



Overview

No project is faultless! Difficulties and delays occur regularly because of incorrect milestone predictions, budget allocations, schedule delays, resource sourcing problems, new technology demands, additional business requirements unanticipated during initial planning and changes in project missions and goals.

Management dislikes surprises and any of above situations can cause stoppages and failures during the project life. The key to avoiding the "impending project doom" scenario is ongoing project monitoring so as to pro-actively uncover and mitigate show-stopping problems and risks. An important component of this assessment process is the knowhow and insights of the project management team.

Today, organizations are increasing the number of complex and critical projects without the requisite project management skills and knowledge. A solution for companies with inadequate PM resources is to engage external consultants to mentor their employees in the critical skills and techniques required for successful project management.

PM Mentoring is a way in which an organization can immediately benefit from the practical and real world knows how and insights of an experienced mentor. It is mind-opening, not instructional exercise.

PM Mentoring is a very effective technique for training talented people who have project management roles and responsibilities but have not yet obtained ample experience of the complexities of different project situations. It can also be highly beneficial to experienced project managers who appreciate the usefulness of talking through current and potential issues and risks with an experienced PM mentor.

Client Requests

From time to time our clients request that we mentor their managers, teams and even executives. This process has proven effective as follow-on to a completed project, during transition periods, after training, when ramping up a new project and during a project rescue effort for a failed project.

TKCI Approach

TKCI has developed a well thought-out and practical PM Mentoring Framework that provides both the TKCI mentor and participant(s) with a set of structured ground rules and accountability standards within a collaborative environment. The mentoring is available as an adjunct to a current or planned corporate project or within training and learning environment.

Prior to beginning any mentoring engagement, there is an initial session where the TKCI mentor identifies the objectives with the participant(s) and then aligns and assesses their current skill and knowledge sets for competency gaps. In this session, the participant(s) and the TKCI mentor also have an opportunity to discuss the current project structure and plan and jointly confirm its correctness or collaborate on crafting an achievable action plan.

TKCI provides mentoring on a team or one-on-one basis. Individual requirements vary greatly, depending on the scope and approach of a project and the skills and experience of the project manager being mentored.

The Bottom Line

TKCI offers a fresh perspective and structured framework to help break-through project barriers and create increased value for all stakeholders.

Key benefits realized from the use of the TKCI Mentoring service include:

- Help to broaden perspectives; "out-of-box" thinking of the project management team
- Provide extra hands for project in crises mode
- Provide a sounding board for ideas on project problems and risks
- Help to walk-through scenarios, identify missed opportunities, hone action plans
- Support overall confidence enhancement