

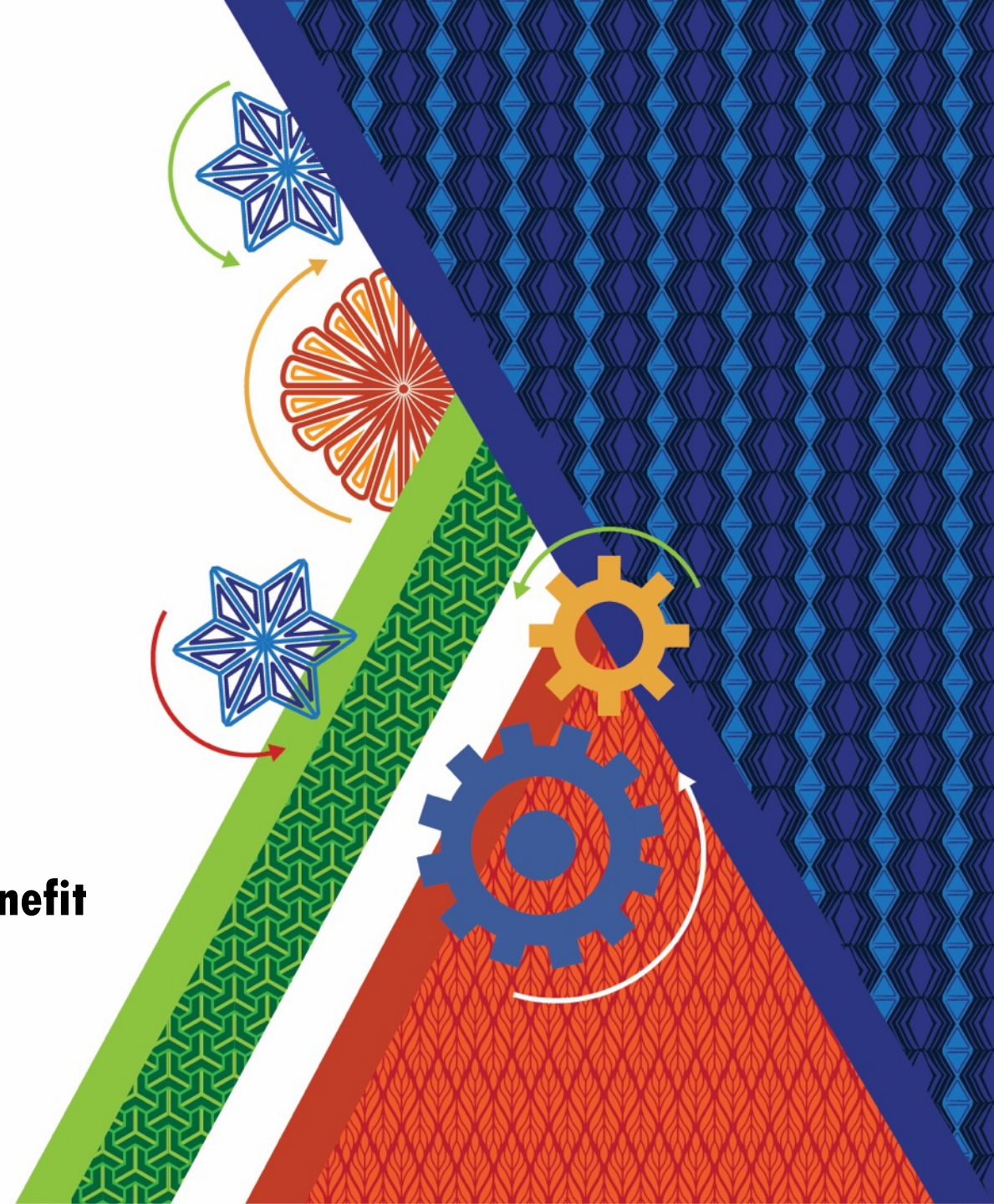


2018 PMSA NATIONAL CONFERENCE

For the Public Good

**New thinking on enhancing inclusion and societal benefit
in Project Management.**

Dr. Teri Okoro MBA RPP FAPM FRIBA TOCA + P3MAfrica

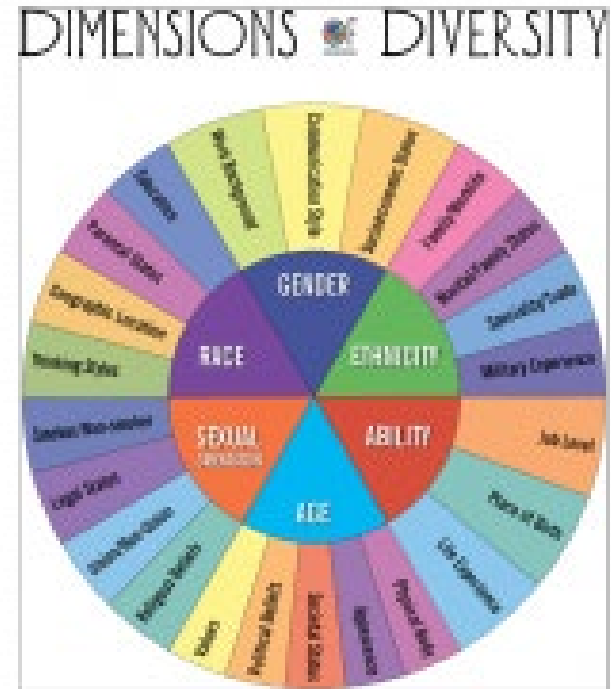


Outline

- **Diversity and Inclusion + Drivers for Change**
- **A values driven approach**
- **Redefining the public good**
- **Practices and Processes**
- **Case study**
- **Maturity Assessment**
- **A way forward**



Diversity in every day use



Diversity and Inclusion

Diversity = MEASURE

relative

validity of measure

Inclusion = TARGETTED ACTIVE PROCESS

‘being asked to dance’.

‘allowed to speak’



Drivers for Change

.....*Increased Projectification*
.....*Maturing Profession*

- **A renewed drive and moral imperative to effectively implement legislation;**
- **Reporting requirements and reputation (such as annual disclosure on gender pay gap for larger firms)**
- **Increasing expectation of transparency in practice and processes;**
- **Dividends for innovations, diverse teams and products;**
- **Attracting millennials and being an employer of choice;**
- **Recruiting talent to successfully deliver increasingly complex projects; and**
- **A massive infrastructure programme.**



Chartered Status

.....an opportunity as well as a challenge.



'...play a role as a Royal Charter Body, drawing on the values enshrined in the Charter to promote, broader economic societal ends – to look at how the profession can help deliver better outcomes and benefits for society as a whole.'

.....imaginative response

D&I, professionalism & the practice of project management



Values Driven Approach

Project Outputs and benefits

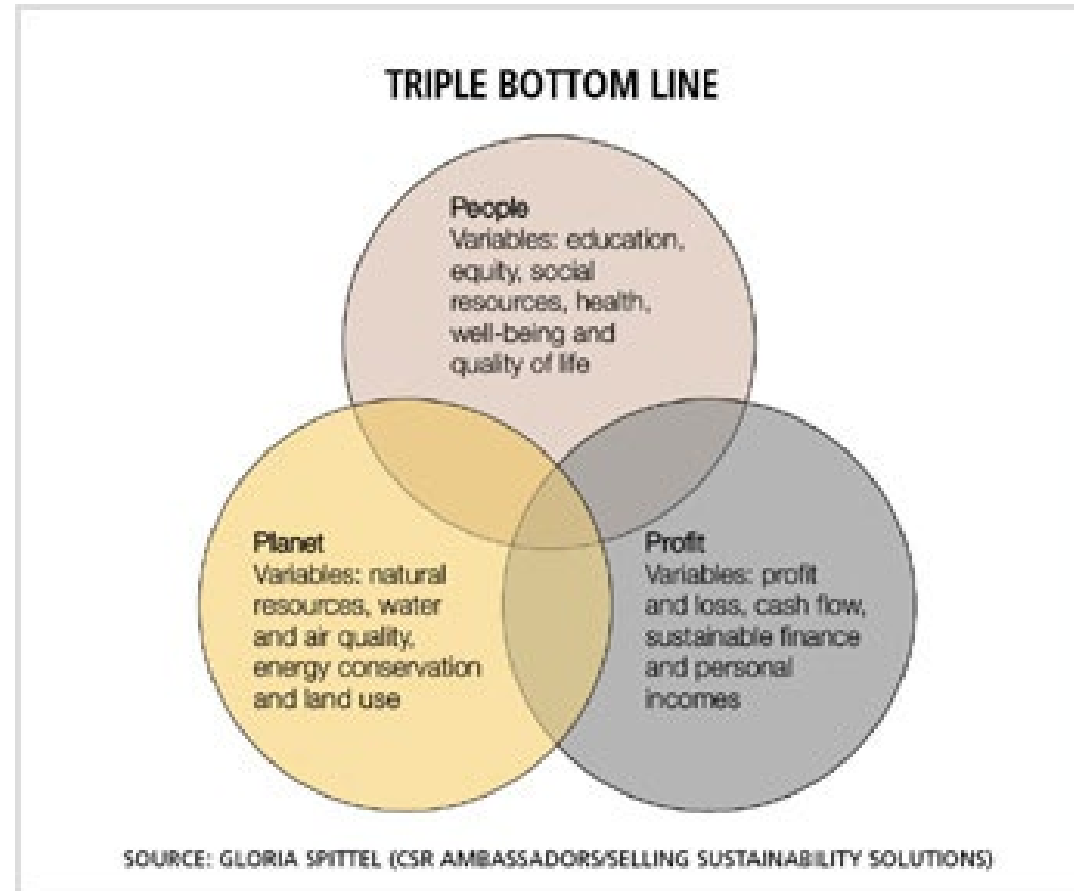
Shareholder Value

Short term



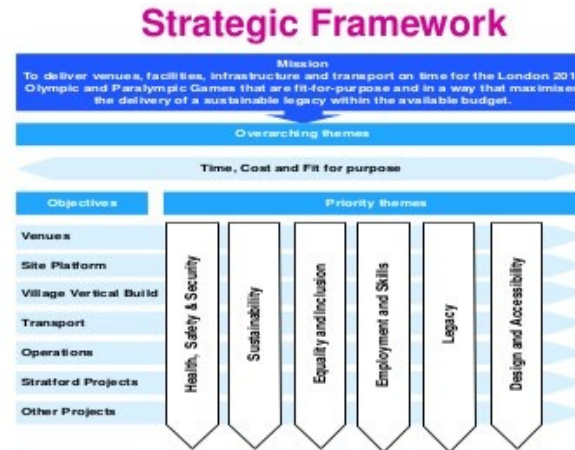
Triple Bottom line

Sustainable outcomes



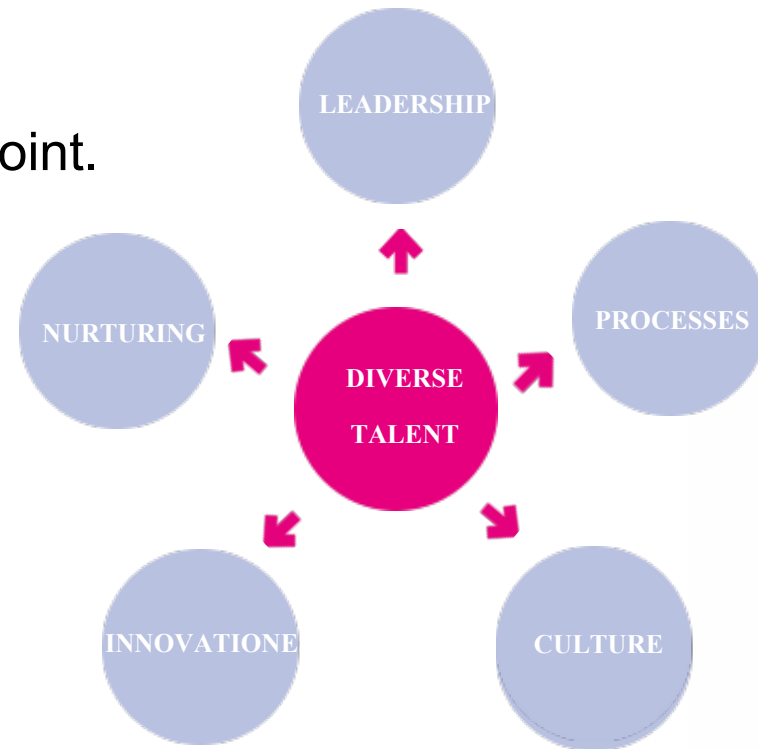
Redefining benefits and the public good

- Project Outputs
- Project Benefits
- Co producing
- Co Designing
- Upskilling
- Cumulative
- Reactive or Proactive



Practice and Processes 1

- Diversity Statementjust a starting point.
- Inclusive processes
- Strategic approach
- Multi-front action
- Test tools and customise
- Engage internally and externally
- Not just workforce



Okoro Model (2015)



Practice and Processes 2

- BOK 7
- Inclusive project processes
- Strategic D&I approach
- Multi-front action
- Test tools and customize
- Engage internally and externally
- Enhancing public benefit



London 2012

The Legacy Games

Legacy Value

'A great regeneration story that continues to deliver.....'

Lord Coe

..... the most accessible and inclusive games ever, with disability incorporated into the design and structure of buildings, open spaces and public transport.

'A twenty year story

- *First ten bidding and delivering*
- *Next ten years delivering the legacy*

IMPACT

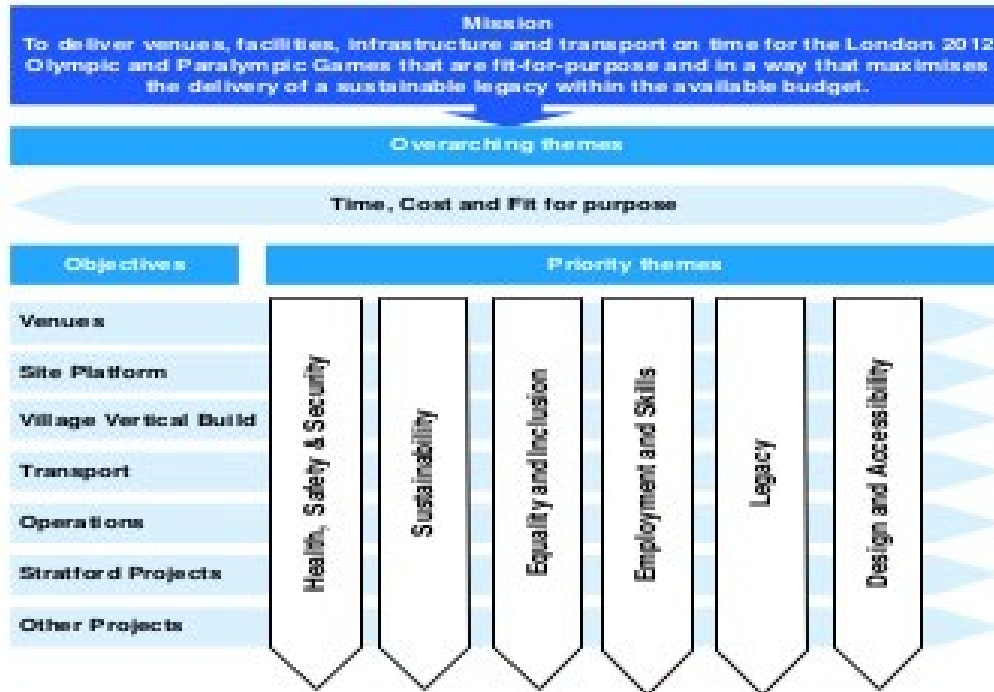
Explain how you are about to deliver – *the project management but also why.....what it will achieve (the benefits)*

EDI + H&S + jobs & skills

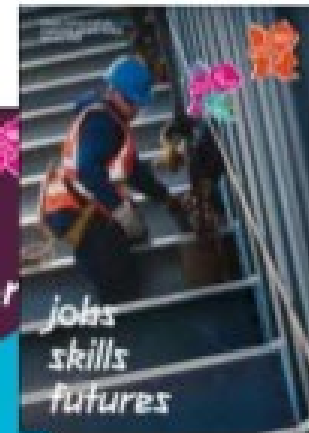
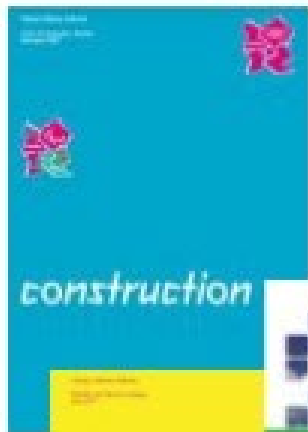
<https://www.youtube.com/watch?v=mwy7qW6caZ8>



Strategic Framework



London 2012



Diversity Maturity Assessment

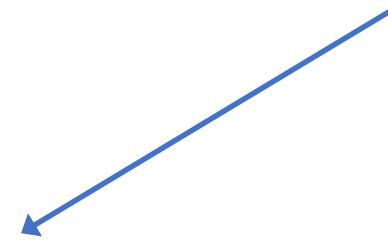
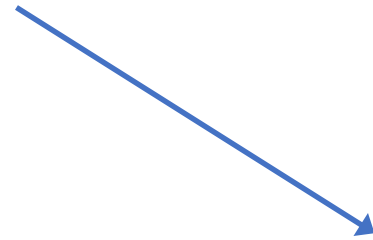
- Who is measuring
- What is being measured
- Voluntary
- Statutory
- Workforce
- Project
- Developmental



Looking Forward

Project Diversity & Inclusion Metric

Organisational Metric



Integrated Reporting



Questions

THANKYOU

SHARE



@teriokoro
@p3mafrica

PARTICIPATE

www.smartsurvey.co.uk/s/2018_P3MAfrica

.....for the public good

Resources :

Joining the Dance accessible from

https://www.apm.org.uk/media/15571/charteredreport-9_webfinal.pdf

<https://clip2art.com/explore/Gears%20clipart%20cog/>

