

The Project Leadership Academy is an Association of Project Management (APM) accredited development programme that integrates talent development and behavioural change with knowledge acquisition leading to accredited qualifications with the APM including the Registered Project Professional (RPP) Standard.

KEY INDUSTRY CHALLENGES

UK project management capability is widely recognised as critical to our economic success. The success of the Olympics has illustrated the impact of effective project and programme management as has the publicity over other less successful projects and programmes.

CUSTOMER BENEFITS

This innovation provides customers with additional assurance of the capability of Costain project management staff and a model on which basis to benchmark their own project management development.

The Costain Project leadership Academy is linked into the APM 5 dimensions of professionalism. The tools used on the academy include assessment and development centres, psychometrics, 360 feedback, career coaching tools, mentoring and the APM competence framework. Delegates initially work towards the APMP qualification and subsequently (dependent on their level) they progress to the RPP standard.

88% of respondents said that participating in the academy (including undertaking the APMP qualification) had some or a significant impact on their customer focus. 90% said that it had some or a significant impact on their leadership skills and 100% said that it

had some or a significant impact on their project management knowledge.

The model of 'what good looks like' in project management was created by assessing and testing current Costain Project Directors on their behaviours and personality to create a model that could then be used as a tool for the development of others.

The final phase of the two to three year academy is to support Costain project management staff with the necessary experience in achieving Registered Project Professional Status (RPP). Costain lead the sector in the number of RPP members. To support this Costain have put in place trained mentors, virtual and face to face training sessions and a cohort approach with mutual accountability to maximise the progression through the process.

The model has been developed over a 5 year period, with support from 'Construction Skills' management and leadership fund.

"As a client and an APM RPP Champion, I welcome the development and successful implementation of the Project Management Academy at Costain. The Costain academy enables successful engineers to develop their project management skill sets and gain formal recognition as industry accredited competent project managers.

The Academy looks to develop and continually improve the capabilities of Costain personnel, something we at Network Rail look for from the earliest tendering stages through to the delivery of projects. I have seen the difference that continuing professional development makes within a delivery team faced with complex challenges and onerous time and budgetary constraints. Farringdon Station on the Thameslink Programme is one such example where dedicated personnel with a clear



ambition to develop their personal competencies have delivered significant value to their parent company and to the client".

**Richard Walker MEng CEng CEnv FICE
FAPM, Network Rail Project Director**

FURTHER DEVELOPMENT

Developing the approach to project complexity and programme and portfolio delivery delivery.

<http://www.apm.org.uk>

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