



metapm

MetaPM Case Study

PM Competency Assessment – Utilities

The Challenge

A major power utility was developing an organisation wide competency framework and needed expertise to create a robust PM assessment framework that would:

- integrate with existing talent management systems
- support personal development planning and
- be available for the start of year staff development planning processes.

In designing the framework, several issues specific to project roles were identified, including:

- disengagement by project staff due to lack of career path clarity
- recognition of project management roles had commonality regardless of function or product stream, and
- lack of transparency, consistency of performance and development management leading to potential biases that erode confidence in the review process

MetaPM's Approach

MetaPM worked with HR, Organisational Change Management and an HR system vendor to ensure the delivery of a comprehensive framework integrated into existing HR standards and frameworks. MetaPM was embedded into the client PMO and involved client staff to facilitate knowledge transfer and ownership of the outputs. A calibration guide was included to ensure consistency between managers, across departments and business units.

MetaPM developed used global standards and best practice to develop a core set of standard competencies for all program & project management roles aligned to the AIPM RegPM standards.

The Results

MetaPM delivered, to schedule, a comprehensive framework for ongoing assessment and analysis of project management competencies. This provided a sound basis for:

- standardised assessment and learning pathway development practices
- guiding creation of personal development plans with input to KRAs, and
- a readiness assessment for staff prior to starting the AIPM certification process.

Through extensive knowledge transfer to key stakeholders and active engagement, the client was setup to embed and extend the framework over time.