

TK-PRO

Informier

Project: Training of project managers in a middle-sized company in the field of system business

The permanent training of the employees of a company in Project Management is an important topic. Does the TK-PRO GmbH offer – like other consulting companies – these trainings or seminars as a standard service?

Of course, although I have the opportunity to take a standard program of project management training off the shelf, in my experience the requirements for trainings these days are different. I'd like to explain with an example why the combination of theory and practice is more and more important in Project Management trainings.



A middle-sized company grows – lead by the owner – constantly over generations. The projects get more and more complex and therefore, so do the requirements for the

employees handling these projects. Then come the additional requirements from globalisation, complex contracts respecting an ever growing network of partners working together. So by offering training tailored to the company, can you guess what the management's requirements for the training of their staff are?

OK, although you would like to pose the questions from now on, I'd like to ask you to continue answering mine. But all the jokes aside. What were the expectations of the managing directors in this case?

The management expected a training specific to their company environment and needs. That meant practical topics, the training should be run in-house and the trainer should have sound practical experiences in system business. Requirements I really liked to follow.

After adapting the training to the company requirements, you started with the real work?

Yes now we could start the three trainings blocks each taking three days.

Oh, I nearly forgot an important step

in preparing this training. It is very important to note that the specific topics for the company training were agreed to with both the participants and the management. A peculiarity of my concept for this training was, among others, the simultaneous integration of both the soft and hard facts, into the training program. That means that besides both the basics and the theoretical requirements, with the help of a second trainer, the soft facts are also taught at the same time. Important examples are facilitation or conflict management. By including these exercises, the long term effect for the trainees is that they are then able to integrate them into their "normal" project work. So a direct link to their daily work could be established, i. e. not only know-how but also how you use it.



TK-PRO Project Management

The trainees then elaborated on these topics, with the help of the trainer, they presented their conclusions and found that they were able to put into effect immediately afterwards these new



competencies. This proved very helpful, as the topics and tasks, were provided by actual running projects or case studies of the company.

Can you describe the training success for the trainees and how that was reflected in the company?

Because it could be directly implemented into daily work the two-tier concept of the training – hard and soft facts – was highly appreciated. By using actual running projects during the training and the fact that the training was tailored to company specific needs, proved to be much more successful for them, rather than using generic

or unrelated situations. And one shouldn't overlook the economical factor for the company. Rather than putting employees in an "ivory tower", so to speak, for three days each and then having them think about how they can best use their newly gained knowledge in their projects, the company is able to benefit right away by a smooth



transition from the training to the daily work.

... and the success for the company?

The feedback here was also positive. The managing director confirmed a significant change in the behaviour of the trainees as well as a new awareness for important

project management issues. Basically, that is the maximum I can achieve with these trainings, that the trainees can implement their new knowledge in their practical work.

Facts +++ Facts +++ Facts +++

Company specific training concept instead of routine training

Combination of both the theory and the practice of Project Management

Training includes hard as well as soft facts

Working on actual company projects or case studies

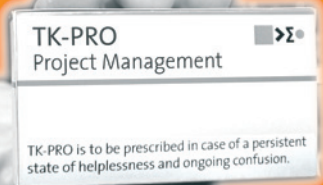
Management, trainees and TK-PRO jointly defining the topics for the training

Constant references back to the application for use in daily work

Topics in the training are acquired by the trainees by means of a learning workshop

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and for the little **hassles** in-between



For risks and side effects please consult your superior or managing director



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