OCTOBER 2021, ISSUE 4

PMO NEWS

Monthly E-Newsletter for PMOs by pyozirvesi.com

Turkey's PMO Summit

Mustafa Hafizoglu - Guest Editor

The third PMO Summit-Turkey was held online on 24-25 September 2021 with 7 speakers and over 60 PMO leaders and professionals.
This year's summit focused on "Value Creating PMOs".

PMO leaders not only listened but also interacted with 3 international speakers, and had a chance to learn from the experiences of two distinguished PMOs, and experienced a live demo of OPTiiM's Aangine product for PMOs.

More details are on pages 2 & 3.

DISTINGUISHED ARTICLE OF THIS MONTH:

KNOWLEDGE MANAGEMENT'S CALL-TO-ACTION IN THE KNOWLEDGE AGE

Douglas Weidner

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PMO SUMMIT ACADEMY

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2 MINS READINGS

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SELECTED READING OF THIS MONTH:

"THIS IS NOT MY JOB!", REPLIED THE PMO MANAGER

Dr. Saadi Adra

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PMO SUMMIT 2021

SPEAKERS

Dr. Saadi Adra
ADVISORS Founder & CEO

Richard Maltzman
Master Lecturer at Boston University

Demet Yılmaz Asar
IT Governance, Architecture & PMO Group Coordinator, SOCAR Türkiye

Eren Özdemir
DA Value Stream Consultant | SAFe Program Consultant

Özkan Öncü
Senior Project Portfolio Manager
KKB (Kredi Kayıt Bürosu)

Hakan Turgut
Chairman, OPTiiM

Hilal Ölmez
Aangine Consultant,
OPTiiM

Deena Gordon Parla
Strategy Execution /
PPM Consultant, Trainer,
PMI Global Board Member (2013-2015)

PMO SUMMIT

WITH NUMBERS

#OF ATTENDEES
60

 # OF COMPANIES
27

 # OF SECTORS
13

 # OF PMO HEADS
12

PMO SUMMIT 2021 by pyozirvesi.com

TAKE-AWAYS

During the closing session, the following take-aways are expressed by the attendees:

1. Communicate Value
2. PMOs have longevity, we will be there in the future
3. PMOs must be adaptable to their organization's culture
4. Assess the needs, stakeholders, environment for establishing a PMO
5. Identify and focus on the Value Stream
6. Identify action
7. Transformation requires sponsorship from top leaders
8. Don't start your agile transformation without a PMO
9. PMO is a critical agent of corporate strategy and BRM
10. Strategy Execution is crucial for Digital Transformation
11. Talking about value streams and hear real life best practices about portfolio management are my key take aways

PMO SUMMIT ACADEMY presents unique tranings

Online interactive courses for PMOs and Professionals in Turkish and in English.

You may register at www.pyozirvesi.com

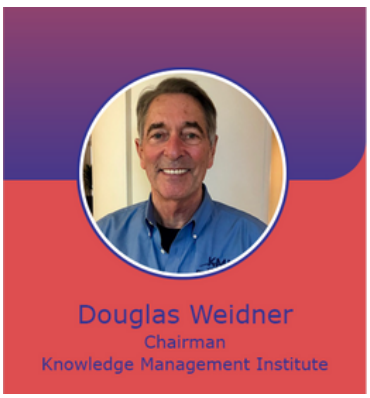
Knowledge Management's Call-to-Action in the Knowledge Age Disruptions are accelerating – Transform or Atrophy (Deteriorate)

by Douglas Weidner, Chairman, KMI

“In the last 10,000 years, the world has passed thru a number of fundamental,episodic changes that have greatly affected human occupations. These major disruptions are accelerating and as with any evolutionary change, you must either adapt or else begin to stagnate toward eventual extinction as a viable organization.

Consider the convergence of these two phenomena, especially the implications for your own organization’s performance, health and sustainability.

1. Ages. These macro-level, episodic changes in human occupations have cycled through the well-known ages -- from hunter-gatherers, to the Agrarian, Industrial and more recent Info Ages – from muscle, energy and computer power to the Knowledge Age, where Knowledge is Power!



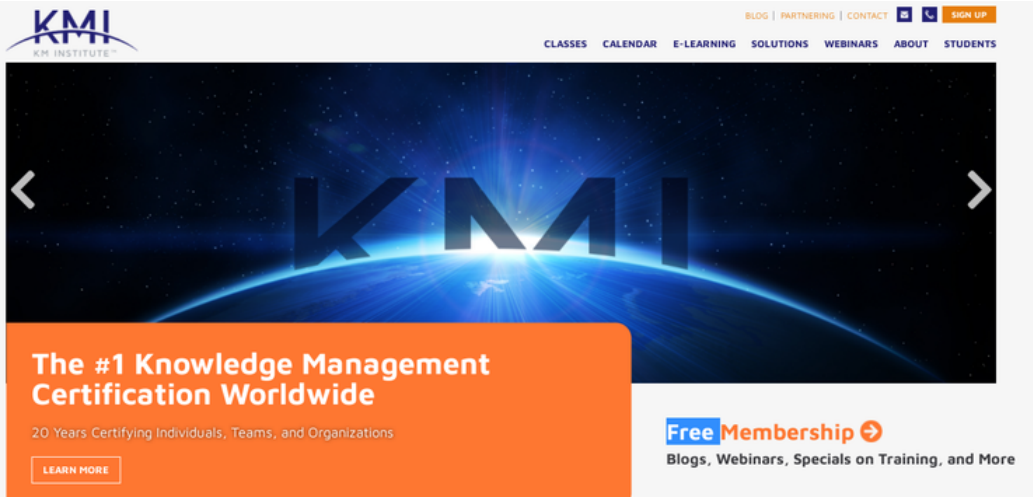
2. Pace of Change. Consider also the accelerating pace and the tangible impact that increasing technological disruptions have had. In the year 2000, the average age of the traditionally largest organizations (Exxon, General Electric, etc.), was over 100 years old. By 2020, the average age was about 30 years old (Amazon, Apple, Facebook, etc.). Possibly even more relevant, the Standard and Poor's 500 had a turnover of about 50% from 2000 to 2020 – only half of those organizations listed in 2000 were still listed in 2020.

In the Knowledge Age, robots, drones and artificial intelligence and increasingly accelerating changes of all types, will rapidly replace many existing human occupations and substantially alter the rest."

In the face of this compelling 'Call-to-Action' you have clear strategic choices. Fundamentally, you can ignore any such situational awareness, despite the pealing of alarm bells. This action seems reasonably justified if are doing quite well, especially if you have been doing so for a long period of time, even despite the alarming facts about declining organizational sustainability.

Or, you can seriously analyze these accelerating disruptive technology changes, their likely impact on human occupations, and especially on your own products and existing workforce sustainability. Any such serious evaluation will no doubt conclude you must do something, not necessarily what, but certainly that you must do something.

As you analyze the present situation, you are taking the first step to overcome complacency; you will no doubt conclude that you must act now! Also, you will uncover some evidence as to what you must do. Those hints will point towards the increasingly knowledge Age mantra, 'Knowledge is Power! And, the discipline of Knowledge Management (KM).



Possibly the easiest way to fully understand KM is to think of two axes: Training vs. Learning and KM as an IT System vs. KM as a Transformation.

1. Training vs. Learning. KM's ultimate objective is to "Create a Learning Organization." A Learning Organization rethinks learning. It of course optimizes traditional training -- technology and practices, which increase each employee's essential aptitudes (skills and competencies). However, KM focuses on attitudes (an employee's passions and motivations). Modern science has proven that "Attitudes eat aptitudes for breakfast."

So, on this learning axis, KM truly rethinks learning and focuses on diverse, proven learning and knowledge sharing techniques to yield highly engaged Knowledge Workers, who easily outperform today's typical employees.

2. KM as an IT System vs. KM as a Transformation. KM started off as many corporations were digitizing in the early 1990s. The IT power of the Information Age enabled many new system capabilities, such as: centrally-located document/content repositories; 'Yellow Pages' that could morph into 'Expert Locator' systems; and, online chats that could better support sharing and learning among communities of employees with common professional practices: Communities of Practice (CoPs). Early popularity was high, but success was flagging.

So, by the early 2000s, KM experts realized that the Knowledge Age couldn't be optimized by just a few IT systems, but instead an organizational transformation was needed, just as any historian would expect when experiencing a major episodic change. Unfortunately, early transformation attempts were plowing new ground. They had a relatively low success rate, which put a damper on KM as a profession.

KM has matured. Today, you can start off slowly. Test your organization's readiness for change by implementing a few tactical, but tangible 'Quick Win' initiatives. Simultaneously, you can start an awareness campaign. When you are ready to launch a more strategic KM initiative, you can hold a KM Solutions Matrix™ workshop. In it, you can uncover a number of relevant KM APPLICATIONS by discussing typical organizational characteristics or scenarios that might apply to your organization.

Fortunately, all such scenarios have proven KM solutions and training, even certification programs. For example:

Certified Knowledge Manager (CKM)

Welcome to the #1 Certification for Knowledge and Information Managers Worldwide. Virtual Classes are Filling up Now.

CKM

CERTIFIED KNOWLEDGE MANAGER

Organizational Characteristic: Loss of expert knowledge due to retirement, turnover, role changes, or downsizing. Goals: Capture and/or retain expert knowledge, which is being lost due to retirement or high turnover.
KM Solution: Implement the Knowledge Transfer and Retention Program, which has been proven to have an exceptionally high critical knowledge transfer rate compared to traditional Information Age techniques such as exit interviews and even Mentoring.

When ready, if not initially, you can launch your Knowledge Age transformation. At the KM Institute, we have perfected the needed KM PRACTICUM for success as a Certified Knowledge Manager (CKM). These 13 researched-based outcomes are accomplished in class for later implementation in your organization. Each PRACTICUM has published prerequisites about what needs to be done and why and clear instructions about what is to be done. Then the results are discussed and even School Solutions provided, when actual results fall short of expectations.
Each student scores their ability to accomplish each task back on-the-job.
Here are criteria:

Certified Knowledge Manager Virtual Class
For Turkey (and Beyond), December 20-24, GMT+3

Now Delivered in Turkish, as part of KMI's New HYBRID CKM Learning™

CKM
CERTIFIED KNOWLEDGE MANAGER

3. I now understand this critical KM skill/competency, but would not attempt to, or be able to fully demonstrate this competency, without much additional study.
4. I am now reasonably confident of my own ability (skill/competency mastery) to put this KM competency into practice, with some additional study and/or review of my workshop materials and personal notes.
5. I am now very confident of my own ability (skill/competency mastery) to put this KM competency into practice, by applying what I have already learned, including leveraging my workshop materials and personal notes.

When the KM PRACTICUM was initiated in 2020, average scores were in the 3.5 range but had climbed to about 4.0 to 4.25 by mid-2021. With the implementation of the new CKM-V7.1 in 2022, we expect scores to attain the desired 4.25 – 4.75 range. That range indicates the student is between reasonably confident to very confident of their own ability to apply that competency.

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CKM
CERTIFIED KNOWLEDGE MANAGER

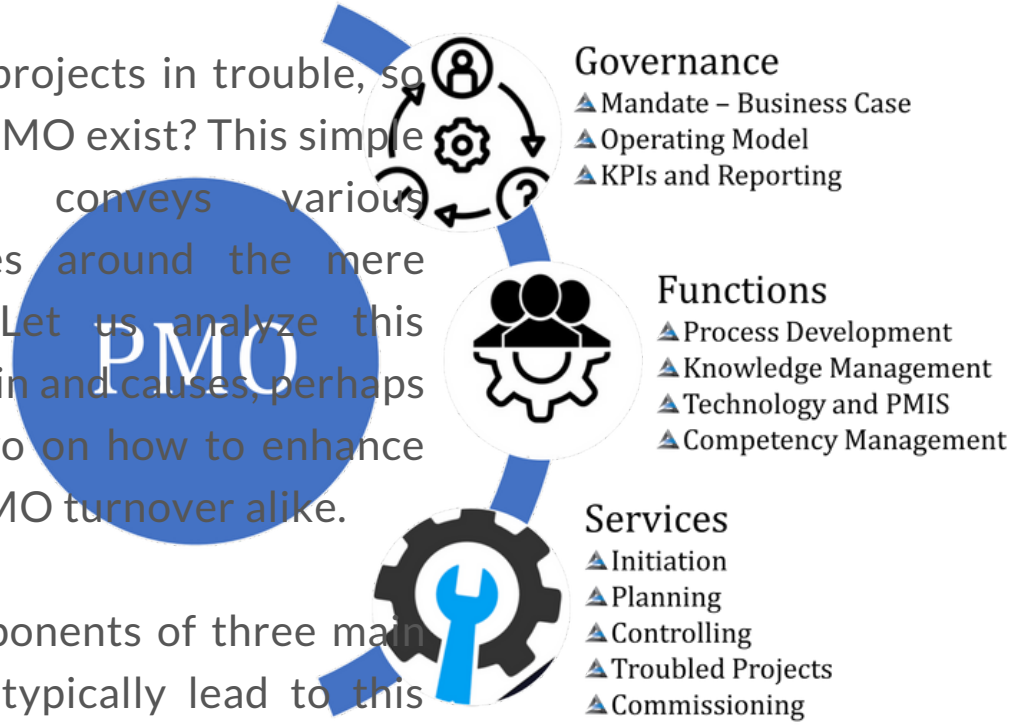
Selected Reading for This Month:

"This is not my Job!", replied the PMO Manager

by Dr. Saadi Adra

https://www.linkedin.com/pulse/my-job-replied-pmo-manager-dr-saadi-adra/

How often do project managers face troubles on their projects and seek help from their company's PMO manager? and how many times do they get blocked by the contagious NOT ME syndrome? (Focus here is on execution PMO, not Strategic)



If it ain't your job to help projects in trouble, so why in the world does the PMO exist? This simple and common conflict conveys various misconceptions and issues around the mere existence of the PMO. Let us analyze this syndrome and track its origin and causes, perhaps we can learn a thing or two on how to enhance both project success and PMO turnover alike.

I can spot six missing components of three main PMO categories that can typically lead to this situation:

1. Business Governance | Business Mandate or Operating Model ambiguity
2. Functions | Competency or Knowledge Management missing functions
3. Services | Lack of either Controlling or Managing Troubled Project services

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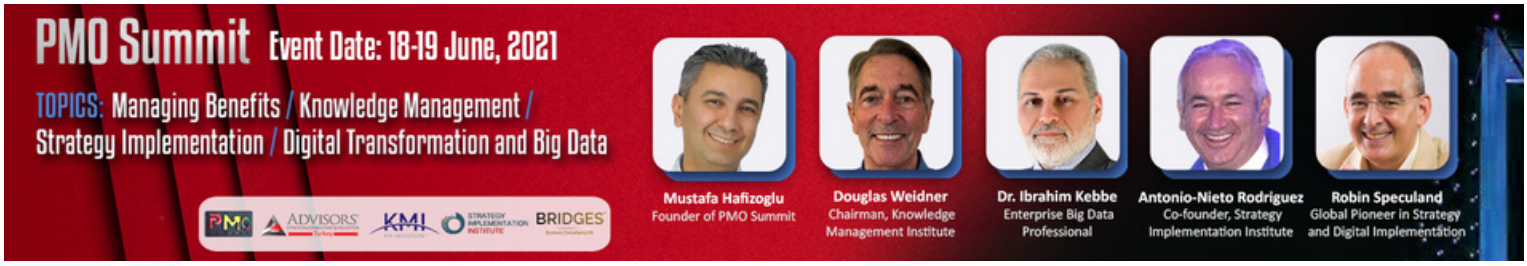
Read the full article at https://www.linkedin.com/pulse/my-job-replied-pmo-manager-dr-saadi-adra/



2 min reading:

Highlights from PMO Summit-June 21

by Mustafa Hafizoglu, PMP

https://www.pyozirvesi.com/post/highlights-from-pmo-summit

2 min reading:

Organizational structure as a project and program success enabler/disabler

by Mustafa Hafizoglu, PMP

https://www.pmworld360.com/blog/2021/09/23/organizational-structure-as-a-projects-and-programs-success-enabler-disabler/