

CURRENT TRENDS IN PROJECT MANAGEMENT

Project Chat 2024

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AGENDA

- Hybrid methodologies and how they are changing how we plan, manage and deliver projects
- The challenges of having 5 different generations in the workforce at the same time
- The effects of workplace flexibility in successfully delivering project outcomes
- How Big Data will transform the way projects are managed in the future

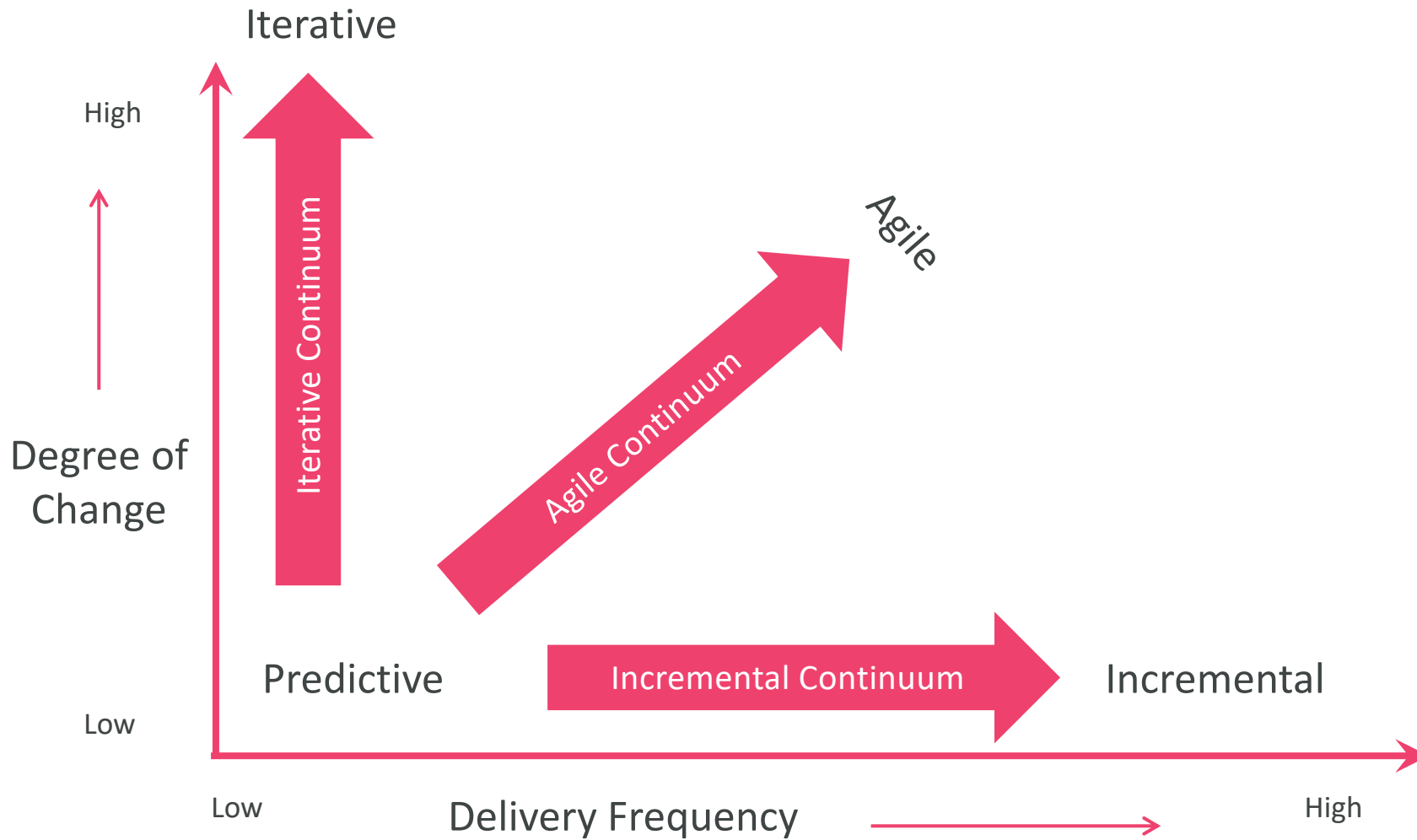
Hybrid Methodologies

HYBRID METHODOLOGIES

Key characteristics of the key project lifecycles

Approach	Requirements	Activities	Delivery	Goal
Predictive	Fixed	Performed once for the entire project	Single Delivery	Manage Cost
Iterative	Dynamic	Repeated until correct	Single Delivery	Correctness of Solution
Incremental	Dynamic	Performed once for a given increment	Frequent smaller deliveries	Speed
Agile	Dynamic	Repeated until correct	Frequent small deliveries	Customer value via feedback

HYBRID METHODOLOGIES



HYBRID METHODOLOGIES

Hybrid project management blends elements from different project management frameworks and methodologies to create an approach that is appropriate for the specific project needs

Identify and evaluate

- Organisational and customer needs
- Project size and complexity
- Team composition and dynamics

Define suitable processes, systems, people and tools to succeed

HYBRID METHODOLOGIES

Benefits

- Allows for structured waterfall approaches, incorporating the flexibility and responsiveness of agile practices, leveraging the best of both
- Builds trust with team and customer
- Supports critical documentation or products that require more rigor and conformance than full agile
- Can be used to transition to full agile over time






Challenges

- Determining the 'right' approach for each project
- Building cross team collaboration
- Lack of buy-in to different 'ways of working' and decision paralysis due to compromises
- Skills development for the teams
- Selecting the right tools and techniques



Generational Challenges

GENERATIONAL CHALLENGES

Traditional (2%)	Baby Boomer (25%)	Generation X (33%)	Millennial (35%)	Generation Z (5%)
DOB 1925 – 1945	DOB 1946 – 1964	DOB 1965 – 1980	DOB 1981 – 2000	DOB 2001-2020
<ul style="list-style-type: none"> • Comms: Personal, handwritten, phone calls • Values hierarchy, loyalty, respect and discipline • Needs: Structure, personal touch 	<ul style="list-style-type: none"> • Comms: Face to face, phone calls • Values hard work, dedication, goal centric, competitive • Needs: respect and purpose 	<ul style="list-style-type: none"> • Comms: Email, IM, text, • Values competence over rank, sceptical of authority, • Needs: autonomy and independence 	<ul style="list-style-type: none"> • Comms: IM, text, email, social media • Values teamwork, recognised for their work achievements • Needs: recognition, work/life balance 	<ul style="list-style-type: none"> • Comms: Social media, IM, text • Values authenticity, and social impact of their work • Needs: collaboration and transparency
				

GENERATIONAL CHALLENGES

Leadership needs to adapt to support each of the generations in the workplace together - identify and breakdown stereotypes

Effective communication styles vary with generations, find common ground

Mentoring is a two-way street and bridges the generational gaps

Embrace workplace and workstyle flexibility

GENERATIONAL CHALLENGES

Benefits

- Great diversity of thoughts and ideas
- Innovative solutions to problems
- Knowledge transfer and retention
- Company resilience

Challenges

- Communication styles and preferences
- Trust and respect across the generations
- Varied values and needs
- Perception of stereotypes and expectations



Workplace Flexibility

WORKPLACE FLEXIBILITY

Flexibility - not just about working from home

- Can be working remotely from office, home, another location, or a hybrid of any of these
- Can be a condensed or expanded work week
- Can be job sharing or splitting
- Can be whatever works for BOTH the employee, the organisation, and the Project

WORKPLACE FLEXIBILITY

- Project management has always had a degree of flexibility
- Embrace the technology - Communication, Communication, Communication
- Organisational, project and team culture drives success

WORKPLACE FLEXIBILITY

Benefits

- Attract and retain the best talent
- Work/life balance
- Employee customisable working setup
- Better gender diversity in the workplace
- Support neurodiverse and disabled employees

Challenges

- Lack of networking opportunities
- Mentoring of 'new' team members
- Productivity challenges
- Specialised equipment,
- Physical deliverables
- Proximity bias



Big Data in Project Management

BIG DATA

Big Data analytics involves the process of examining large and complex datasets to uncover hidden patterns, correlations, and insights

Five Vs of Big Data

- Volume - The amount of data generated
- Velocity - The speed at which data is generated, collected and analysed
- Variety - The different types of structured, semi-structured and unstructured data
- Value - The ability to turn data into useful insights
- Veracity - Trustworthiness in terms of quality and accuracy

BIG DATA

A 'game changer' for many industries and businesses

Experience and intuition is augmented and strengthened by data driven analysis not replaced

Moving from descriptive and diagnostic to predictive and prescriptive

How big is big?

People, process, technology

BIG DATA

Benefits

- Realtime analytics and decision making
- Predictive and prescriptive analytics for risk management
- Personalised project management dashboards, reporting, collaboration
- Essential for effective Project Portfolio Management

Challenges

- Ensuring the right data at the right time to solve the right problem
- Data storage and processing
- Data quality, security and privacy
- Organisational culture, skills and experience



Thank you