

GDPM Development Framework Overview

Introduction

At *Fast Forward Project Management LLP* we recognise that you need to maximise the return on investment in your peoples training. This not only means raising their awareness and their project management capabilities in **Goal Directed Project Management** but requires embedding the learning and use of the GDPM techniques in their daily work following attendance on our courses.

Fast Forward PM can assist your organisation set up your own internal development framework which allows your people to reach true Goal Directed Project Management (GDPM) Licensed Practitioner, Coach or Tutor status – using their own projects for evidence based assessment. This core team can then be used to help others to establish their projects, provide coaching support and train others in the approach and provide your organisation with the skills needed to support and sustain your strategic changes.

So what is the benefit for the individuals? They gain additional skills which will make them more marketable. Being a Licensed Coach or Tutor provides them with increased visibility through working on multiple projects in your organisation or leading training courses, increasing their cross functional working and improving their presentation and facilitation skills.

Development Framework Stages

The key licensed framework stages are summarised below:

Foundation:	Individuals have attended our GDPM based Project Management Workshop – 2-day or the GDPM based Plan 2 Succeed Workshop – 2-day* and have the GDPM Attendance Certificate. They have an awareness of the GDPM approach and have used it in a safe, simulated course environment.
Licensed Practitioner:	Have attended our GDPM based Project Management Workshop – 2-day or the GDPM based Plan 2 Succeed Workshop 2-day* and can demonstrate that they have managed a project or significant milestone by application of the GDPM approach. Evidence based assessment.
Licensed Coach:	A licensed GDPM Practitioner who can demonstrate they have supported and coached project managers and teams to mobilise and deliver their projects using the GDPM approach. Requires good Presentation Skills and Facilitation Skills. Evidence and observer based assessment.
Licensed Tutor:	An experienced and licensed GDPM Coach, who can demonstrate that they have continued to support and coach project teams using the GDPM approach and additionally will have planned, prepared and delivered all elements of our GDPM based Project Management Workshop - 2-day or the 2-day GDPM based Plan 2 Succeed Workshop*. Evidence and observer based assessment.

While not mandatory, experience has shown that individuals who have a background in project management – project & programme managers, delivery managers, project teams and project support office people - will benefit the most from this licensing approach. Individuals need to be self-confident, motivated and good communicators.

Development Action Plans

We can work with individuals to build their personal development plan and provide coaching and mentoring support to help them achieve their chosen level of licensing. These can be standalone, continuing professional development plans or incorporated into your organisations performance management system.

Note: *The *Fast Forward PM* 2-day GDPM based Project Management Workshop or the 2-day GDPM based Plan 2 Succeed Workshop are highly interactive and practical Project Management training workshops where up to 16 individuals learn to use the light touch and non-bureaucratic GDPM tools and techniques.

Development Framework Process

1. Sponsor Review

The first step in providing a bespoke licensing solution for your organisation is for us to review requirements with your organisational sponsor and agree our level of engagement.

We offer a free ½ day review with the organisational sponsor(s) to understand your organisational needs, discuss our product & services, agree the licensing approach to be taken and the level of support required from us.

Typically an organisation might run an initial *Fast Forward PM* 2-day GDPM based Project Management Workshop or the 2-day GDPM based Plan 2 Succeed Workshop with up to 16 delegates who they feel would make good practitioners, coaches or tutors. These people become the nucleus of talent, running projects or significant elements of work using the GDPM approach. During this period you might engage the support of our experienced consultants to help design individual personal development plans, mobilise your projects and coach your people as they gain further experience. Running further 2-Day GDPM based project management workshops will provide the opportunity for those wishing to become licensed tutors to practice their skills at the same time as giving the other delegates e.g. your project managers, a great opportunity to use the tools & techniques in a safe, simulated environment. The project managers and teams will use a combination of *Fast Forward PM* and your own coaches to help mobilise and deliver your projects. We will carry out the assessment of individuals to ensure that the GDPM product integrity is maintained and issue personal and auditable certificates to those meeting the criteria.

2. Individual Development Plans

The second step is for your organisation to identify suitable candidates and for us to design and agree a bespoke development action plan for each individual. This typically involves:

½ day pre-development review with each individual and one of our experienced consultants to gain background information, agree the licensing level to be attained and identify any additional development needs. The individual's line manager can also be present if required.

Design, populate and agree an individual's development action plan with their line manager.

We will also provide free virtual support via telephone or email during this period.

3. Coaching and Project Specific Support

Our consultants can provide a range of support during the period including mentoring or coaching of individuals. We can also help your people mobilise their new projects and set up the governance and project control structure around them.

For existing projects we can use our health-check tool to carry out an audit and make recommendations to improve their effectiveness.

4. Assessment Process

The GDPM Practitioner assessment process used by us is to run a full day assessment centre for up to 5 people. This includes a 1 hour interview where each individual being assessed will provide a 5 minute overview presentation of their project / package of work and answer a series of questions by one or two of our consultants which probe the use of the GDPM approach by the individual and supported by project documentation evidence such as scope, objectives and end goal; milestone plan and responsibility matrix; completed milestone definitions; risk / issue management; progress reviews, reporting and use of the project health-check tool.



We will include a standard format feedback report for each person interviewed and each individual that meets the standard will receive a personalised, numbered licensed Practitioner certificate.

With a licensed GDPM Coach or Tutor the assessment is primarily achieved via an on the job review of how the individual performs e.g. in the case of a Coach how they led or facilitated sessions during a GDPM based project launch, mobilisation or similar workshop with our experienced consultants observing or supporting. Additional evidence to show they are still using the GDPM approach as a Practitioner may also be required.

A licensed Tutor is additionally assessed on their knowledge and delivery of the entire *Fast Forward PM* 2-Day GDPM based Project Management workshop modules and exercises. This means that they will need to participate in a number of these workshops (typically 5) with our own licensed Tutors.

The following sections show the pre-requisites and typical set of activities needed to achieve the agreed level of GDPM licensing for each individual. A summary of costs can be found at the end:

GDPM Licensed Practitioner

The pre-requisites for people to achieve licensed GDPM Practitioner status include:

- A background or good knowledge of general project management principles.
- Being confident in front of people, a good communicator and being self motivated.
- A personalised development action plan expressing the commitment of the individual, their line manager and the organisation to support the individual in terms of donating their time and associated budget.
- Individuals will have attended our 2-Day GDPM based Project Management workshop and have a certificate of attendance.
- Have led either a project or significant milestone (package of work) using the GDPM approach.
- Built a portfolio of evidence, including a 5-minute overview presentation, for assessment by our experienced consultants.

Typically it will take 6-12 months to achieve this status depending on the project complexity, individual's commitment, line manager support and operational needs and commitment of the organisation.

On successful completion, Fast Forward PM will issue a personal, numbered licensed Practitioner certificate.

GDPM Licensed Coach

The pre-requisites for people to achieve licensed GDPM Coach status includes:

- All of the GDPM Practitioner pre-requisites as above.
- Successfully completed our GDPM Practitioner assessment and have their certificate.
- Successfully led a minimum of two project mobilisation workshops with one of our Tutors to demonstrate their facilitation skills, knowledge of the GDPM tools & techniques and communication skills. Collated evidence based material.
- Positive personal feedback from the project teams that they have been coaching.

Typically it will take 12-18 months to achieve this status depending on the number of projects mobilised, their complexity, the individual's commitment and the organisational support in terms of time and budget.

On successful completion we will issue a personal, numbered licensed Coach certificate. **Additionally you will have mobilised two of your projects at the same time using the GDPM based approach.**

GDPM Licensed Tutor

The pre-requisites for people to achieve GDPM licensed Tutor status includes:

- All of the GDPM Practitioner and GDPM Coach pre-requisites as above.
 - Successfully completed our GDPM Practitioner assessment and have their licensed Practitioners certificate.
 - Successfully completed our GDPM Coaching on the job assessment and have their licensed Coach certificate.
- Having prepared, planned and led a *Fast Forward PM* 2-Day GDPM based Project Management workshop with one or more of our licensed tutors. This includes:
 - Observe and lead one or more exercises on one of our 2-Day GDPM based Project Management workshop.
 - Have a detailed understanding of all of the workshop modules and exercises.
 - Deliver specific workshop modules with one of our licensed Tutors.
 - Proved understanding and delivered all workshop modules and exercises.
 - Gained positive feedback from the workshop delegates.
- Positive personal feedback from our own licensed Tutor(s) that they have been working with.

Typically it will take 24 months to achieve this status depending on the number of workshops completed during the period, the number of workshop modules and exercises delivered by the individual, the individual's commitment and the line manager and organisational support in terms of time and budget.

On successful completion we will issue a personal, numbered Licensed Tutor certificate.

More Information

If you are interested in establishing a **Goal Directed Project Management** centre of excellence in your organisation and wish to discuss your requirements with us then please contact:

Fast Forward Project Management LLP

Telephone: **0560 798213 / 07850 707965** or **0560 1076639 / 07917 021987**

Email: info@ffwdpm.com

Visit our website: ffwdpm.com

Or write to the registered address as shown at the foot of the page.