



Power UP

Maximizing Benefit from your PSA/PPM Tool

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The RMI will provide the RM community a vehicle to advance the discipline of RM, and further the interests of the people who make up the RM community and the companies they work for.

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Maximizing Benefit from your PSA/PPM Tool

Just-in-Time Resourcing®



PSA/PPM “Must Haves” capabilities to enable Resource Management:

- Resource Matching
- Resourcing before project is sold
- What If analysis
- Skills Management
- Capacity Management and Forecasting

GRM = Global Resource Management

Resource Matching

At its core, every PSA/PPM solution should have the ability to easily match the demand with supply and assign a resource to a project

- Manage/organize a queue of staffing requests
- Search and staff in the same tool with minimal clicks
- Filter and/or search for people based on various criteria such as role, skills, cost rate, location, etc.
- Collaborate with key stakeholders within the tool, not offline in email and phone calls



Resourcing before project is sold

Visibility into the impending demand can help better support the staffing process, drive better utilization and improve client satisfaction

- Soft book resources earlier in the process
- Requires integration with CRM / strategic planning
- View of resource pool should indicate soft vs hard booked resources
- Better management of peaks and valleys



What If Analysis

A critical feature for any PSA/PPM solution is to dynamically model various staffing scenarios and see the impact on resources and project margins

- Construct or model various scenarios or project teams
- View in real-time the impact on project margins as various things change such as resources, roles, rates, etc.
- Dynamic master resource schedule / “console” to see the entire organization or parts of the organization



Skills Management

Staffing purely based on role is simply not good enough; More often than not, the customer is looking for a specific skill or set of skills

- Match supply and demand based on skills
- Should see where the criteria is met and where it's not – best fit ideal
- Skills inventory that includes ratings, certifications and other resource requirements such as visas, security clearances, etc.
- Support a process for keeping skills up to date



Capacity Management and Forecasting

Managing the supply and the demand of resources is a strategic function. The PSA/PPM solution should support this process with all relevant information

- View into supply and demand
- Bottoms up view so you can see and manage peaks and valleys
- Dynamic view to filter by various criteria such as role, location, P&L unit, etc.
- Resource schedules drive time, cost and revenue forecasts



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