

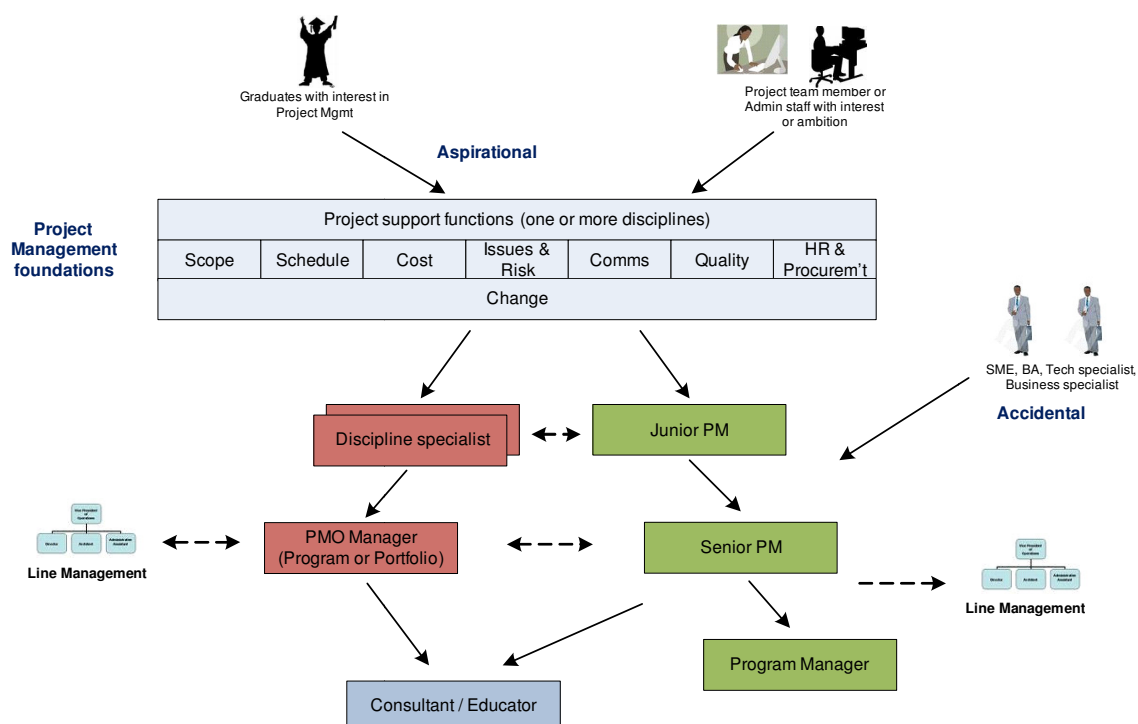
## Graduate Project Manager Program (GPM)

### 1. Why Project Management ?

Project Management is fast becoming a career of choice for some young people, a stepping stone for others. Many organisations are now realising that most of their Business is achieved via the delivery of Projects. Project Management skills are highly sought after as they are applicable to general business management. When one considers the communication and people management skills, together with financial, risk management and the ability to “get things done”, Project Management provides tangible and useful skills.

### 2. Pathways to Project Management

There are a number of pathways into Project Management as shown below.



### 3. Program summary

This program is focused on IT projects but most of the skills are transferable to other industries. The program is designed as a two stage program:

1. The first stage is to skill people up with a broad number of Project Support functions. These functions not only provide the foundations of Project Management, they also lead to potential career pathways as a discipline specialist. Graduates would undertake roles providing support, typically to large Projects and Programs while gaining valuable experience and observations of project team behaviours and issues. This stage should take approximately 2 years and will culminate with the completion of PMI Scheduler accreditation.
2. Stage 2 of the graduate program is to develop the necessary Project Manager leadership and influencing skills as well as refine the foundation skills. The Graduates then take on roles as “the Project Manager” of smaller or less complex projects, supported behind the scenes by a senior Project Manager. This stage should also take approximately 2 years and will culminate with the completion of PMI or AIPM Project Management accreditation as well as PRINCE2 practitioner accreditation along the way.

The program will include fortnightly one on one sessions with senior managers/mentors, formal group training sessions every three weeks, formal development plan reviews every three months with six month wage reviews or earlier as need be. The plan is supplemented by peer support and review, reading, exercises and participation in industry events and external training. Graduates on this program would be fully employed by Core Consulting Group during this time. Completion of the program will be aligned to accreditation.

#### **4. Skills and attributes of effective Project Managers**

Based on observation, and work done in many industries, the following summarises skills and experience of effective Project Managers:

- Soft skills (Communication, Leadership, Problem solving etc)
- Astuteness (eg knowing when to push and when to back off)
- Project Management domain skills (Scheduling, Cost Management, Issues/Risk etc)
- Industry experience (which we supplement through mentoring/coaching)

When recruiting we focus on astuteness and soft skills, particularly communication skills.

#### **5. Expectations**

The program is focused on those seeking to live and work in Australia, therefore permanent residency is a requirement. It is expected the Graduate has, or is about to, graduated having passed their Undergraduate Degree in a related field. We expect candidates to have very high written and spoken communication skills. We expect Graduates to work at our client workplaces so must be willing to travel within Melbourne. We expect Graduates not to leave the program until the end of the current stage. We expect Graduates to participate in company events and actively assist anyone else in the company if need be.

Core Consulting Group provides a safe, non discriminatory work environment. We expect our staff to act in an ethical, professional manner at all times and support such an environment.

#### **About Core Consulting Group**

*Core Consulting Group is a professional consulting business, Melbourne based, which helps organisations improve their Project Management capability. Working for Australia's top businesses, Core Consulting Group have built an excellent reputation over the last four years. Established by Martin Vaughan and Chris Dwyer, Core Consulting Group typically employs around 15 staff. Refer [www.coreconsulting.com.au](http://www.coreconsulting.com.au) for more details.*