

People, Purpose and Performance:

Insights from the World's Best Project Organisations

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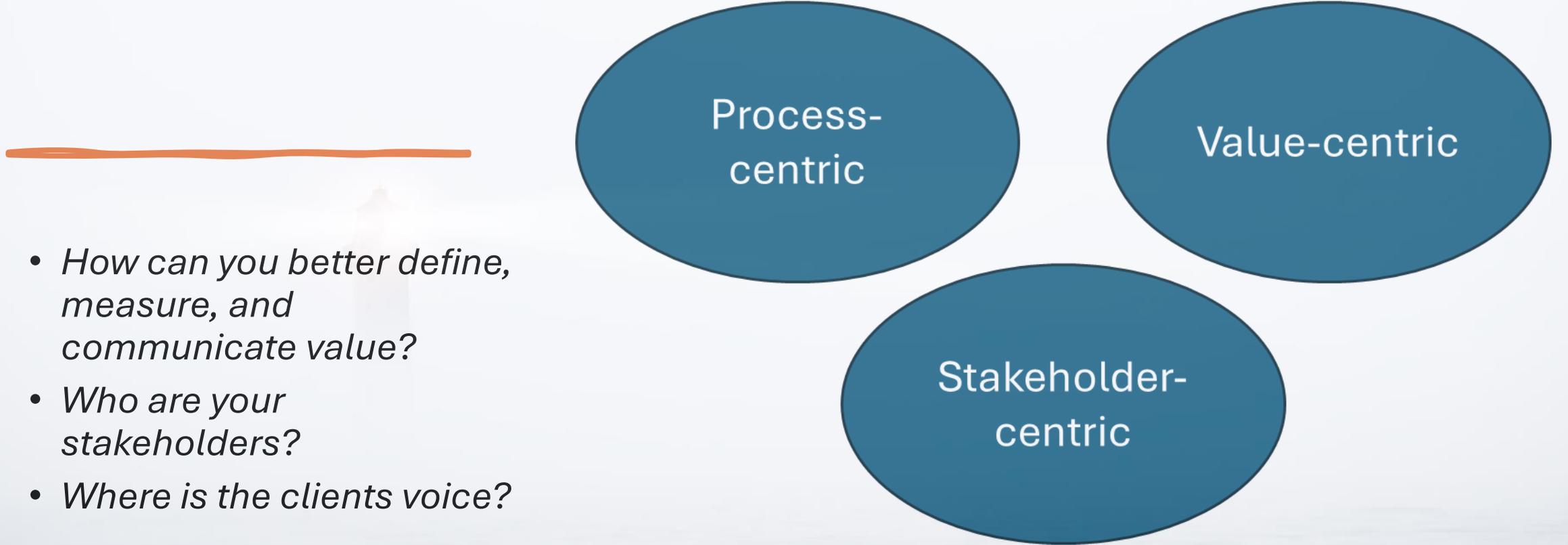


A lighthouse stands on a rocky outcrop in the middle of a stormy sea. Large waves are crashing against the base of the lighthouse, creating a dramatic and turbulent scene. The sky is dark and overcast, adding to the intensity of the weather. The lighthouse itself is a multi-tiered structure with a lantern room at the top.

The most successful project organisations don't just manage delivery. They build the human and strategic foundations that make transformation possible

A photograph of a lighthouse at dusk. The lighthouse is a white, cylindrical tower with a dark, conical lantern room on top. The lantern room is illuminated from within, casting a warm, golden glow. The sky is a deep blue with wispy clouds, and the ocean is visible in the background. The text "Focus on value" is overlaid on the right side of the image in a white, sans-serif font.

Focus on value



Process-
centric

Value-centric

Stakeholder-
centric

-
- *How can you better define, measure, and communicate value?*
 - *Who are your stakeholders?*
 - *Where is the clients voice?*



**Traditional to adaptive:
The moving landscape**

A futuristic, dark-colored cylindrical device is mounted on a dark, jagged rock formation. From the top of the device, a powerful, multi-colored energy beam erupts, spreading outwards. The beam is composed of numerous thin, wavy lines of light in various colors including red, orange, yellow, green, cyan, blue, and purple. The background is a dark, textured surface, possibly a cave or a rocky landscape, illuminated by a blueish light. The overall scene conveys a sense of advanced technology and energy.

Leveraging
technology and AI

- *How will we develop these approaches and rules?*
- *What are the consequences for doing this / for not doing this?*

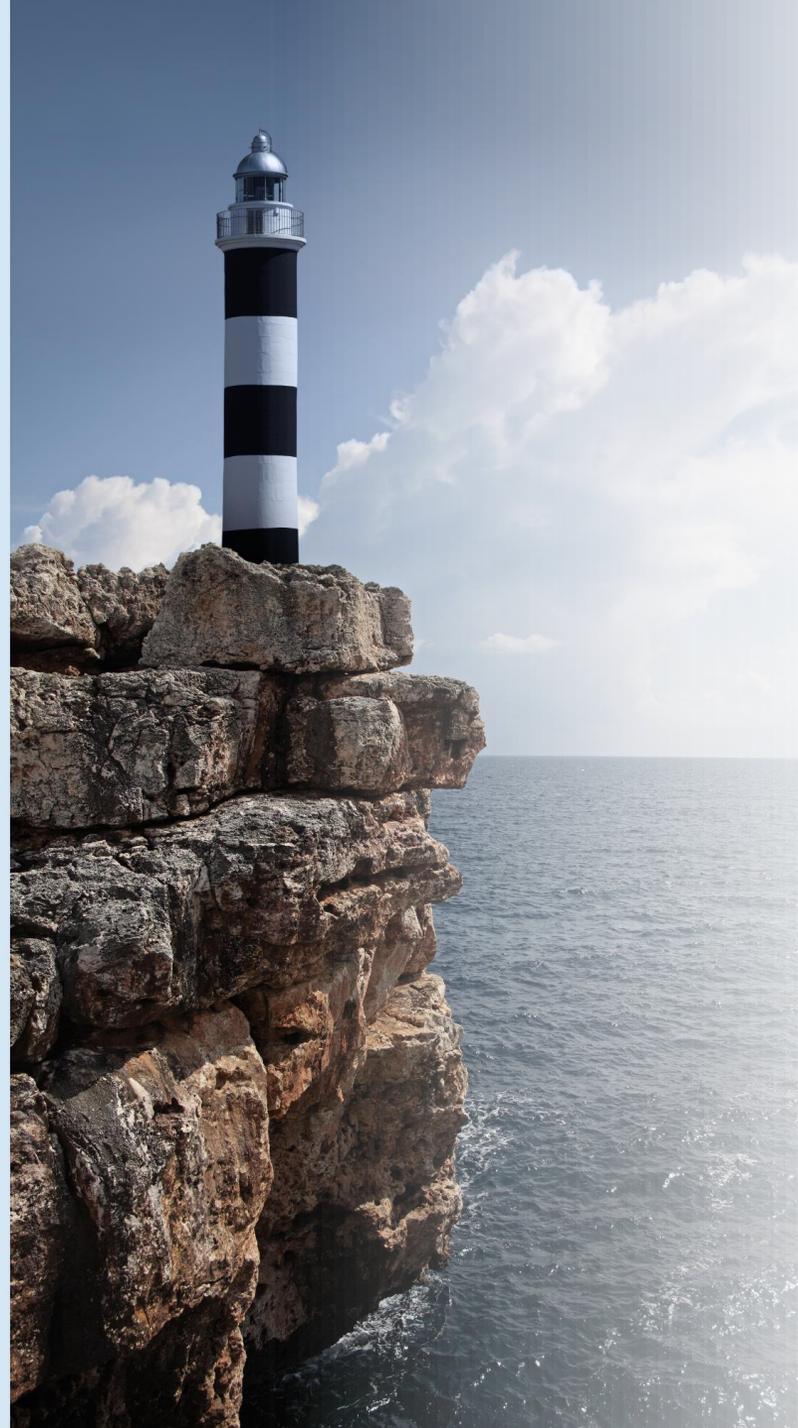
Just some ideas:

- AI driven sentiment analysis
- Chatbots and automated communication
- Predictive analysis
- AI-augmented decision support
- Social media monitoring tools
- Collaborative platforms with AI integration

Excellence isn't taught
in classrooms:
It's cultivated in
relationships



Psychological safety

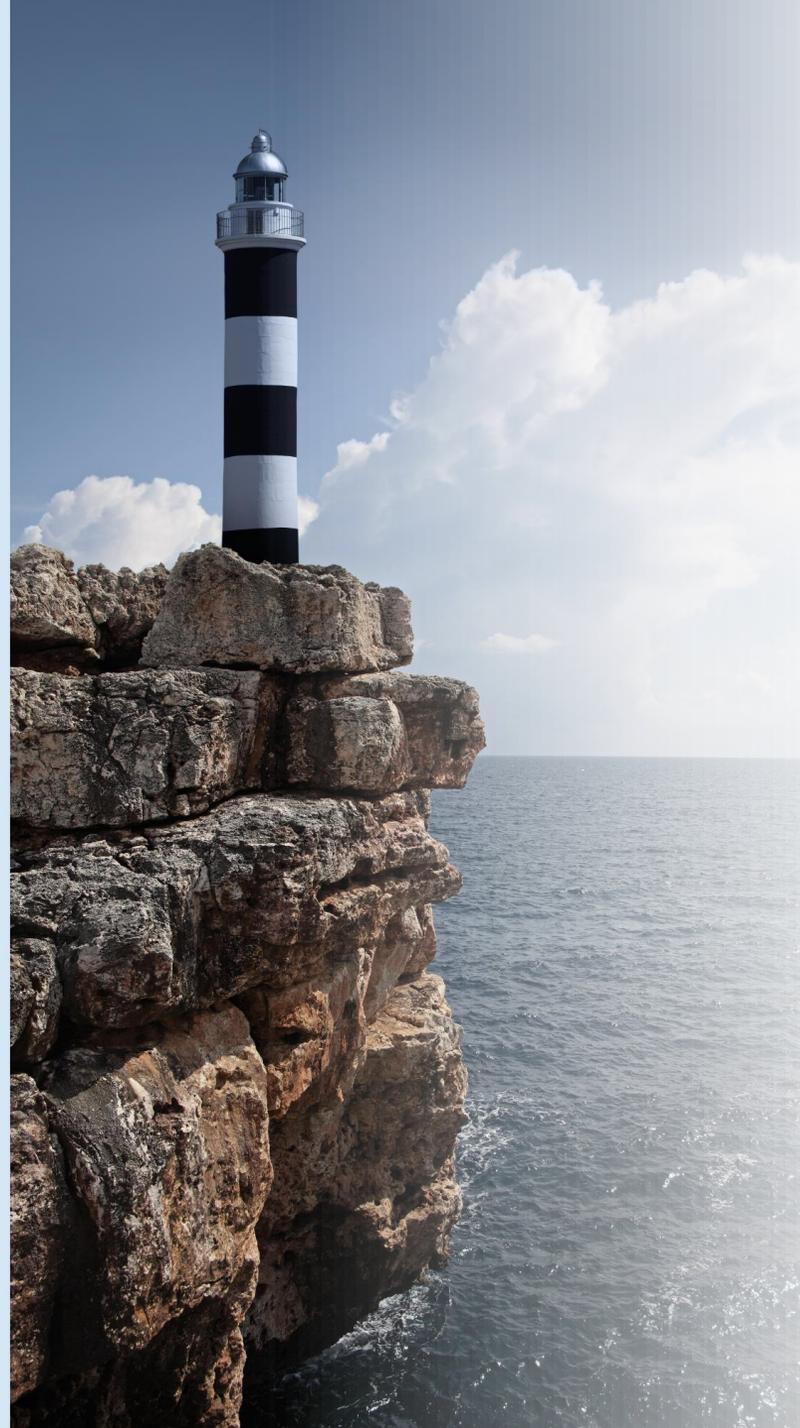


I didn't just find a mentor I found a go-to person for life...

..our session made me feel seen and heard. For a while it had seemed as though I was left behind

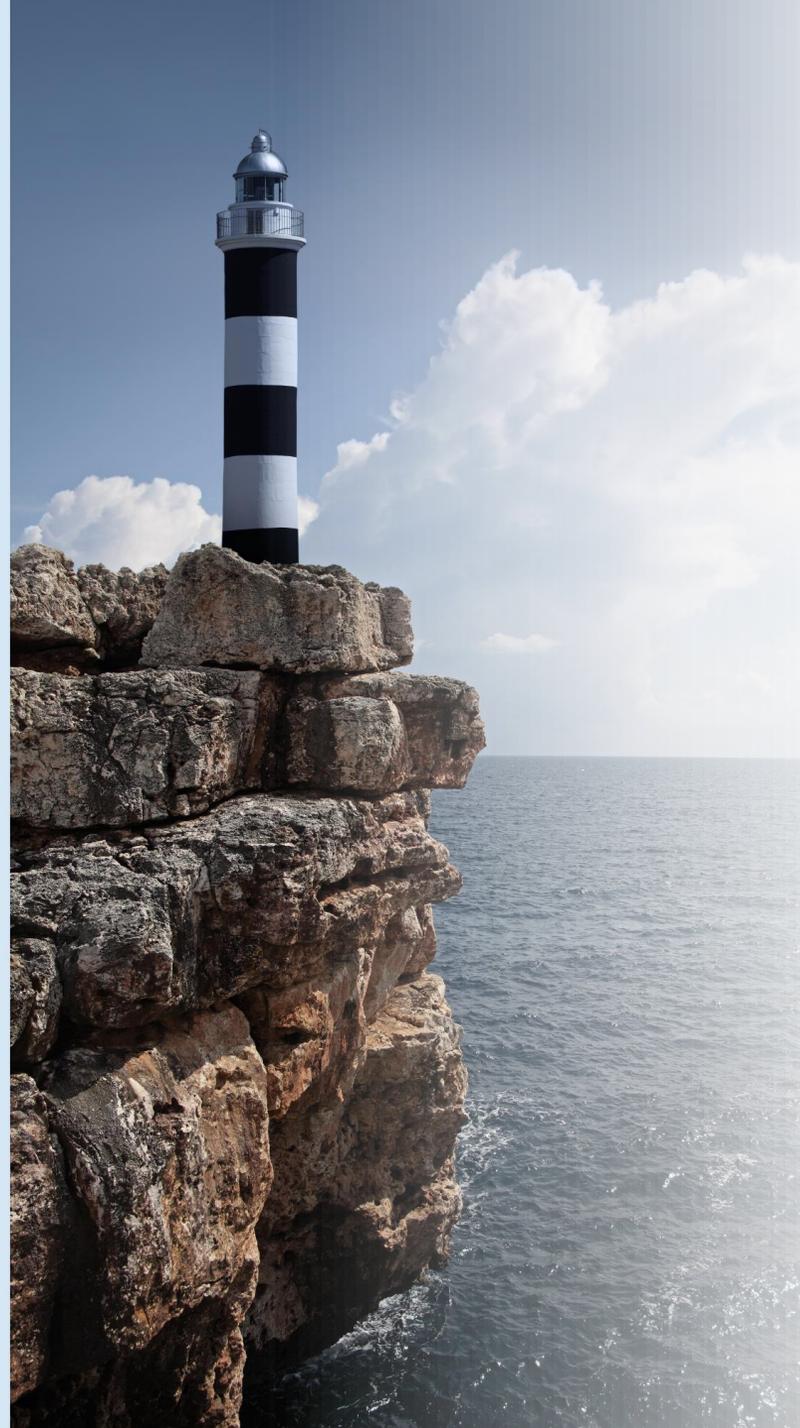
...It helped me gain clarity, confidence, and a renewed sense of purpose

Diversity



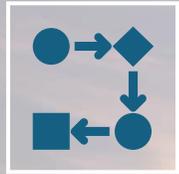
*Meeting somebody
outside of my normal
network made me think
about things so
differently*

Connections



Having an internal mentor was critical to my success – it's about knowing who is who in the zoo

Networking connected me to the expertise I needed before I realised I needed it!



How can you better define, measure, and communicate the value of your project services?

Which part of your delivery approach is still “one-size-fits-all”, and how could you make it genuinely adaptive

If you could automate one PMO task tomorrow with AI, which would free the most human time for stakeholder engagement?

What concrete step could you take this month to strengthen personal learning and mentoring networks

Where shall we start?

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PMO mentoring

<https://www.thepmoleader.com/pmo-leader-mentoring-program>

PMO benchmarking

<https://assessment.pmo-mi.com/signup>

