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THE TRICKLE DOWN EFFECT OF A BAD PROJECT MANAGER

Most organizations understand project managers are at the center of a project's success. But poor project managers are crippling entire organizations. A poor project manager is a single point of failure on any project. However, from that punctured point, failure trickles, flows, and floods through the whole organization. It's all part of a scary pattern; high demand is leading to bad hires, and poor project managers are causing organizations to crumble.

ORGANIZATIONS NEED PROJECT MANAGERS MORE THAN EVER



2017

In 2017, the demand for project management jobs hit **65.9 million**.¹



2027

By 2027, organizations will need to fill **87.7 million** project management-oriented jobs.¹

DEMAND WILL SKYROCKET ACROSS INDUSTRIES IN THE NEXT 10 YEARS



Manufacturing and construction: **9.7 million jobs**



Finance and insurance: **4.6 million jobs**



Information services and publishing: **5.5 million jobs**



Management and professional services: **1.7 million jobs**



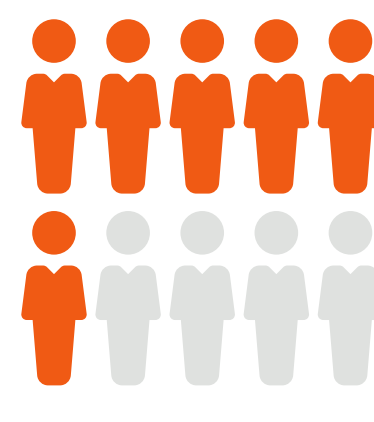
Utilities: **279,000 jobs**



Oil and gas: **49,000 jobs**

Expected project management job openings by sector¹

PROJECT MANAGER DEMAND IS FORCING BAD HIRES



60 percent of project managers fail to meet their sponsors' expectations for business benefits delivery.²



One in three enterprise projects fail.³

WHERE PROJECT MANAGERS ARE FAILING

Apathetic
Disconnected
Selfish
Act like bosses, not leaders
Not open to learning opportunities

Low emotional intelligence
Pessimistic
A lack of grit
Inarticulate
A need to be micromanaged

Watch out for these traits of poor project managers

More negative qualities of poor project managers

BAD PROJECT MANAGERS ARE KILLING ORGANIZATIONS



Poor project performance wastes **9.9 percent of every dollar**.⁴

Missing project management skills could cause businesses to **throw away \$207.9 billion** in GDP through 2027.¹

ORGANIZATIONS CAN'T AFFORD TO LOSE PROJECT MANAGERS

When project managers leave, it stops production.

PM turnover destroys customer satisfaction.

Replacing PMs Is Expensive

It costs 50-200 percent of an employee's annual salary to hire a replacement.⁵

A project manager making \$100,000 per year could cost \$200,000 to replace.⁵

The average hiring process spans more than 20 days.⁶

WHY PROJECT MANAGERS ARE FAILING

They're underappreciated: Only 58 percent of organizations fully understand the value of project management.⁴

It's sink or swim: They have to lead through new software, systems, and industries with near 100 percent adoption on day one.

They're underprepared: They usually come in with little or no real-world experience.

IT DOESN'T HAVE TO HAPPEN TO YOUR ORGANIZATION

Get a free consultation with Jason and discuss how you can find top project managers without sifting through hundreds of bad resumes.

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RESOURCES

¹ <https://www.pmi.org/-/media/pmi/documents/public/pdf/learning/job-growth-report.pdf>

² <https://www.gartner.com/en/documents/3939707>

³ <https://www.forbes.com/sites/smartsheet/2018/11/14/why-a-third-of-enterprise-projects-fail-and-the-tools-that-can-spell-success/#1330415716ed>

⁴ <https://www.pmi.org/-/media/pmi/documents/public/pdf/learning/thought-leadership/pulse/pulse-of-the-profession-2018.pdf>

⁵ <https://www.forbes.com/sites/billiconerly/2018/08/12/companies-need-to-know-the-dollar-cost-of-employee-turnover/#46c213afd590>

⁶ <https://www.glassdoor.com/blog/how-long-should-interviews-take/>