



## The Project Management Experts®

PM Solutions is a project management firm helping organizations govern, manage, and measure their portfolios to improve business performance.

## Resource Optimization

Resource shortages and conflicts can plague your ability to deliver. Understanding the resource capacity and skill sets that exist within your organization give you the ability to balance demand and apply the right resources at the right time. PM Solutions helps you obtain, structure, and analyze your resource management information and practices to use your talent effectively and streamline resource deployment.

### Organizational Skills Identification

PM Solutions can help to uncover the skills, roles, and resources that currently reside within the organization. We then work with you to develop a simple categorization structure that will facilitate resource allocation decisions across the organization. The Project Management Office (PMO) and departments such as HR are often involved in this process.

### Resource Planning & Forecasting

Once you have a handle on the overall resources available within your organization, you need to get a clear picture of the availability of these resources to support the initiatives within your project portfolio. PM Solutions can work with you to set up your initial resource management database tied to project priorities. We can help you perform resource estimates (including resource loading and leveling) against your resource limitations. We can also help you run “what if” scenarios that factor in new initiatives relative to resource impact and availability.

Our expert consultants are skilled at analyzing any resource shortages or added capacity uncovered, and recommending the appropriate actions that will bring the most value and cost savings to the organization (contracting, hiring, using resources earlier, etc.). We can work with your existing tools, provide you with the tools, and/or help you procure the right tools to effectively perform resource management functions scaled to your organization’s size and needs.

### PMO Structure & Staffing

PM Solutions can help you determine the organizational structure and proper staffing mix for your PMO. We work with you to determine how many project managers and support staff you need to execute projects effectively, assess the competency of your project managers, build professional development programs, encourage a project management culture, develop job descriptions, and delineate roles and responsibilities.

### A Cautionary Note

If there’s one thing we’ve learned in all of our years in consulting is that organizations have to get “the basics” in place before realistically succeeding at more complex and interrelated practices such as resource management and portfolio management. Having standard and centralized project management processes, well-trained resources to carry out projects, and a culture that embraces project management as essential to the business are the requisites that high-performing organizations use to drive overall performance.