

## The Military's Unique Training Ground for Project Management!

JAY HICKS, LTC USA (RET), PMP 23 APR 2021



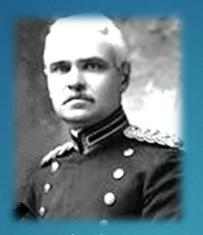




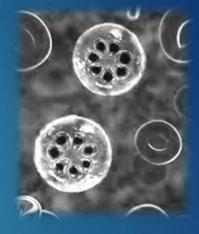
The History of Modern Project Management and the Military are Tightly Interwoven

# 1907

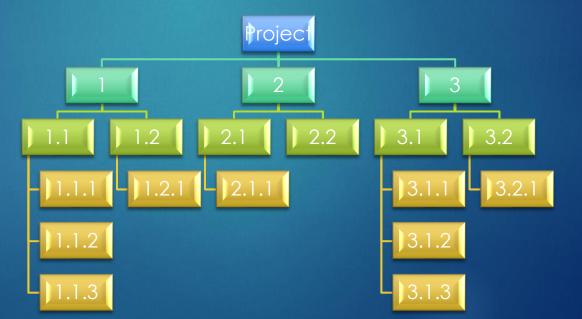
#### Panama Canal



Major George Washington Goethals



WBS Plasmodium Parasite Malaria

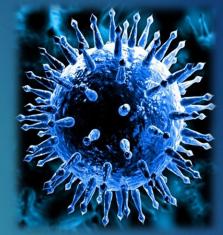


# 1917

#### WWI



Henry Gantt Spanish Flu Virus
Gantt Chart





#### Cold War **Polaris** Polio 8 **Submarine Project** PERT Breadboard Design hardware Layout manual hardware 12 Oct 2010 3 wks 2 Nov 2010 2 Nov 2010 4 wks 30 Nov 2010 1958 Manufacture Formalize specs Design software Test hardware Release software hardware 1 Sep 2010 12 Oct 2010 6 wks 23 Nov 2010 23 Nov 2010 3 wks 14 Dec 2010 Release manual Print manuals

Program Evaluation And Review Technique

# 1962

#### Cold War -1960s

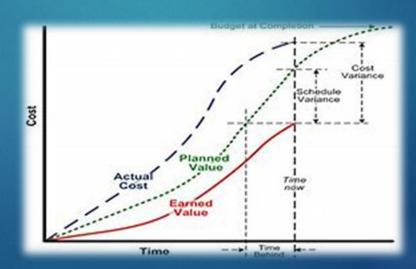


Minute Man Missile



Hong Kong flu pandemic of 1968

EVM







### PM Tools Created & Used In The Military

Military Service Members
& Veterans Are Uniquely Skilled To
Meet These Challenges

Military Service Members
Know Project Management
(It Is In Their DNA)



#### The Challenges Are:

Communication, Training & Understanding!



#### Military Servicemen KNOW Project Management





#### Skills Needed

Top Project Managers	Military
Foresight	Ability to read the situation "Good Read"
Know how to lead	Leadership "Lead, follow or get out of the way"
Good communications	"Silver tongue" & "golden pen"
Pragmatic	"Cool under fire"
Empathic	Understand how to motivate others
Quick sifting abilities	Getting to the facts, quick learner
Set, observe, and re-evaluate project priorities	Make a decision, even if it's wrong "adjust fire if necessary"
Ask good questions and listen to stakeholders	Quick learner, education and tech savvy
Predictable communications schedules	Training schedules, briefing schedules
Consensus-building skills	Team work, "Do or Die" "Get it done"
Informal networks	Team Building "buddy system"
Look forward to going to work	Devotion to Duty "Gets the job done"
Organized	Professional – "Got their stuff together"



- 350,000 Transition Annually
- Many Are Qualified, But:
  - Unaware Of Potential
  - Need Help To Translate
     Their Experience



#### **Universal Skills**

of surveyed U.S. military veterans say they have experience in managing a project life cycle.

Strongest skill: Project execution

63%

say they have experience in A Guide to the Project Management Body of Knowledge (PMBOK® Guide) Knowledge Areas.

Areas most experienced in: quality management, risk management and communications

**69%** 

have experience in personal competencies.

Strongest competencies: **communication**, **leadership and professionalism** 

#### Expanding Jobs Market, Rising Salaries, Growing Industries

#### Health care sector in the U.S.

Biggest percentage increase in project-oriented jobs among sectors analyzed in the United States.

growth

#### Project-Intensive Industries



Manufacturing and Construction

9.7 million



Information Services and Publishing

5.5 million



Finance and Insurance

4.6 million



#### 2.2 MILLION

new project-oriented roles each year through 2027



Management and Professional Services

1.7 million



Utilities 279,000



Oil and Gas

49,000



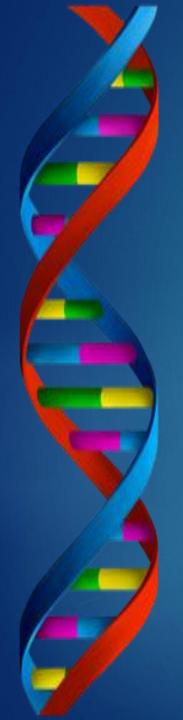
By 2027, employers will need 87.7 million individuals working in project managementoriented roles.

2023

2025

2027

Project Management Job Growth and Talent Gap Report Through 2027



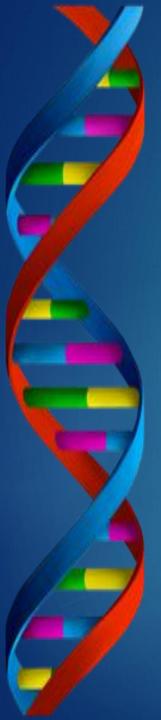
#### Transition Problem

Military & Veterans Are Uniquely Skilled For Project Management Career

However, They Are Stifled Because Of Terminology And Communication

How Can We Help?





#### Transition Support



Military Liaison Program!



#### History

2014 -How-to "Cookbook" Created

- Concierge
- Military Champion
- Challenge Coins
- PMI Military Contact

#### **PMI** Awareness





#### 2015 – 1st Coin Presented

Implementation Cook Book

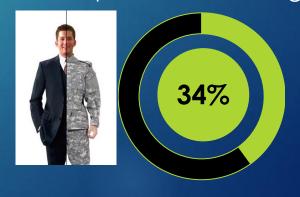
endall Lott, CEO, PMI Washington DC Chap

Presented by:

Jay Hicks, US ARMY, LTC(R), PMP
Sandy Cobb, PfMP, PgMP, PMP



Over 70 Chapters Have a Program





#### Transition support



PMI Global, PMIGL Chapter and **you**!



### What is PMI Global Doing? WWW.PMI.ORG/MILITARY

- PMI Web Site Provides:
  - Veterans Information
  - Questions And Answers
  - Military Concierge Contact Military@pmi.Org
  - Steps To Getting Started
  - Assistance Information:
    - Certification Exam Fees
    - PMI Global Membership
    - Local Chapter Membership Free For The First Year
- JOIN!!! THE PMI MILITARY LIAISON LinkedIn GROUP
  - https://www.linkedin.com/groups/6798540



### PMI's Military Initiative Service Offerings



Program Management Improvement and Accountability Act PMIAA

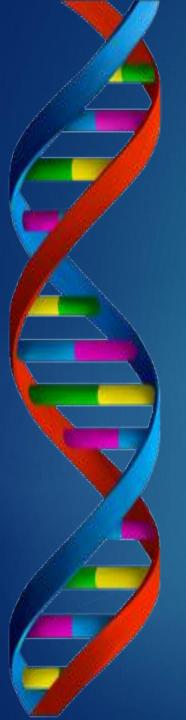
www.youtube.com/watch?v=n5xZU-Nm4Kk

PMI Military Microsite www.pmi.org/military





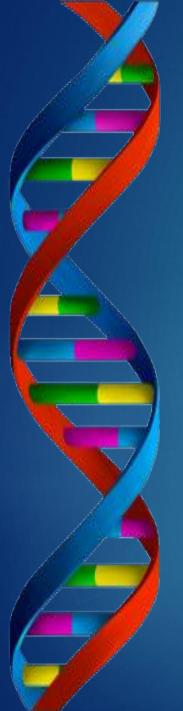
Military Concierge Military@pmi.org



#### What's In It for Our Chapter?

#### PMI Great Lakes Chapter

- Align Chapter With PMI Global Goals
- Opportunities To:
  - Increase Volunteering
  - Increase Certification Holders
  - Generate Project Management Awareness
  - Drive Community Visibility
  - Increase Chapter Membership
- Program Resources Help Attract Service Members and Assist Military Families



#### What's In It for You?

- Helping Transitioning Military Is a Way Of Thanking Them
- You Offer Mentorship & Direction
- Encourage Them To Pursue Project Management
- You Know The Field & You Are An Enabler
- You Can Empower & Assist In Finding High-quality Jobs
- Push Military Advocacy At Work
- Military Service Members Want Your Help

\* Transitioning Service Members
Crave Personal Confidence –
They Desire to Know that They
Will Be Successful



#### REMINDERS

- Join!!! The PMI Military Liaison LinkedIn Group
  - https://www.linkedin.com/groups/6798540
- If Your Chapter Has A Military Program Please Connect With Your <u>Chapter Military Liaison</u>
- If There Is A Need, Become The Military Liaison For Your Local Chapter

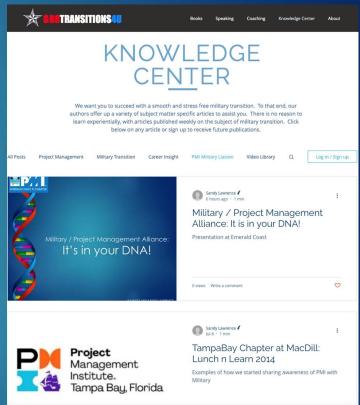


Project-Road.com



#### Gr8Transitions4U.com - Knowledge Center

- Free Access To:
  - Military Liaison Presentations
  - Chapter Presentations
  - PMI Sourced Material
  - "Qualify For Hire"
  - Articles
  - Training Insight
  - Blogs/Promotions
    - Chapter Examples: Budget,
      Position Description
  - Gr8transitions Books, Workbooks And Training





#### Gr8Transitions4U

- Speaking
  - Chapter Liaison presentation
  - Military Presentations
- Coaching
  - Chapter Planning & Programming
  - Military Transition
- Training & Assessment
  - Targeting your transition

