

# IAD KOAN PM



**IAD presents KOAN PM - the test instrument for project managers.**

KOAN PM consists of a self-assessment and a 360 which provides a complete picture. The tool is used to select project managers, develop project managers and solve problems.



**IAD**  
TRAINING &  
DEVELOPMENT

**KOAN-PM**

# WHY KOAN PM?

**Why analyze the project manager?** The project manager's importance for the project result should not be underestimated.

Successful project managers have a number of specific skills and behaviors. Knowing these are of strategic value to the organization.

The analysis helps to predict how the project manager will act in different situations during the project.

## How does the analysis work?

KOAN PM is specially developed to test project managers. It consists of three parts:

1. KOAN-PM Inventory, a questionnaire answered by the project manager.
2. PM 360, a questionnaire answered by the project manager's closest colleagues, managers and subordinates.
3. PM & Risk Management 360, a questionnaire answered by the project leader's closest colleagues, managers and subordinates.

The parts can be carried out separately at different times or in conjunction with each other.

## This is KOAN PM Inventory

The KOAN-PM is the very first and only behavioral competency on-line instrument in the field of project management that is not based in the Self-Image of the project manager/team member but on their deeper personality. This makes it possible to predict the behavior and competencies on a very accurate way and determining developmental needs of project managers/ team members.

Almost all existing questionnaires for project management are conceptual by nature. This means that the questionnaire consist of very transparent items. Project managers filling out these questionnaires understand easily what the item is intended to measure. As a consequence, this questionnaires measure one's self-image rather than the real personality. It also makes it easy for project managers/team members to direct the results the way they want to be perceived or they believe one should be for a certain position.

During 7 years the Koan-PM was created by experts who intended to develop the most accurate predictor of the true competencies of a project manager. To reach this goal they used an empirical approach, leading to the highest prediction and the least vulnerable on cultural differences.

This method helps to reveal these items that have no obvious relationship with the researched concepts but that do have a strong predictive relationship in reality.

The project manager/team member filling in the questionnaire has thus no idea what exactly is measured by a specific items which makes it utmost difficult to direct the answers towards a clear goal. The result is a strong prediction of the personality, competencies and work style of the concerned project manager/team member.

## KOAN - PM REPORT consist of two parts

The first part of the report is of a descriptive nature.

The first part is a very extensive and detailed description of the work style of the project manager, during all of the four project phases:

1. Initiating/Starting up a project
2. Definition/Planning/Directing a project
3. Executing the project
4. Embedding/Closing the project and learning

At the end of the description of each phase, an overview is given of the strengths and limitation of the concerned project manager.



**The second part of the report is of a predictive nature.**

The second part consist of a figure-based evaluation of the scores on 8 competencies. A score is given on each that indicates whether this behavior represents an obstacle for success, development point, a positive characteristic up to a distinctive quality. The competencies are:

1. Respecting and commanding respect
2. Developing support
3. Creating involvement
4. Result-orientation
5. Creating clarity
6. Managing information and maintaining control
7. Organizational orientation
8. Self-confidence and flexibility

Each competence is broken down in 8 very concrete and different behaviors for every competence.



## This is PM360°

The PM360° is a web-based set of questions, part of a larger 360° platform that also contains questionnaires for Executive and Management Level, Sales Management, PM Risk Management and more.

A 360° is a list of behavioral question, eventually supplemented by a number of open questions that is rated by the professional environment of a person (called Self), in this case the PM and his Boss, his Sponsor, his Peers and his Project Team. The PM360° list is based on research and covers a broad spectrum of behaviors that successful Project Manager show in a variety of settings.



## The PM360° : REPORT consist of three parts

1. The first part of the report shows a graphical overview how the answer modus of the Self relates to the answer modus of the people who responded to the questionnaire. The first graph shows a generic picture, the second graph gives an overview of the self compared to the different subgroups.
2. The second part of the report contains the consolidated data of all people who responded, apart from the answers of the boss. Every question with the respective answers is listed.
3. The third part shows the answers on the open questions which can be considered as highly valuable testimonies of appreciation and personal feedback to the self.

The report is available as:

- individual report, for one single project manager
- team-report, for one och more project managers/team

## This is PM/Risk management 360°

The PM360° is a web-based set of questions, part of a larger 360° platform that also contains questionnaires for Executive and Management Level, Sales Management and Project Managers.

A 360° is a list of behavioral question, eventually supplemented by a number of open questions that is rated by the professional environment of a person (called Self), in this case the PM and his Boss, his Sponsor, his Peers and his Project Team. The PM360° list is based on research and covers a broad spectrum of behaviors that successful Project Manager show in a variety of settings, specialized in risk management.

## The PM/Risk management 360° REPORT consist of three parts

1. The first part of the report shows a graphical overview how the answer modus of the Self relates to the answer modus of the people who responded to the questionnaire. The first graph shows a generic picture, the second graph gives an overview of the self compared to the different subgroups.
2. The second part of the report contains the consolidated data of all people who responded, apart from the answers of the boss. Every question with the respective answers is listed.
3. The third part shows the answers on the open questions which can be considered as highly valuable testimonies of appreciation and personal feedback to the self.

The report is available as:

- individual report, for one single project manager
- team-report, for one och more project managers/team

## How you can apply the results of KOAN-PM report:

1. As a clarifying report for self-assessment
2. As preparation for training
  - For the Individual
  - For the trainer
3. As support for selection, internal promotion or setting up project groups
4. As basis for formulating development questions
5. As preparation for IPMA - certification

## Use KOAN for the development process

How do you efficiently use and integrate a diagnosis of personality and behaviour in a learning and development process?

Most PM courses focus on the process and knowledge section. The added value of using KOAN PM is the realization and development of the strengths and weaknesses of the participant.

*Let us show you what a layout might look like for your organization!*

*KOAN PM is translated to several languages; English, German, French, Dutch, Swedish. More translations are coming, for example Norwegian and Finish.*

**Contact us today!**



# Interested?

Do You want to know more about how KOAN PM - testing and analysis for project managers can be helpful for you?

Contact us at  
**info@iad.se**  
or call  
**+46 (0)8-714 03 90**

## Short about IAD

IAD works with Training and Development. - Our specialty is customized tailored training and organizational development programs for businesses and the public sectors. We were established in 1995 and are based in Stockholm, Sweden, and Fort Lauderdale, United States.

We work with training within the areas: Project Management, Management and Leadership, Time Management and Communication. We have extensive international and multicultural experience and work in English and Swedish, French, German and Spanish.

We work with organizational development and management consulting. We are very experienced in innovation, start-ups and various project organizations. We also have extensive experience in turnaround projects , interim management and international projects.

Our clients are both in the private and the public sectors. We operate both nationally and internationally. Among our clients you will find for example, IKEA , Trelleborg, SCA, Vattenfall, Volvo Lastvagnar, SAAB Aerospace, Bosch, Siemens and many more. and many more.

Visit [www.iad.se](http://www.iad.se) for more information

