

PMO Report 2021

Earlier this year we surveyed PMO professionals about how the COVID-19 pandemic has impacted their career and their thoughts for the future. Overall, the pandemic appears to have impacted team members positively with over 47% stating they've had excellent support and feel more positively towards their employers.

For people experiencing a more negative impact the key stressors include lack of clear communication, missing team integration and workplace relationships. In general, whether happy or unsatisfied PMO professionals are open to new roles with just 20% stating they wouldn't be open to moving company. If you'd like to learn more about any of the findings in this report please get in touch.

Who took the survey?

Project Manager
34.81%
Programme Manager
22.22%
Scrum Master
5.19%
Product Owner
7.41%
Business Analyst
15.56%
Other
14.81%



Type of employment.

Permanent 57.78%
Contract 38.52%
Temporary 1.48%
Unemployed 2.22%



Contract & temp worker gender breakdown.

Male 60.38%
Female 37.74%
Non-binary / third gender
0.00%
Prefer not to say 1.89%



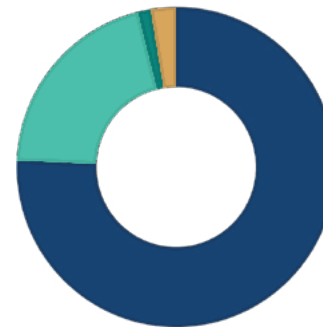
Years of experience.

0-1 years - 6.67%
1-3 years - 6.67%
3-5 years - 12.59%
5-10 years - 17.78%
10+ years - 56.30%



Perm worker gender breakdown.

Male 75.64%
Female 20.51%
Non-binary / third gender
1.28%
Prefer not to say 2.56%



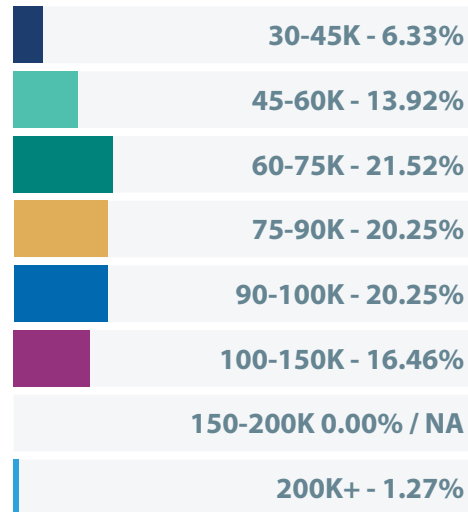
Salary & Sentiment

70%
earning
over 60K

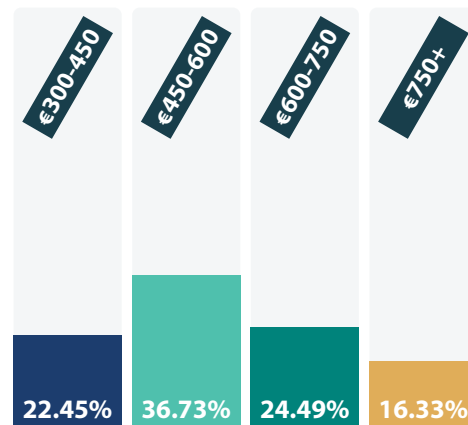
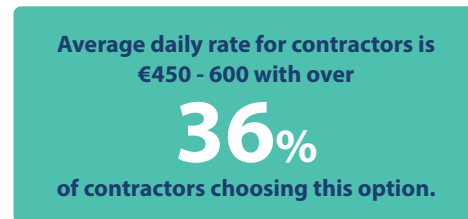
50%
of those
earning
over 75K

80%
of people's salary
has either increased
or stayed the same
since Covid

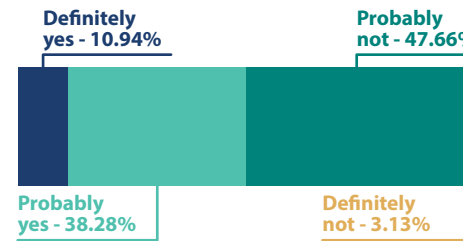
What PMO professionals are earning.



Contractor Daily Rates.

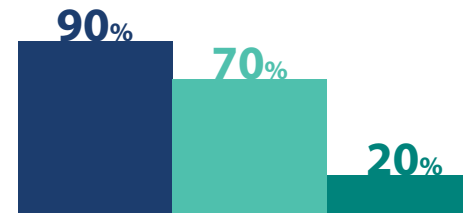


Beyond the pandemic, do you think being physically in the workplace will impact your likelihood of getting a promotion/salary increase?



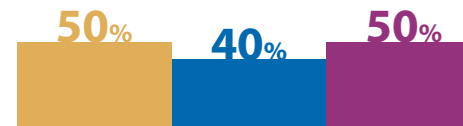
Impact of remote working

Key findings:



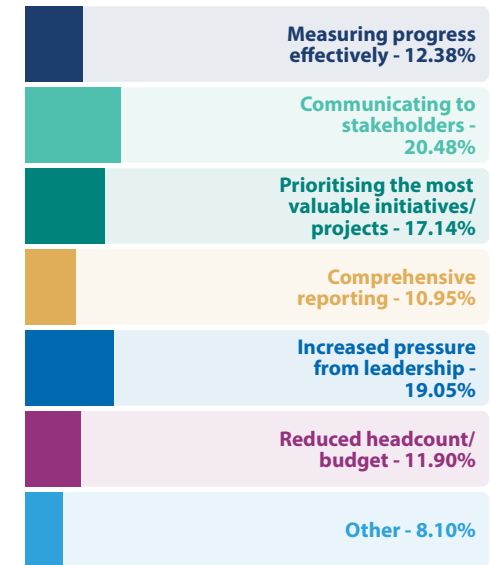
- Over 90% working fully remote
- Almost 70% positive about the overall impact of remote working
- Over 20% feel managing costs is easier when working remote

Most challenging aspects:



- Managing change - over 50% find more difficult
- Quality - over 40% find more difficult
- Communication - over 50% find more difficult

Biggest challenges as a result of the pandemic.



How are teams combating these communication challenges?



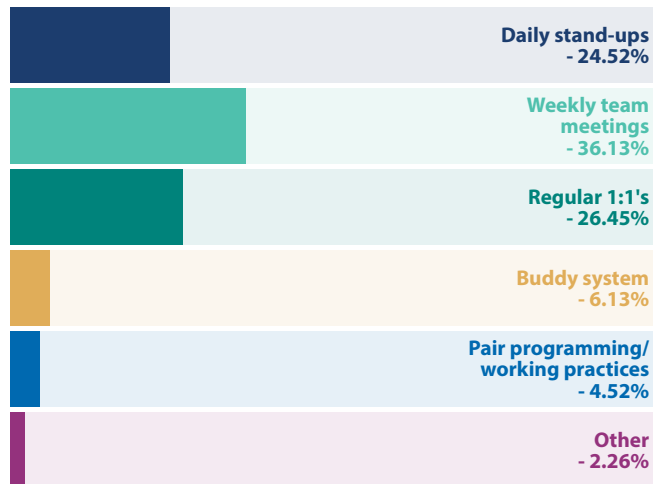
- Weekly team meetings (36%)
- Daily stand ups (24%)
- Regular 1:1s (26%)

Other ideas include Ad-hoc functional networking:



to keep abreast of bigger picture and ID opportunities to collaborate and or support wider team/IT function, Optional social sessions, special interest groups, remote working enablement workshops, weekly project reviews and demos.

How teams are maintaining collaboration:



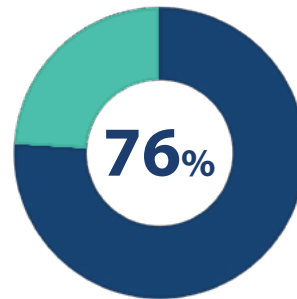
"It's shown that my employer not only cares about the bottom line but they have put a huge emphasis on employee wellbeing with a number of initiatives that have been put in place to maintain a healthy work life balance."

How teams work have also changed as a result of the pandemic with an almost

20%

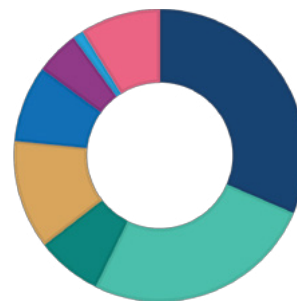
increase in contingency staff and contractors.

PM specific trends and insights.



Vast majority (76%) now using PM software to manage projects.

Most popular tools for 2021 are:



Waterfall v Agile



Agile slightly preferred with 50% using Agile and 40% waterfall, with some stating remote working and the pandemic have accelerated the move to more agile working.

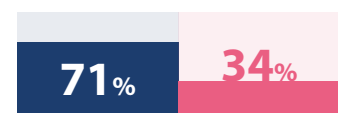
Skills that are important

listed as the most important skills to be a successful PM in 2021.



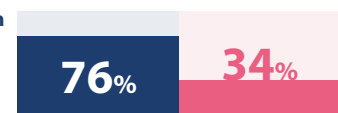
When asked how they felt they ranked in terms of these skills the outlook was generally positive, however sentiment was less favourable when asked about how they felt their team ranked overall.

Emotional Intelligence



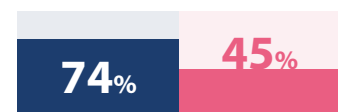
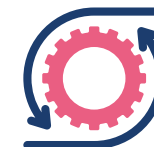
71% felt they ranked strong or very strong, whereas just 34% felt their team's overall EI was strong or very strong.

Communication



76% felt they ranked strong or very strong, whereas just 34% felt their team's overall communication was strong or very strong.

Agility



74% felt they ranked strong or very strong whereas just 45% felt their teams overall EI was strong or very strong.



Despite this, the most in demand/hardest to find skills are technical skills.

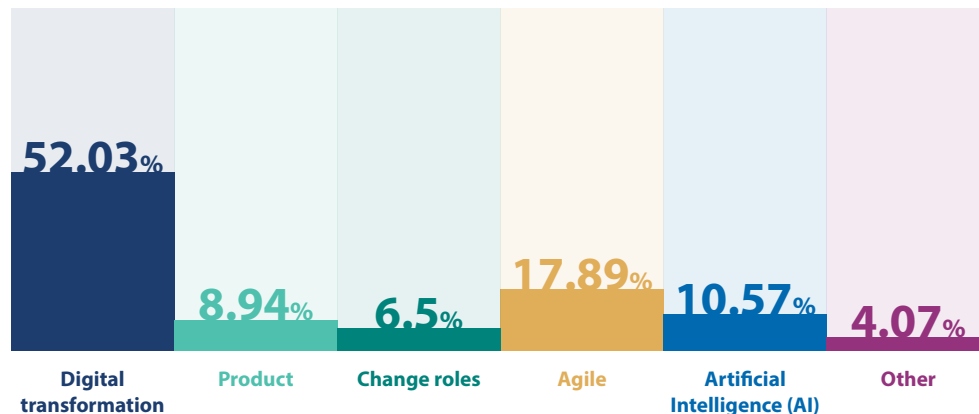
36%

Trends for 2021 and beyond

Crisis can be a catalyst for change. We asked if the pandemic has benefited respondents' organisations in relation to digital transformation/advancement:



Digital transformation is the number one trend for the future, buoyed by the move to remote due to Covid-19 and huge demand for online services and products.



Considering the impact of these trends

33.33%
would consider changing the direction of their current career

Overall, the outlook for the future is positive with just

6%
of PMs feeling that the pandemic has negatively impacted their org in terms of digital advancement.



"The pace of digital change is only going to accelerate, and there will be a need for more and more of the softer skills of project management. That said, traditional "waterfall" project management, particularly in software is in serious decline, so we need to change our approaches to fit the necessary pace of technological change."

Interested in learning more or looking to hire Contract or Perm Project Management Talent?

Get in touch, our team have over 20 years of experience in the PMO space and would be happy to chat.

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