

RMISM Connect

a part of **Belcan**

September 22 and 24, 2026

Strengthen the Discipline.
Advance the Profession.
Engage the Intelligence.



CONNECT

With Experts
& Peers



EXPLORE

Innovative Ideas
& Best Practices



SOLVE

Today's Challenges
Together



INSPIRE

Action. Impact.
Excellence.





— ENGAGE —

MythBusters: Resource Management Edition

Separating Fact from Fiction in Professional Services

Martha Arias-Webster & Julie Grove



Martha Arias-Webster

RMI Board Member & RM Consultant

Lexi Consulting, LLC

- 20 years in Project, Portfolio, Ops. and Resource Management
- IT, Product Dev. and Professional Services
- First RMO: Hybrid with a focus on Governance, Demand Management and Cap. Planning
- First job – Cashier

***What we experience first often defines
how we lead next.***



Julie Grove

Sr. Manager, RMO & Professional Services
Ellucian

- 30+ years Professional Services, Resource, Workforce, & Partner Management
- K12, Higher Education, Big Tech, & EdTech
- Global Leader Business Operations Transformation
- First job – Country club

***What we experience first often defines
how we lead next.***

Resource Management is full of assumptions, best practices, and industry "truths" that are often accepted without question.

In this interactive, "MythBusters" session, we'll examine some of the most common myths, challenges, and debated topics facing Resource Management professionals today.

We will challenge conventional thinking, engage in open dialog, learn from one another, and uncover what really works in Resource Management.

What to Expect:

- Challenge common assumptions and industry "truths."
- Explore the realities behind today's biggest challenges.
- Share experiences and learn from peers facing similar issues in our domain.
- Leave with new perspectives, actionable ideas, and strategies you can apply immediately.



You'll be the MythBusters jury today!



 PollEv.com/juliegrove439

Keep Awake





Respond at
pe.app/**juliegrove**

Resource Managers are secretly professional _____?

0



Awaiting first audience response ..



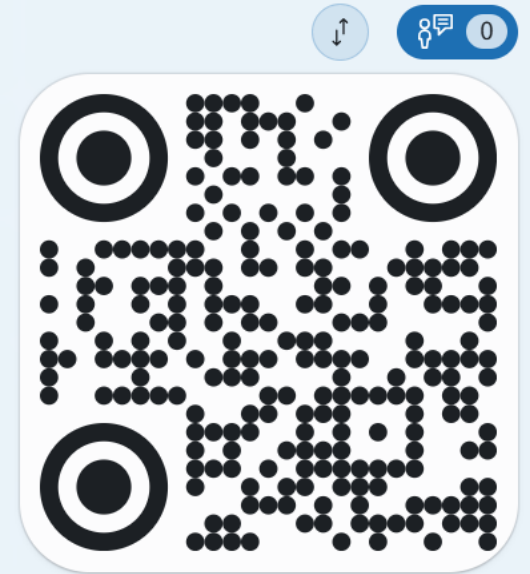


MYTHBUSTER #1 PROCESS:

The Key to Resource Management Process Success is Forecast Accuracy.

True

False





MythBuster #1

MYTH: FALSE

Why This Myth is False

1. Forecasts reveal problems. They don't solve them.
2. Forecast accuracy matters, but RM process maturity is defined by resource insight, stakeholder collaboration, and holistic data driven decisions.
3. Better forecasts don't eliminate staffing and capacity challenges.
4. Forecasting enables visibility and early risk identification
5. Prioritization and strategic staffing decisions are what drives outcomes, not forecasts.

MythBuster Takeaway

Forecasts don't solve resource challenges **people, priorities, and decisions** do.



MYTHBUSTER #2: RM PROFESSION

The Resource Management Profession is an Administrative Function and if Needed Anyone Can Do Resourcing if They Know The Business.



A

0%

True

B

0%

False

 0





MythBuster #2

MYTH: FALSE

Why This Myth is False:

1. Resource Managers are professional domain experts, not just schedulers.
2. Effective resourcing requires workforce planning and capacity-demand balancing.
3. Success depends on negotiation, problem-solving, and business acumen.
4. Resource Managers combine data analysis and financial insight to drive outcomes.

MythBuster Takeaway

Resource Management is a profession, Not an administrative task.

Organizations achieve better business outcomes when Resource Management is treated as a strategic discipline, not a scheduling activity.

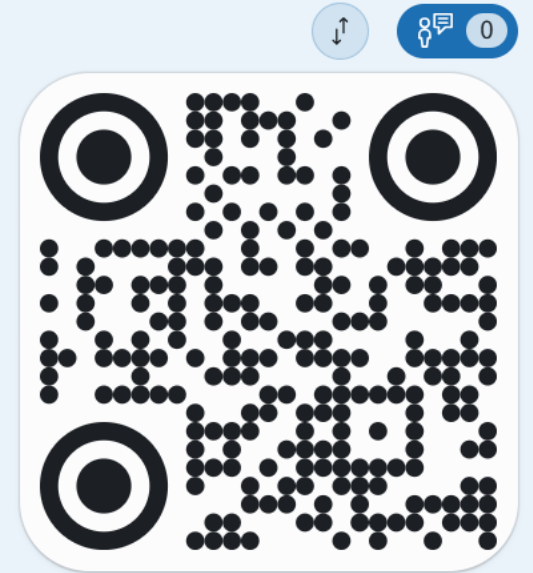


MYTHBUSTER #3: TECHNOLOGY & AI

The Right Technology Eliminates Resource Management Challenges & AI will Solve the rest.

True

False





MythBuster #3

MYTH: FALSE

Why This Myth is False:

1. While technology can accelerate processes that are working, they can also magnify processes that are broken and amplify data that is incorrect or out of date.
2. Tools and technology rely on accurate data and good process governance. These elements are governed by Resource Managers and other partners.
3. Successful decisions still rely on human insight, collaboration and problem solving to optimize business performance.

MythBuster Takeaway

While technology is a business accelerator, business still rely on good processes, accurate data, human insight and judgment to drive business success.

MYTHBUSTERS VERDICT

CASE CLOSED: THE FACTS ABOUT PROFESSIONAL SERVICES
RESOURCE MANAGEMENT

RESOURCE PLANNING



PEOPLE & SKILLS MATCHING



TECHNOLOGY & AI



PROJECT DELIVERY



THE VERDICT:

Professional Services Resource Management is not about perfect forecasts, administrative coordination, or technology alone. It is a **strategic capability** that combines **strong processes**, **skilled professionals**, and **intelligent technology** to deliver the **right resource**, with the **right skills**, at the **right time**.

FACT #1



Resource Management success is driven by decision quality, not forecast accuracy alone.

Forecasts will never be perfect. High-performing organizations succeed because they continuously adapt to changing demand, capacity, priorities, and customer needs through disciplined Resource Management processes.

FACT #2



Resource Management is a strategic profession, not an administrative task.

Effective Resource Managers balance business objectives, customer commitments, workforce capabilities, and employee experience. This requires specialized skills, business acumen, influence, and analytical decision making.

FACT #3



Technology and AI enable Resource Management, but people drive outcomes.

Technology provides visibility, automation, forecasting, and recommendations. AI accelerates insights. However, successful resource decisions still depend on human judgment, collaboration, stakeholder alignment, and strategic thinking.





— ENGAGE —

THANK YOU