

Project proposal for an international call to action. "Cognitive Readiness in Disruptive Times".

The idea for research and dissemination is stated in the title as it has been discussed within the ISIPM institute and the international research group for which I am the scientific referenced personnel in CaProSoc.

Who I am

I am a neuroscientific researcher in a project that is based on PM research and innovation through the application of neuroscience applied to complex projects. In the context of CaProSoc I take the role of scientific referent of ISIPM, Italian Project management Institute and scientific referent of my international research group of which I am also from 2017 the Program director (role previously assumed by Russell Archibald, who had been serving as the Honorary Chairman) and Chief Scientific Officer. In my work, in the context of this project, I am assisted by the director of ISIPM and in the context of a research group by various professional figures that also have helped me to write a book on cognitive readiness, among them:

Russell Archibald (until three days ago),

Daniele Di Filippo, Program manager and main co-author of the Book "Cognitive Readiness in Project Team"

Becky Winston as Thought Leader and consultant in PM, Technical Advisor and PMI Fellow

Carl Belack, Co-author of the Book "Cognitive Readiness in Project Team"

Richard Boyatzis, Distinguished University Professor at Case Western Reserve University

Daniel Goleman, is the author of book Emotional Intelligence and the Cognitive Readiness in Project team.

Jesus Martinez Almela, IPMA World President

Enrico Mastrofini, ISIPM President

Graziano Trasarti, ISIPM Vice President

Maurizio Monassi, Member of the ISIPM Executive Council

Stacy Goff, ProjectExperts CEO, PM Performance Coach; IPMA Honorary Fellow

David Pells, Managing Editor at PM World Inc.

Harold Kerzner, Senior Executive Director with International Institute for Learning

George Pitagorsky, Meditation teacher and consultant with more than 40 years' experience

Robert Madelin, EU Influencer, 40 years in UK and EU public service, 25 in Brussels.

Dan Radecki, neuro scientist and Co-founder Academy of brain-based Leadership

Fabrizio Gerli, Associate Professor of Business Organization and HRM at Ca' Foscari University of Venice

and also a great sustainment have received by our Program Director CaProSoc, Reinhard Wagner who wrote a terrific review on the book we published: <https://www.ipma.world/cognitive-readiness-for-complex-projects-and-programmes/>

Objectives:

- create a programmatic document, which will be acknowledged through signature, with a Memorandum of Understanding (MoU) other national and international institutions. Create a practical and usable application framework for project and program managers, as well as executives;
- add to and extend the current baseline research elements in the area of cognitive readiness for project and program managers;
- acknowledging that the current situation with Covid 19 is and will not be the only disruptive event to be experienced by the global community of project and program managers; and
- develop comprehensive, usable framework and tools for project and program managers.

Benefits:

Participants in the project would take the lead role of a call to action in their respective country. A leader, mentor, researcher and advocate under the banner of CaProSoc.

The return of investment for both CaProSoc and the participants could be significant and allow both to enhance their professional image at within their country and internationally. Participants should have more chances to be heard in proposals at executive levels.

Users of the research and framework should be more successful within the context of their projects and programs during times of no disruption, as well as disruptive times.

Plan of Action:

- invoke a call to action in order to create a plan of action in the field of cognitive approach to complex and non-complex projects.
- Focus on a top-down approach, drawing attention first to professional bodies and institutions with an emphasis on economic recovery and strengthening of health protection in the event of a subsequent attack by the Covid virus or other viral attack on the human population.
- Enhance the cognitive approach of executives, project and program managers to achieve a Cognitive Readiness Status Mindset, and then to cascade to increasingly smaller units, including project.
- Focus on the risk that has emerged, which is that as a community, it has been acknowledged that the management of some important projects around the world has issues moving to environments that were virtual or modified.
- Convey potential frameworks and tools to enable the management of projects and programs to enhance the potential for success. If I can make a comparison with a Zen saying, "If you give a fish to a hungry person you feed him for a day, instead you will teach him to fish you will feed him for a lifetime".

Assumptions and other data points to consider:

US Marine Corps personnel are taught cognitive readiness, as a state of mind that will allow officers and marine infantry and support troops to react to unexpected situations. The results and actions have never been documented or what are called lessons learned.

US Air Force has begun to invest in seminars and other presentation events on the subject of cognitive readiness for its officers.

Researchers cannot reach every executive, project or program manager in this moment of world emergency or during future events, but by giving them "a single fish" to feed the need for new skills to face this moment, one can "teach him [her] to fish" and more importantly -- " fishing together ". In doing so, the data gathered, compiled and developed will have fed each group, not only for this emergency but for every other project or program situation. The ultimate goal would be for them to teach others to fish and fish together. In other words, it should resemble a syntononic wave that reverberates to ever-larger concentric centers ... like the stone that is thrown into the pond.

The approach could be viewed as a approach using fractal design, such as those found in cauliflower, where one moves from a center to an outer, but which offers flexibility in that design, as it does in nature.

A Call to Action should be designed to engage the major institutions in the field of project and program management as well as other institutions, such as universities, other national ministries or agencies, and thought leadership in the field, including the team members who will be selected to lead this effort. The achievement of this call to action will be dependent, not only on the initial team formulation, but on the cascade of the call to action throughout the larger community of leaders in the field of project and program management.

It should be noted that obviously the possibility of integrating a highly advanced technical PM culture will not be excluded. As both IPMA and PMI have declared the importance of triple skills two of which are precisely cognitive and technical and the third is business, but I am of the opinion that this third is automatically generated by the correct application in sync of the first two.

Both PMI and IPMA world have declared the importance of the triple skills that must be held by project and program manager to successful implement projects and programs now and in the future, two of which are cognitive and technical.

Therefore now is the time to provide for the new generation project and program managers a cognitive readiness framework, as well as the mindful project and program manager, who will possess the cognitive, technical and business skills required for the management of complex projects and programs. The research, development, and communication by the team should lead to innovation in order to develop, transform, demonstrate the skills theorized by associations that lead in the profession, such as PMI and IPMA.

In teaming with CaProSoc, the team could bring the advanced culture of project management globally and impact the profession for the betterment of the stakeholders now and in the future.