

## 10 JOB EXPECTATIONS OF A SENIOR PROJECT MANAGER

*A senior project manager (as compared to a project manager) is not defined simply by the number of projects he/she runs or a project's size and complexity, but by a number of additional actions/traits:*

- 1. Evaluate performance.** A senior project manager has the skills to know what is expected of a project manager and should be able to help evaluate that person's performance—especially since management often seeks his/her skills, opinions and recommendations.
- 2. Mentor less-senior personnel.** A senior PM mentors those around him/her in aspects of the profession such as leadership, methodology, tools, people skills and navigating politics.
- 3. Identify project management-related training needs.** He/she should be able to evaluate the readiness of a project team or organization and then recommend the related training required to ensure the effective application of project management and leadership principles.
- 4. Conduct training.** He/she should be able to teach many of the skills required for the successful planning, execution, delivery and support of projects and their products or services. He/she must also qualify project management training vendors and monitor their delivery and effectiveness.
- 5. Perform project reviews.** He/she should have the ability to either individually assess the health of a project or lead a small team in doing so.
- 6. Turn troubled projects around.** A senior PM should be able to turn around *any* sized troubled project in his/her industry.
- 7. Help hire or place project managers.** He/she should be able to significantly contribute in the interview and selection of new project management hires—and help determine the placement of project managers onto specific projects.
- 8. Make continuous improvement a priority.** He/she should have a solid grasp of basic and advanced project management principles, along with having experience in successfully applying and advancing those principles.
- 9. Be a role model for integrity.** Integrity is not an option. He/she should champion the promotion of integrity in all endeavors.
- 10. Think like a business person.** Project management is mostly about business. A senior PM should understand the business need for each project and make ongoing decisions based on what's best for the organization—even if that means challenging senior stakeholders on critical success factors.

***“Ideas to help you become more successful.”***