bcs
The Chartered Institute for IT
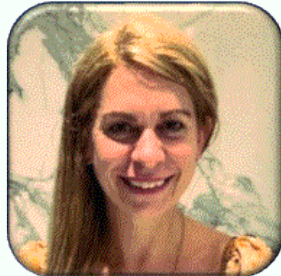
PROMS-G
Project Management
Specialist Group

Hybrid Webinar

Level up your Project Management career: insights from Michael Page

a dynamic session on project management trends and career advancement

Michael Page Technology & Transformation:
- **James Barrett – Managing Director**
- **Carly Adams – Operating Director**
- **Dan Jones – Operating Director**

JAMES   CARLY   DAN

Thursday 21st November 2024, 6:30pm

Level up your Project Management career: insights from Michael Page

An interactive session on project management trends and career advancement

Introduction: who are we and why are we here?

Objective – supporting you on your job search, career advancement & lifting the veil on working with recruiters

Agenda –

1. Intros

2. **Bigger picture – Michael Page & The Job Market**

3. **In Demand Skills with Q&A**

4. **Career Paths with Q&A**

5. **Job Search with Q&A**

6. **Summary**

James Barrett

Dan Jones

Carly Adams

Michael Page

- Leading global recruitment consultancy with 7k consultants in 36 countries
- Globally ranked #1 permanent recruiter by the industry body SIA
- Continuously gaining and sharing talent insights e.g. Talent Trends & Page Insights
- c700 consultants in the UK focusing on leadership and specialist roles
- Annually partner with c5k UK customers to find c16k candidates' new roles
- Our Purpose is to 'Change Lives'

Michael Page Technology UK
- 52 consultants focused on 4 verticals
  1. Cloud
  2. Data
  3. Leadership
  4. Transformation
- This focus allows us to operate as local boutiques, backed by the insight, reach & resources of the global organisation

PAGEGROUP
CHANGES LIVES

EARN TRUST GROW CONNECTIONS MAKE A DIFFERENCE
DIFFERENCE GROW CONNECTIONS EARN TRUST MAKE A
GROW CONNECTIONS EARN TRUST MAKE A DIFFERENCE

Talent Trends & The Job Market

Talent Trends Survey

**50,000** survey participants globally

Insights across **37** markets

Talent Trends is the most robust and comprehensive workplace survey of its kind in the world today

Michael Page Talent Trends Survey: Expectation Gap

SALARIES

Whilst wage growth is slowing globally, **workers still expect higher salaries** to keep pace with the rising cost of living and to feel valued for their contributions.
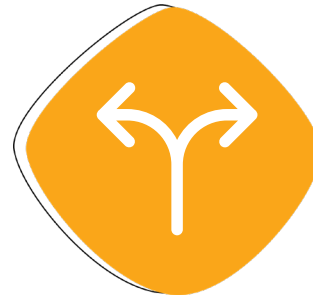
FLEXIBILITY

Flexibility has become a flashpoint as employers grapple with implementing hybrid working models that meet both business needs and employee preferences.

DE&I

With five generations now in the workforce, **maintaining a dynamic and inclusive culture** where everyone can be their authentic selves is more complex than ever.
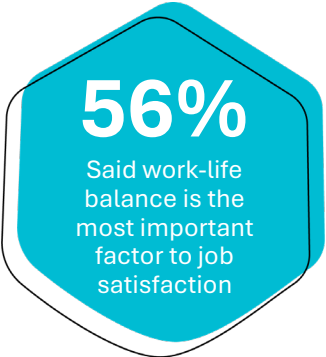
AI

AI is no longer a concept rooted in the future. It's already affecting people's daily working lives and career decisions, adding another layer of complexity to the talent market.
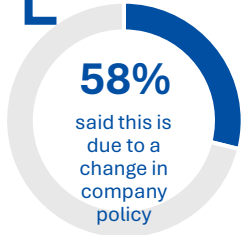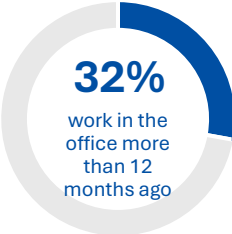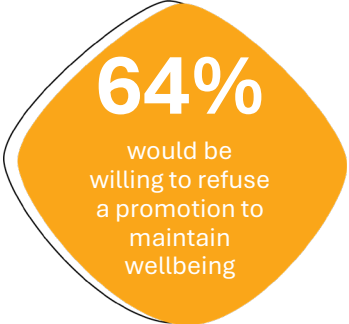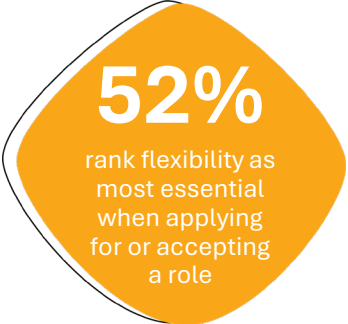
What are candidates looking for?

UK

56%
Said work-life balance is the most important factor to job satisfaction

Compared to 45% who said salary was the most important

52%
rank flexibility as most essential when applying for or accepting a role

Areas of flexibility that are important to workers

- Hybrid / flexible working arrangement (76%)
- Flexible working hours (71%)
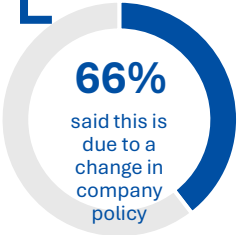- Ability to choose days in the office (71%)

64%
would be willing to refuse a promotion to maintain wellbeing

32%
work in the office more than 12 months ago

58%
said this is due to a change in company policy

Technology

57%
Said work-life balance is the most important factor to job satisfaction
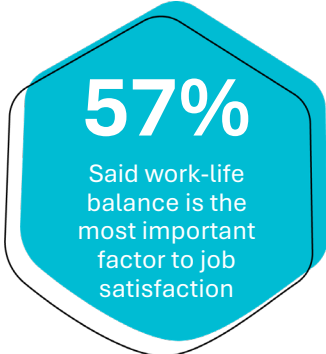
Compared to 50% who said salary was the most important

58%
rank flexibility as most essential when applying for or accepting a role

Areas of flexibility that are important to workers

- Flexible working hours (71%)
- Remote working (70%)
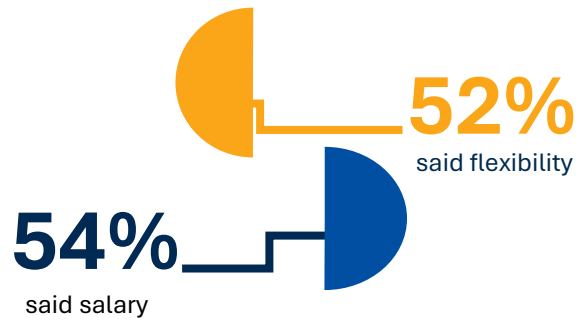- Hybrid / flexible working arrangement (68%)

64%
would be willing to refuse a promotion to maintain wellbeing

38%
work in the office more than 12 months ago

66%
said this is due to a change in company policy
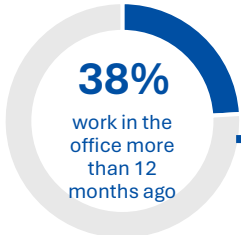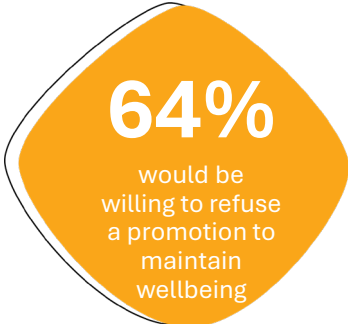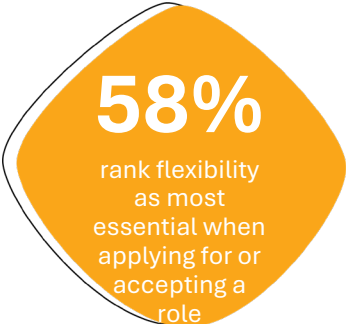
Candidates vs Employers

Top reasons to apply or accept a new role

Challenges organisations face when recruiting talent

46%
Actively looking for a new role in the next 6 months

31% due to being unsatisfied with salary

52%
said flexibility

54%
said salary

60%
of organisations have found it difficult to recruit talent in the last 12 months

Matching salary expectations — 49%

Have the required skills — 48%

Lack of applicants — 37%

Technology

50%
Actively looking for a new role in the next 6 months

32% due to being unsatisfied with salary
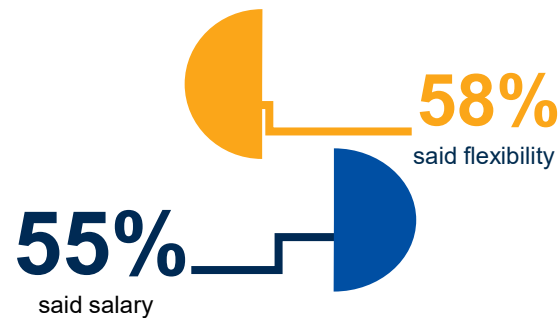
58%
said flexibility

55%
said salary

62%
of organisations have found it difficult to recruit talent in the last 12 months

Have the required skills — 57%

Matching salary expectations — 52%

Fits company culture — 43%

The Current Job Market For Project Managers

- >140k Technology & Transformation Project Managers on LinkedIn

- >30k are 'Open To Work'

- 22.6k Technology & Transformation Project Manager adverts in UK

- Reality is job seekers volume is higher and 'real' jobs is lower

- This doesn't take into consideration relevancy

- Suppressed & uncertain market = low appetite to risk = linear hiring e.g.

- Recruitment – hiring or searching – is a project...

Technology

Function

Industry
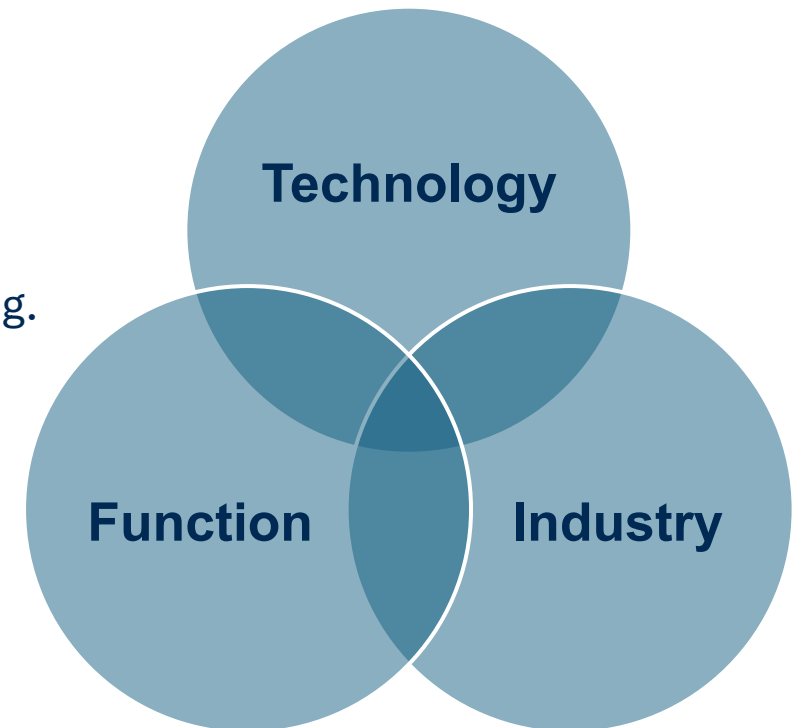
In-demand Skills

Key Skills

- In the face of the AI revolution are technical skills more in demand than human skills?
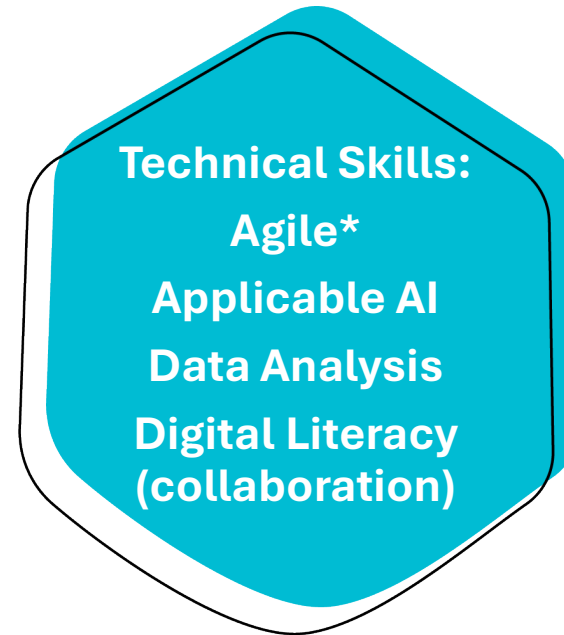
  - **No!** ...Well not completely

  - Job adverts across Europe have seen x 2.9 increase in listing of human skills

- In reality, the project management job market is very disparate on additional skills requirements

- Skills are more job / employer led than a buoyant trend to catch

- Demonstratable track record of applied skills is (usually) more important than a certificate

- Unless... the employer is investing heavily in a methodology e.g., SAFe (!) or data analysis e.g. Power BI

Technical Skills:

Agile*

Applicable AI

Data Analysis

Digital Literacy (collaboration)

Leadership Skills:

Change Management

Decision Making

Stakeholder Influence

Human-Centric (soft) Skills:

Adaptability

Collaboration

Emotional Intelligence

Problem Solving

Key Skills – spotlight what you have first

- Due to the suppressed market, a project manager must **maximise the opportunity** to demonstrate their linear experience & skills vs the job:

Example – *Manufacturing post merger finance function project*
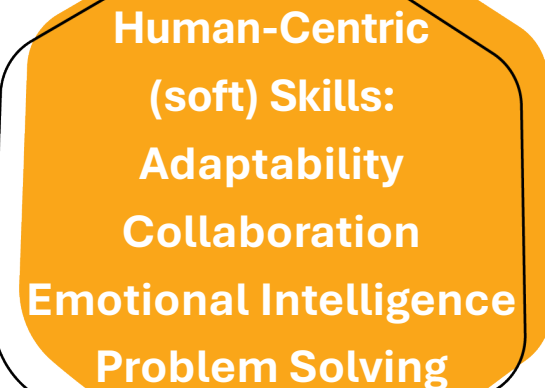
- Functional
  - E.g. Accounting processes & managing FD relationships

- Technology
  - E.g. Knowledge of financial modules in SAP/Oracle/D365

- Industry
  - E.g. Manufacturing based projects or related roles

- Project context & complexity
  - E.g. immature project capability context
  - E.g. multi site, cross functional, M&A projects

- Organisational complexity
  - E.g. PE backed turnaround environments

Technical Skills:

Agile*

Applicable AI

Data Analysis

Digital Literacy (collaboration)

Leadership Skills:

Change Management

Decision Making

Stakeholder Influence

Human-Centric (soft) Skills:

Adaptability

Collaboration

Emotional Intelligence

Problem Solving

Key Skills – What certifications should I take?

Too many to list, and too subjective…

We are objective so our advice is principle and process based:

1. Reverse engineer back from the target employers and roles you wish secure

2. Breakdown into Technology vs Functional vs Technical vs Leadership vs Human

3. Map skills on job adverts / specifications with the line managers and current employees of your targets

4. Reflect on whether those skills align with your interests and ambition

5. Research providers of relevant course and ask for feedback from people with those certifications

6. Finally, and most importantly, those certifications show ambition and commitment but you will need to apply them to leverage the investment of time and money

Continuous personal development is very important **but** applying to the relevant roles and showcasing why **you are awesome** is, in our humble opinion, more so!

In Demand Skills:

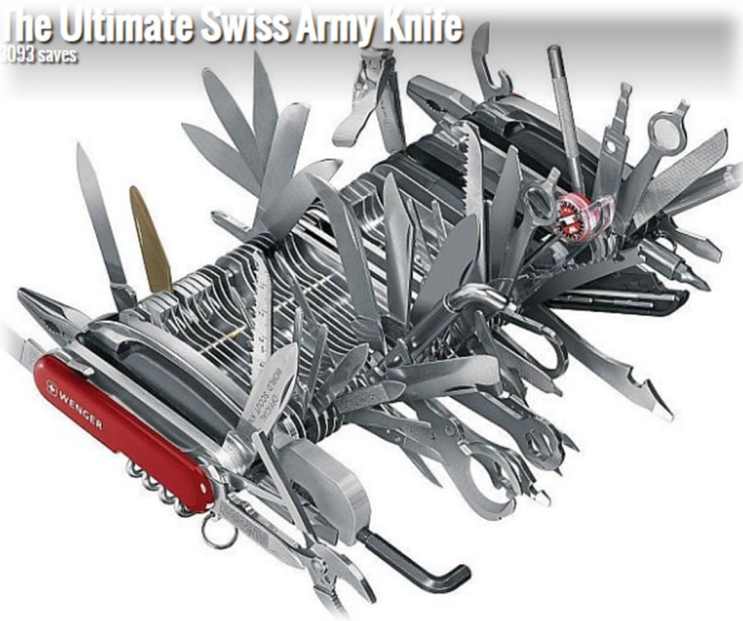## Questions For Carly

Career Paths

What is the career path for Project Manager?

>140k

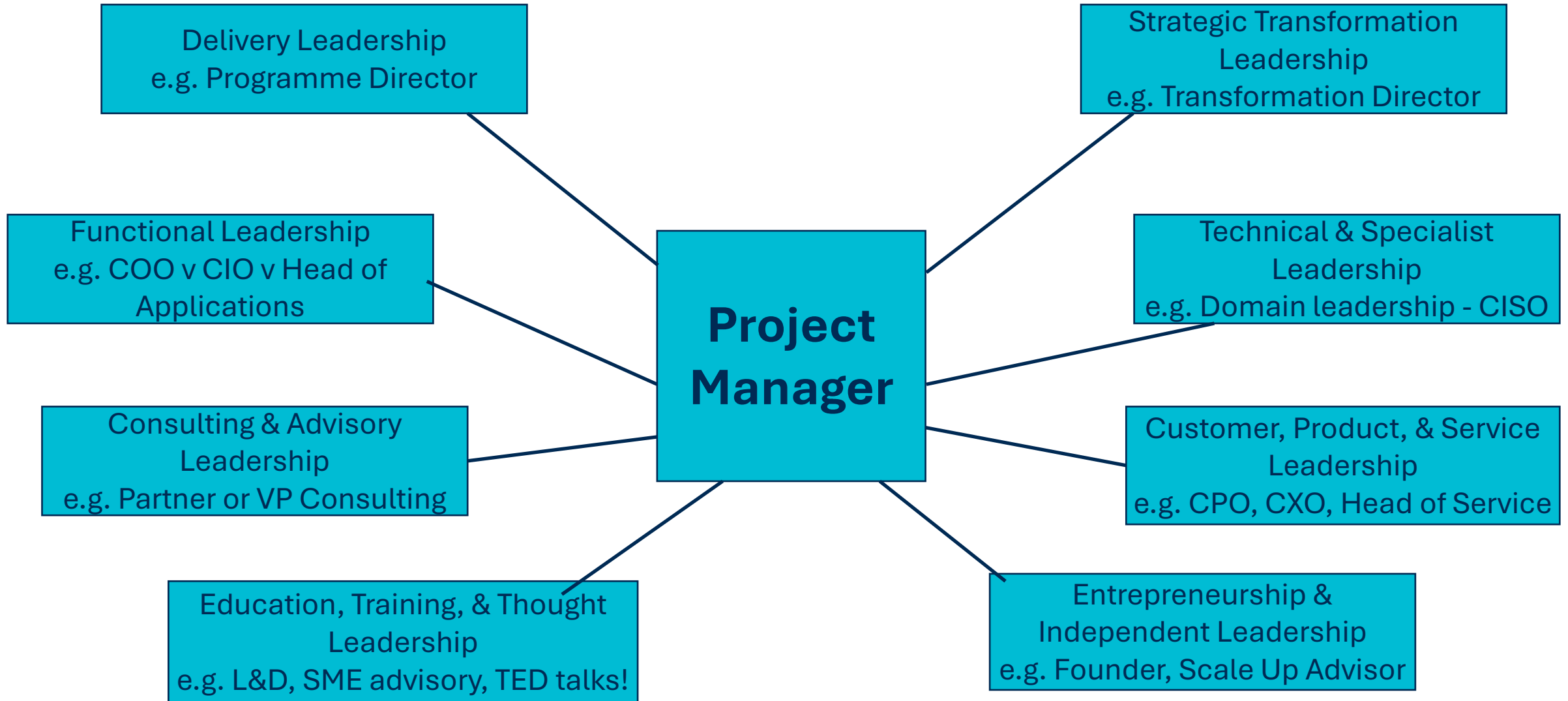Current T&T Project

Managers On LinkedIn

12.8% of CIO/ITD/HIT come from a Project Manager background

People Leadership or Individual Contributor?

5.2% of UK CEOs Come from a Project Management background

The Ultimate Swiss Army Knife
8093 saves

The most common career paths we see...

Project Manager (center)

- Delivery Leadership
  e.g. Programme Director

- Strategic Transformation Leadership
  e.g. Transformation Director

- Functional Leadership
  e.g. COO v CIO v Head of Applications

- Technical & Specialist Leadership
  e.g. Domain leadership - CISO

- Consulting & Advisory Leadership
  e.g. Partner or VP Consulting

- Customer, Product, & Service Leadership
  e.g. CPO, CXO, Head of Service

- Education, Training, & Thought Leadership
  e.g. L&D, SME advisory, TED talks!

- Entrepreneurship & Independent Leadership
  e.g. Founder, Scale Up Advisor

Career Path: grow your career

Goal → Reality → Options → Way Forward

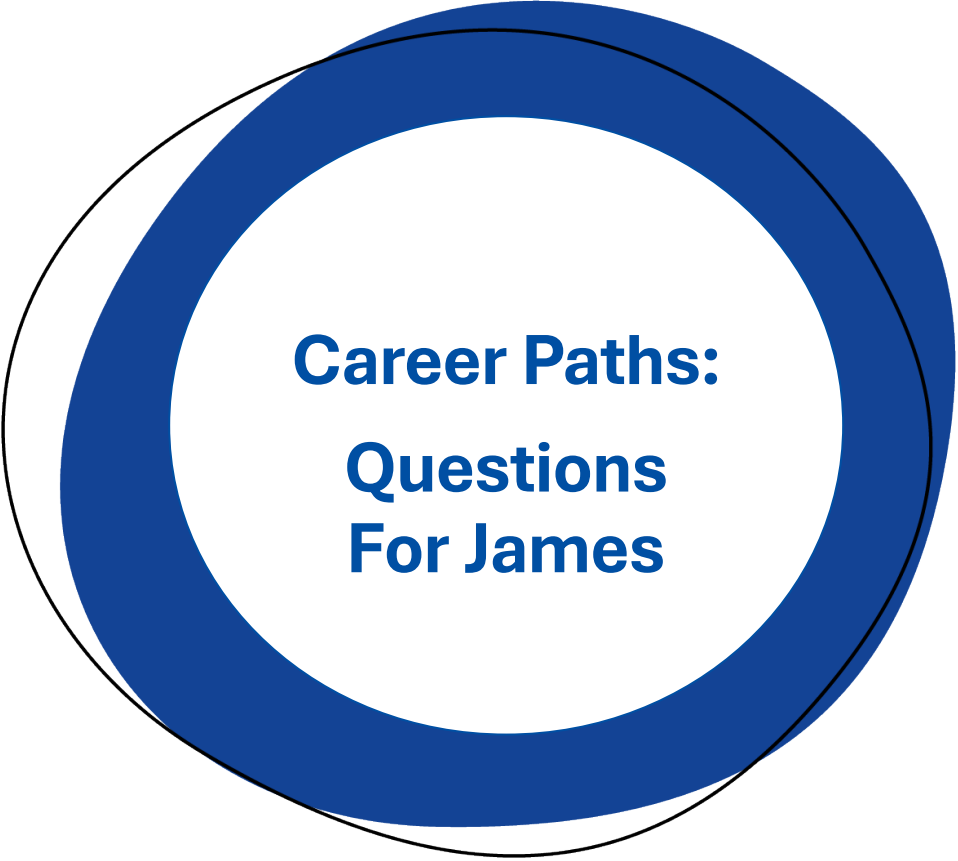## Goal Alignment & Reality Check:

- Define long term goals
  - SWOT
  - Objective feedback
- Regularly reflect & react

Skills & Experience Development:

- Build portfolio of hard & soft skills to achieve your goal
  - Invest in training and certificates you can apply
- Leave your comfort zone

Networking & Strategic Positioning:

- Identify opportunities to shine and/or learn
  - Mentors/coaches
  - Speak / contribute to Industry events
- Leave your comfort zone (again!)

Career Paths:

Questions
For James

Job Search Strategies

Job search strategies: Learn how to stand out and land your dream job

Working with a specialist and reputable agency

- Face to face meeting – sell yourself
- Focus on soft skills
- Manage expectations – agency = linear hire
- Buyer's market
- How we work??

Tailored resume & approach

- Customise for each job
- Showcase relevant projects, skills and certs
- Network targets
- Focus on leadership and results

Up-skill and stay relevant and realistic

- Certifications
- Software and tools
- Trends – Agile, DevOps, Cloud

CUSTOMER LED   **PEOPLE** POWERED   **INSIGHT** DRIVEN

Job Search Strategies

What skills should you highlight?

- Leadership and conflict resolution
- Projects outcomes and lessons learnt
- Strategic alignment and prioritisation

Prepare for interviews

- Prepare for behavioural – leadership, problem solving and technical skills
- Project scenarios
- Key learns

Research and target the right companies!

- Industry trends
- Cultural add

Job Search Strategies

Leverage your network and work on your personal brand

- LinkedIn
- Professional associations
- Networking events

Build and showcase your portfolio

- Create a project portfolio – plans, timelines, budget and outcome / deliverables
- I vs We
- Lessons learnt
- Testimonials

Gain feedback

Job Search:

Questions
For Dan

Summary

Summary

- Market is challenging and risk adverse

- Life is a project
  - Personal Development
  - Career Development
  - Job Search

- Swiss Army Knives often get left at the back of the drawer – spotlight your strengths!

- Michael Page can't guarantee finding you a role, we will be transparent with you and give you feedback

- We will give you the advice to help you find that right role, pay it forward to pay it back

- Our purpose is to change lives, we want to grow with you over a long term relationship

Thank You!

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