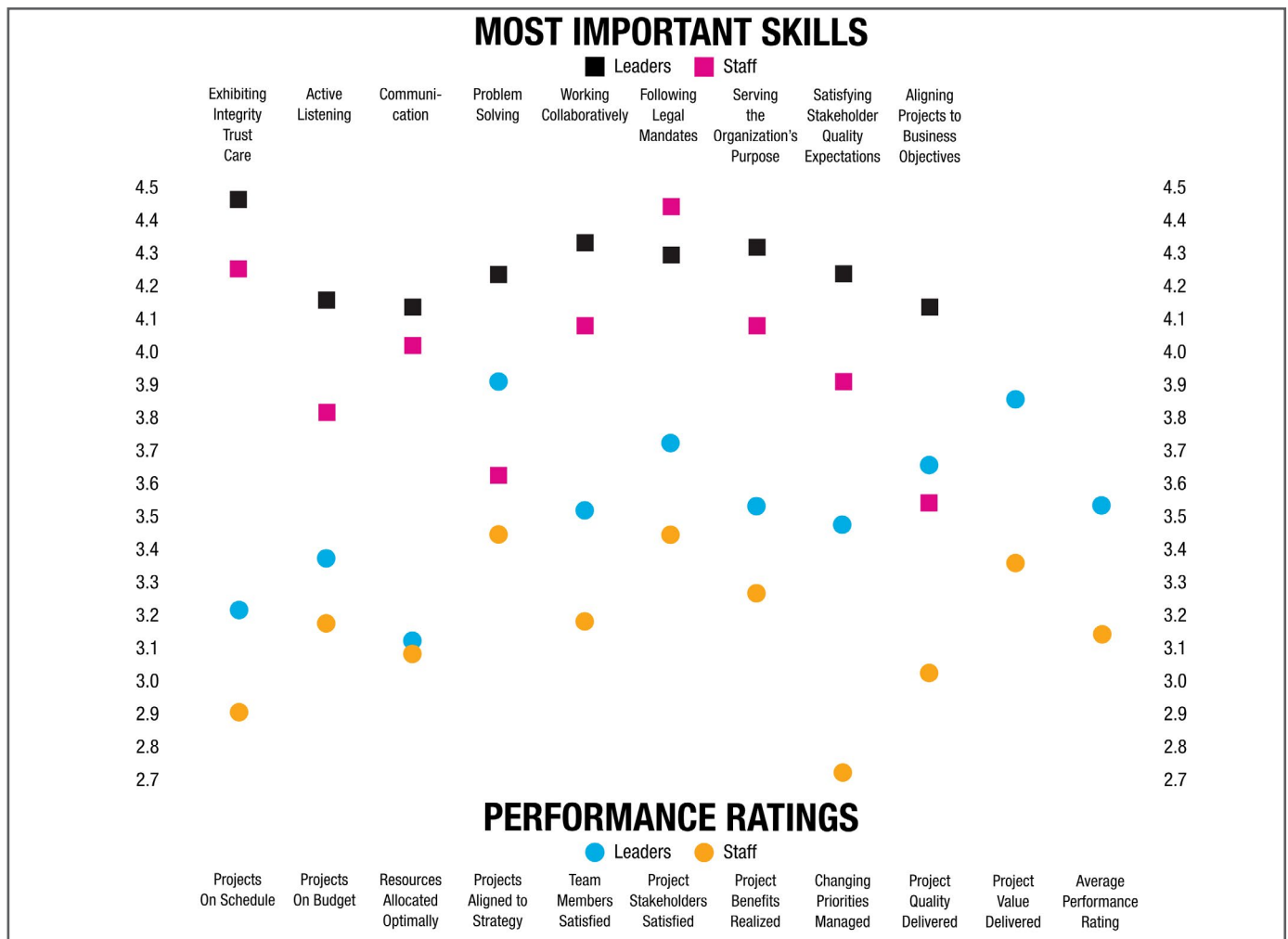


Performance Perceptions

PMO Leaders Say the Glass Is Half Full. PMO Staff: Not So Much

How is your organization doing? In part, it depends on who you ask. That's the message from one set of data in the *Project Management Skills for Value Delivery 2023 Research Report*.

The graph below shows the wide disparity between the assessments of executives (PMO Director-level and above) and staff members who report to them. Participants in the study were asked to score a range of skills on the relative importance of each skill to the organization; they were also asked to score their organization's actual project management performance. Take a look:



Since there is a strong correlation in this study between skills levels and organizational performance outcomes, the fact that leaders and staff disagree profoundly on both what is important and how well the organization is performing should be a wake-up call.

How can we narrow the information and values gap between these two groups?

[Leaders should welcome views that conflict with their own](#), particularly when it comes to critical, data-based evaluations of things like schedule and budget compliance. On this graph, leaders look like they have a Pollyanna view of performance, while the actual project teams members are less optimistic.

On the other hand, leaders need to make a stronger case for what they feel is important, and the way to do that is to provide training in those skills. Maybe start with [Stakeholder Engagement!](#)