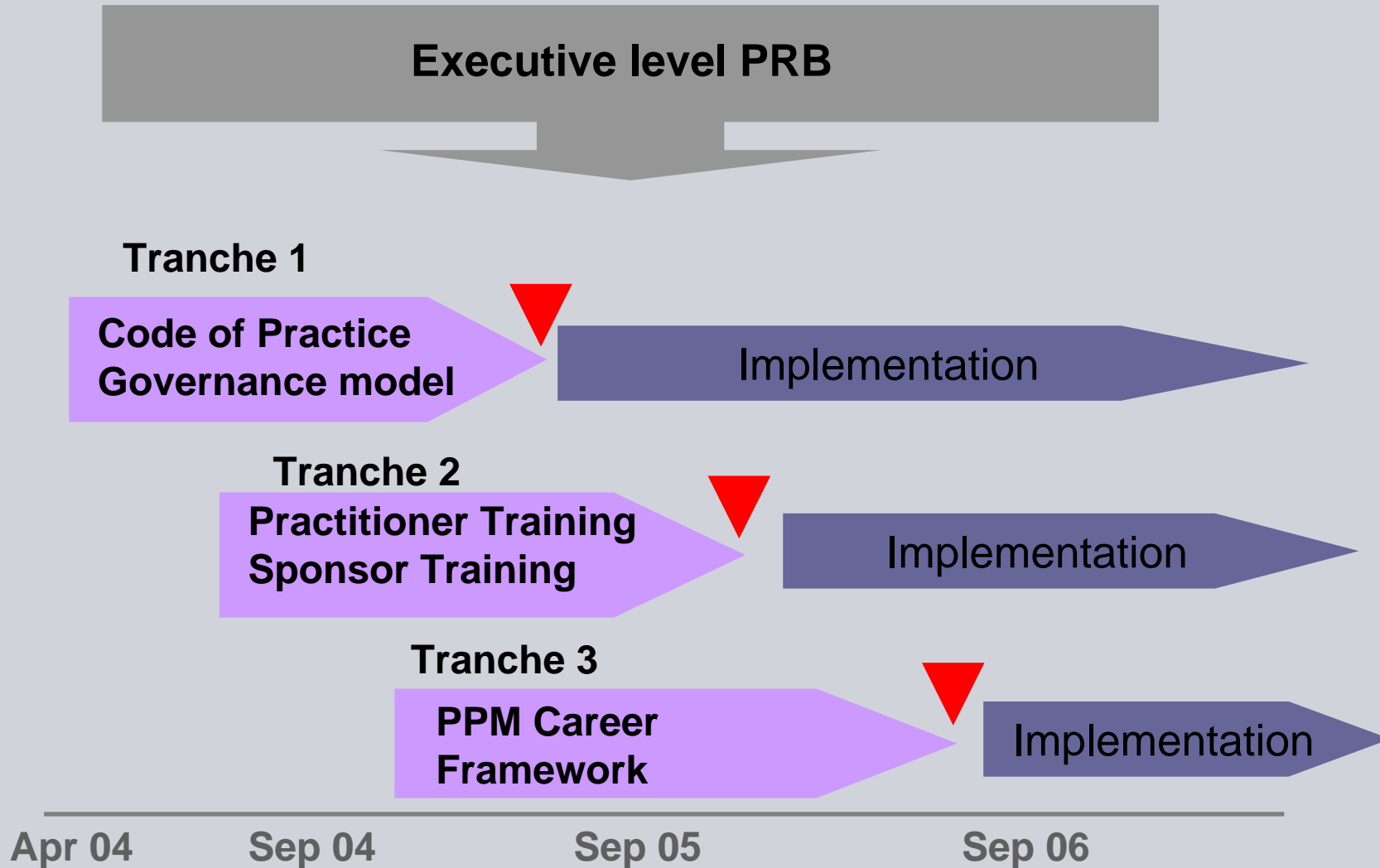
**We promote the use of PM*life* and learn from the best in industry
We proactively protect and support our colleagues and Siemens
We are intolerant of under performance and poor quality**

We provide an environment for the best people to succeed”

Delivering Performance Improvement



Manage as a Change Programme



Benefits of Our Approach

- ✓ **Driven by Customer satisfaction and commercial success**
- ✓ **Targets attitudes and behaviours of PM practitioners**
- ✓ **Activates Project Sponsors and Project Review Boards**
- ✓ **Core governance mechanisms drive performance improvement**
- ✓ **PM best practice made relevant and attractive**
- ✓ **Appropriate use of specialist consultants and trainers**

Questions

