



Project Value Delivery provides you with

A Unique High Potentials Development program For Project Organizations

Through our experience in large, complex projects, we provide you with advanced trainings that go beyond what is generally available in the market place, to suit your needs.

All our trainings are for attendees that are already experienced in project management and one unique feature is that they have been designed, and are delivered by trainers that have first-hand experience in the management of large, complex projects.

Our High Potentials Development Program is a proven program that addresses the deep development needs of young professionals with high potentials in project organizations. The target will be typically young successful professionals in their early 30's, about to start or starting to have management responsibilities and active in project-oriented organizations.

Courses Customization

Based on our standard suite of courses we can customize our courses to your needs and to the particulars of your organization (type of projects, systems used, etc.). This can enhance the effectiveness of the training dramatically. Contact us for course customization.

All Courses are Residential

These unique courses are not proposed to the public, only to those organizations that are ready to invest in their people for the long term. We let you organize the venue that best suits you (we recommend that the courses be conducted in an environment that will ensure an appropriate focus and avoid distractions from daily work); and we provide the rest of the experience.

The High Potentials course is a long-term commitment by the organization and the participants with 10 half-day modules typically over 12-15 week overall.

Pricing

For your convenience all our pricings are based on lump sum depending on the option and rhythm chosen. Contact us at [Contact @ ProjectValueDelivery.com](mailto:Contact@ProjectValueDelivery.com) for a quote for your particular case.

Visit [our website](#) and register to receive regular updates on our White Papers and product offerings.



We Empower Organizations to be Reliably Successful in
Executing Large, Complex projects.

Discover more on
www.ProjectValueDelivery.com

High Potentials Development Course: Boost your organization's potential beyond your expectations

Duration: 10 half-days and 4 full days over ~15 weeks

As an organization, you need to develop the next generation of Project Leaders. We have a unique, proven High Potentials Development Program that combine hand-on training and personalized coaching to accelerate the transformation of your High Potentials:



- Development of soft skills (personal and interpersonal skills, public communication etc),
- Development and implementation of personal development plans leveraging on workplace experience,
- The personalized coaching approach allows to tackle personal issues as they impact day-to-day performance and growth.

Base Course Contents

Half-Day Module	Topic
1	<i>Group Forming and Personal Styles; Body Language</i>
2	<i>Project Process Improvement; Project Risk Management Reloaded</i>
3	<i>Mind Patterns and Thinking Tools</i>
4	<i>Facilitating Skills (and practice)</i>
5	<i>Brain Structure, Emotional Intelligence; Coaching, Influencing</i>
6	<i>Communication (public presentation, crisis communication, media communication)</i>
7	<i>Crisis communication practice (groups of 3)*</i>
8	<i>Management & Leadership in today's world; Project Soft Power</i>
9	<i>Introduction to Business General Management (including Finance, Commercial, Contracts) and career management</i>
10	<i>Career Definition and Personal Growth Framework</i>

** this module will be repeated 3 times in groups of 3 or 4*

In addition, the participants will attend the "Complex Projects Management Course", a unique 4 days course that give insights in the workings of Large, Complex projects.

Complex Projects Management Course: A Unique Course that Will Give you a Key Competitive Edge for Executing Large, Complex Projects

Duration: 4 days

In this flagship training course, project managers and senior project team members can test-drive a complex project using our proprietary Comprplex™ project simulation tool. Developed by complex project practitioners for complex project practitioners, our simulator takes a relatively simple converging project flow and lets the project teams decide on their resource allocation. Random events arise in the midst of converging activities, exactly like in the normal course of a real-life project. The situation will test the nerves of the project teams, as they try to keep control over budget and schedule, ensuring a total immersion in the course.



Specific tools to overcome complexity and natural variation will be taught and the participants will be given the occasion to use them on the same project game again, discovering the improvements that will result, in terms of reliability enhancement and support to decision-making.

Key learning points for this course are:

- An accelerated experience of the flow of a complex project
- A deep understanding of the difference between complex projects and more simple, linear projects
- A deep understanding of the drivers of project success
- Introduction and application of the Convergence Monitoring techniques
- The project in the organization - different types of organizational structure and their advantages and drawbacks
- The importance of full-time assignment of resources in integrated teams for complex project delivery
- The important of the right monitoring tools for the project manager
- Lessons learnt from actual complex projects failure

Participants will be handed over a comprehensive written document on the management of complex projects as well as a choice of the latest books sponsored by Project Value Delivery on the subject.

This training is recommended for Project Managers, direct reports to Project Managers; and Department Heads and Senior Management that want to gain a deep understanding on the workings of complex projects.



Optional Personalized coaching

In addition to the training setting we propose to provide around 4 hours of personal, one-to-one career coaching to each participant in parallel to the course. This has been found to significantly enhance the effectiveness of the program, allowing to discuss real life issues in the office of participants, and addressing their particular issues.

Course Rhythm

You can choose the rhythm you prefer:

- 5 full-days, one every 2 or 3 weeks; plus the 4 days Complex Projects Management training in a full week;
- 10 half-days, one every 2 weeks; ; plus the 4 days Complex Projects Management training in a full week;
- If you consider the personalized coaching option, we recommend the following rhythm: first 3 full days, one every two to three weeks; then the last 4 half-days by half-day every two weeks with an other day devoted to coaching around each session; plus the 4 days Complex Management Training Session

Reference Books

10 reference business and personal development books will be provided to each participants, to kick start their personal reference library.

Our Master Trainer

We are team of professionals experienced in delivering Large, Complex projects.

Our Senior Managing Partner, **Jeremie Averous** is an experienced consultant and trainer, certified coach, published author. He is passionate about helping people grow and about bringing teams of diverse people together to overcome seemingly impossible feats.



Jeremie brings more than 15 years of senior management experience in the energy industry, as a regulator and in projects. He holds the Project Management Professional (PMP) certification of the Project Management Institute. As a former nuclear safety regulator, he has been involved in cutting-edge risk management methodologies. He is

also an experienced facilitator, trainer, and a Certified Professional Coach (recognized by the International Coaching Federation).

Depending on the training topic, we might substitute another of our experienced trainers. Still, all trainings will be delivered under the direct supervision of Jeremie Averous; and all coaching will be done by Jeremie Averous.

To ensure the best experience this training course is limited to 10 participants max per session



We Empower Organizations to be Reliably Successful in
Executing Large, Complex projects.

Discover more on
www.ProjectValueDelivery.com