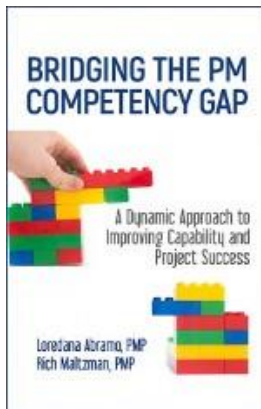


## PM WORLD BOOK REVIEW



Book Title: ***Bridging the PM Competency Gap: A Dynamic Approach to Improving Capability and Project Success***

Author: **Loredana Abramo, PMP and Rich Maltzman, PMP**

Publisher: J. Ross Publishing

List Price: \$37.95    Format: 263 pages, hard cover

Publication Date: 2017    ISBN: 978-1-60427-140-9

Reviewer: **Lawrence Reid, PMP**

Review Date: 03/2018

---

### Introduction

“Every project is about a gap.” A gap is the difference between the status quo and the desired outcome. *Bridging the PM Competency Gap* by Loredana Abramo, PMP, and Rich Maltzman, PMP, is a book about identifying and fulfilling training opportunities in project management.

“A project manager’s level of competency is often not equal to the new and dynamic challenges encountered in his/her profession.”

For example, I was the administrator of a windows-based Customer Relationship Management (CRM) tool. When the time came to move it to the web base format, additional training was required.

### Overview of Book’s Structure

The chapters of *Bridging the PM Competency Gap* are well-organized to walk the reader through the process of developing a continuous learning plan.

- Chapter 1 Problem Statement: In Other Words, *The Gap*
- Chapter 2 Wanted: Bespoke Strategic Approach
- Chapter 3 Know Thy Audience
- Chapter 4 Options
- Chapter 5 Planning Your Bridges
- Chapter 6 Time to Deliver!
- Chapter 7 Indicators of Success – How Do You Know if Your Bridge Is Built and Working?
- Chapter 8 The Feedback Loop and Improving the Bridge
- Chapter 9 Leveraging Expert Judgment

- Appendix 1 Select References and Useful Links
- Appendix 2 A Competency Survey of 250 Project Managers
- Appendix 3 Details of the 4-D Approach Applied to PM Competency
- Appendix 4 Case Study: Philips Excellence Project Management

## Highlights

Continuous learning is required to remain relevant in today's rapidly-changing world. *Bridging the PM Competency Gap* provides a roadmap to develop a continuous learning environment (CLE). The publisher, J. Ross Publishing, provides additional free Web Added Value™ materials for download from their website at [www.jrosspub.com](http://www.jrosspub.com).

Recommended steps to follow:

1. Define the problem
2. Assess your project manager's competency and identify your PM competency gaps
3. Study your PM community and its specific traits
4. Choose and implement the most suitable improvement options for your goals and audience
5. Monitor progress and continue to improve while implementing your plans and assessing progress, which has a beginning and an end with specific deliverables and timelines

The PMI Talent Triangle — Technical Project Management, Leadership, and Strategic Business Management — is like a three-legged stool; learning on all sides needs to be maintained. One of the methods to accomplish this is Developing PM Competency Data, Information, Knowledge, and Wisdom (DIKW).

Assessing competency with the PEAKS Model is recommended when preparing your strategic approach to the design of competency assessments, which includes Personal characteristics, Experience, Attitudes, Knowledge, and Skills (PEAKS).

## Highlights: What I Liked!

Project management applies to so many industries and professions. Although *Bridging the PM Competency Gap* was written and intended for project management, the authors have developed a powerful roadmap that may be applied to many professions as well. For example, Certified Public Accounts and Certified Financial Planners are professions that require continuing education. This guideline will also help these professionals identify and fill any gaps they may have.

Chapter 9 describes Leveraging Expert Judgment. The authors include dozens of responses to their survey with a section appropriately titled "Great Minds Think Alike."

## Who Might Benefit from the Book?

*Bridging the PM Competency Gap* will benefit someone new to the project management profession, as well as seasoned certified professionals who want to become or remain relevant in project management.

## Conclusion

Change is inevitable with the advances and innovations of technology and the rapid globalization of industries. Using this map to identify existing gaps and to forecast future gaps early will simplify the bridges needed to remain productive and relevant.

---

For more about this book, go to: <http://www.jrosspub.com/bridging-the-pm-competency-gap.html>.

*Editor's note: This book review was the result of a partnership between the publisher, PM World and the [PMI Dallas Chapter](#). Authors and publishers provide the books to PM World; books are delivered to the PMI Dallas Chapter, where they are offered free to PMI members to review; book reviews are published in the PM World Journal and PM World Library. PMI Dallas Chapter members can keep the books as well as claim PDUs for PMP recertification when their reviews are published. Chapter members are generally mid-career professionals, the audience for most project management books.*

*If you are an author or publisher of a project management-related book, and would like the book reviewed through this program, please contact [editor@peworldjournal.net](mailto:editor@peworldjournal.net).*

---

## About the Reviewer



### **Lawrence Reid, PMP**

Bedford, Texas



**Lawrence Reid, PMP** is a Customer Relationship Management (CRM) specialist with extensive experience in project management, needs analysis, implementation, customization, and integration for companies in the aerospace, financial services, manufacturing, and medical industries. Lawrence has a Bachelor's degree in Finance and has obtained the Project Management Professional (PMP) certification. He is a member of the Dallas and the Fort Worth chapters of the Project Management Institute.