

Talent Triangle

While technical skills are core to project and program management, PMI research indicates they're not enough in today's increasingly complex and competitive global marketplace. Companies are seeking added skills in leadership and business intelligence — competencies that can support longer-range strategic objectives that contribute to the bottom line.

The ideal skill set — the Talent Triangle — is a combination of technical, leadership, and strategic and business management expertise.

What this means to project management professionals is a focus on developing the additional skills needed to meet the evolving demands from the business while at the same time becoming a more valued strategic partner.



Changes to the PDU Program

As shown in the in the images below, PMI has introduced changes in the PDU program to ensure continuing education for project management professionals includes training activities that align with the Talent Triangle competencies. Accordingly, Skillsoft has, in turn, aligned its PDU-approved courses with the Talent Triangle so that learners will know how many credits they are earning in each area of the Triangle.

A list of the Skillsoft PDU courses can be found [here](#).



THE PMI TALENT TRIANGLE™

Your Angle on Success



In today's increasingly complex and competitive global marketplace, technical skills are simply not enough¹. Companies are seeking added skills in leadership and business intelligence to support longer-range strategic objectives that contribute to the bottom line.

The ideal skill set—the PMI Talent Triangle—is a combination of technical, leadership, and strategic and business management expertise. To stay relevant and competitive, you must develop these employer-demanded skills.



NOT SURE WHERE YOUR COMPETENCIES, COURSES AND PDUS FIT IN? Take a look at the examples below.

STRATEGIC & BUSINESS MANAGEMENT

Business oriented skills; applies to all certifications

- ▶ Benefits management and realization
- ▶ Business acumen ▶ Business models and structures ▶ Competitive analysis
- ▶ Customer relationship and satisfaction ▶ Industry knowledge and standards ▶ Legal and regulatory compliance
- ▶ Market awareness and conditions ▶ Operational functions (e.g. finance, marketing)
- ▶ Strategic planning, analysis, alignment

LEADERSHIP

Competency in guiding and motivating; applies to all certifications

- ▶ Brainstorming ▶ Coaching and mentoring ▶ Conflict management
- ▶ Emotional intelligence
- ▶ Influencing
- ▶ Interpersonal skills
- ▶ Listening
- ▶ Negotiation
- ▶ Problem Solving
- ▶ Team building

- ▶ Agile practices
- ▶ Data gathering and modeling ▶ Earned value management ▶ Governance (project, program, portfolio)
- ▶ Lifecycle management (project, program, portfolio, product)
- ▶ Performance management (project, program, portfolio) ▶ Requirements management and traceability ▶ Risk management ▶ Schedule management
- ▶ Scope management (project, program, portfolio, product) ▶ Time, budget, and cost estimation

TECHNICAL

Domain expertise, certification-specific

Effective 1 December 2015, the CCR Program will be aligned with the skills outlined in the PMI Talent Triangle.

To learn more visit: www.PMI.org/ccr-info

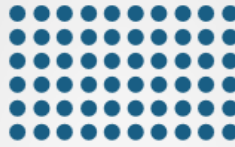
1. Source: PMI's Pulse of the Profession In-Depth Report: Navigating Complexity



The New Continuing Certification Requirements (CCR) Program

The total number of PDUs required to keep each certification has not changed. But, how PDUs are maintained is different because the environment has changed.

PMP | PgMP | PfMP | PMI-PBA

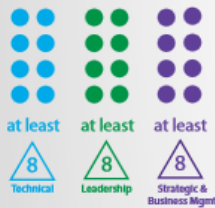


60 PDUs / 3-year cycle



Education

Now there's a minimum number of PDUs required in: **Technical, Leadership & Strategic Business Management** skills.



Remaining PDUs



Once you fill each section the remaining PDUs can go into any of the 3 sections.

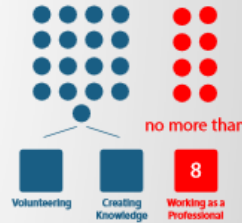
A minimum of 35 PDUs

Minimum 35 PDUs / 3-year cycle.
A minimum of 8 PDUs for each skill.



Giving Back

The maximum number of PDUs has changed for: **Volunteering, Creating Knowledge and Working as a Professional.**



A maximum of 25 PDUs

Maximum 25 PDUs / 3-year cycle. A maximum of 8 PDUs for "working as a Professional".

The New Continuing Certification Requirements (CCR) Program

The total number of PDU's required to keep each certification has not changed. But, how PDU's are maintained is different because the environment has changed.

PMI-ACP | PMI-RMP | PMI-SP



30 PDU's / 3-year cycle



Education

Now there's a minimum number of PDU's required in: **Technical**, **Leadership** & **Strategic Business Management** skills.



Giving Back

The maximum number of PDU's has changed for: **Volunteering**, **Creating Knowledge** and **Working as a Professional**.



Remaining PDU's



Once you fill each section the remaining PDU's can go into any of the 3 sections.

A minimum of 18 PDU's

Minimum 18 PDU's / 3-year cycle. A minimum of 4 PDU's for each skill.



A maximum of 12 PDU's

Maximum 12 PDU's / 3-year cycle. A maximum of 4 PDU's for "Working as a Professional".