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Project Management Conference

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PM to GM

Career paths for Project Managers

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My Journey



What do you really want to do?

- Where do you go to after mastering Project Management?
- Knowing yourself – do you think that you are leadership material?
- Do you understand the diversity of general management?
- What's motivating you – why do you want it?
- Which ladder should you be climbing?
- It's not for everyone.

**Who is doing a job that you want? What is it about that person and the job that interests you?*

Entrepreneur/Self-Employed?

- If not management, there are other options:
- A lot of us will try self-employment or business ownership
- If you are going to create a business:
 - Do it because you're passionate about it
 - Be prepared for the long haul
- It will take its toll on your health, relationships and bank account, so it needs to be worth it.

**Do you see yourself running a business – if so what would it be?*

Going Contracting

- Contracting is a great option for Project Managers.
- This is self employment – you are only running a business if others are paying your salary.
- My success criteria for contractors:
 - Can you fund it?
 - Do you have a great network of people who will help give you work?
 - Do you have a good mix of experience? Is it relevant now, and into the future?
 - Do you have the right industry certifications to get past the recruiter?
 - Are you willing to do the same project multiple times? This is your value as a contractor.

PMO, Practice or Portfolio Management

- There are a number of roles within the project world that are options for a Project Manager.
- These tend to be in the same domain, but present new challenges.
- Not necessarily a natural career progression for many PMs.
- Can lead to more specialization, but this can be good if you plan to move into consulting or contracting.

Vendor or Customer?

- Where are you now and where do you want to end up?
- Vendors tend to offer more diverse experiences
- Customer organisations tend to offer more structure around career progression and more professional development.

**What does your background look like? How could you get more exposure to both sides of the fence?*

Critical Skills for General Management

- No.1 – Managing Yourself:
 - Strengths and weaknesses.
 - Stress management, time management, workload.
 - Are you resilient?
 - Can you weather the storms and protect your team from the worst of it?
 - Can you make the hard decisions?
 - Are you willing to strive to deliver growth and targets to your stakeholders?

Critical Skills for General Management

- No. 2 – People Leadership:
 - Don't manage people like you manage them on a project.
 - Can you be humanistic in your leadership style?
 - Do you build relationships and trust?
 - Can you be flexible?
 - Are you a coach?

Critical Skills for General Management

- No.3 – Operational Management:
 - How much do you know about running a business, function, department?
 - Sales, Operations, Marketing, Finance, HR, Production, H&S, etc
 - If a business was in distress, would you know how to fix it?
 - How can you learn and get relevant experience?
 - Could you get a secondment into an operational role to start with?

Critical Skills for General Management

- No.4 – Strategic Management
 - Are you a visionary?
 - Do you see the big picture when everyone else is in the detail?
 - Can you facilitate this kind of thinking in others?
 - Are you keeping up with future trends and macro factors that could disrupt your business?

Come up with a plan

- What is the next logical step up for you?
- Who is doing the job you want next?
- Consider role, function and context.
- Line yourself up for that role:
 - Experience
 - Relationships
 - Training / learning
 - Programmes / qualifications
 - Networking and your personal brand
 - Get yourself known
 - Build your brand as a leader
 - Find a mentor....or two

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