



TRAMORE GROUP

Experience · Leadership · Results

Specialists in the *Science* and *Art* of Project and Program Management

The Tramore Group Difference

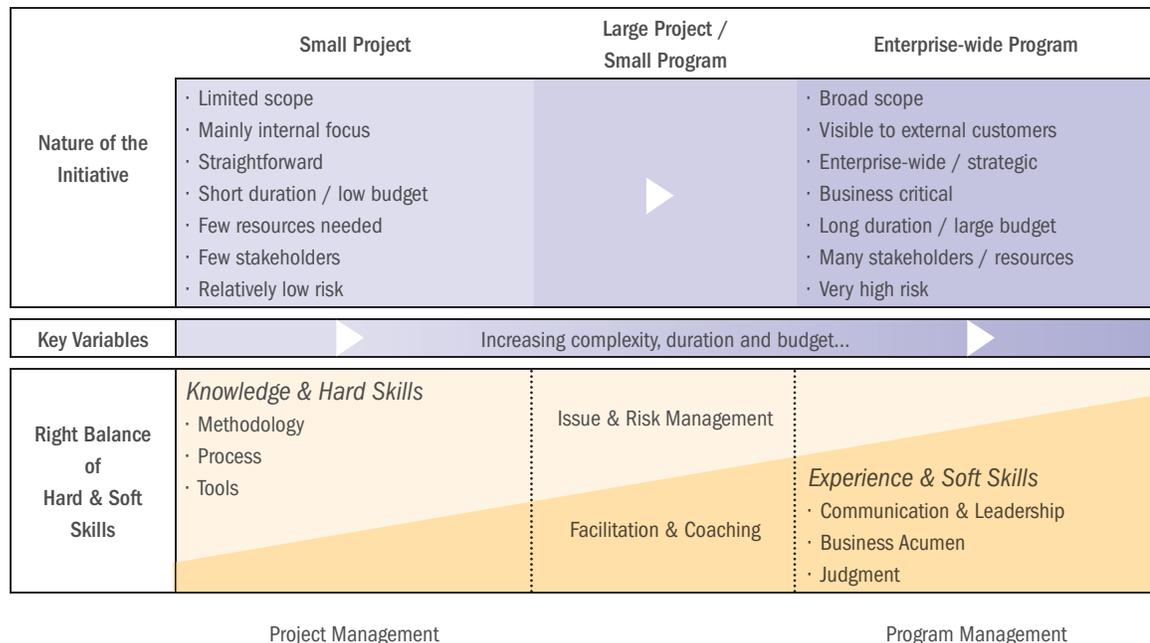
Do your projects keep you up at night? Are missed deadlines and budget overages a regular part of life? Are you all too often overwhelmed by the sheer complexity of it all? The fact is, managing projects and programs can be tough – and tougher still if the project manager doesn't embody the right mix of two essential qualities – science and art.

At Tramore Group, we believe that science and art are the fundamental drivers of project and program success. Our experience proves beyond doubt that a purely science-oriented approach simply cannot bring a program to its full potential – and instead, may bring it to its knees. As important as established tools and methodologies are, it's often the softer, more human elements brought to the table that

ultimately shape success. Intuitively understanding how to get the best out of people, for example, isn't a science, it's an art – and knowing the difference is key. It's this holistic approach to solving problems that enables Tramore Group to be of such value to our clients. By blending science with art we reduce complexity, uncertainty and risk and give you much better odds of achieving a superior outcome – and a good night's sleep.

The diagram below demonstrates how the nature of a project or program determines the need for hard and soft skills. Small, simple projects benefit from a predominantly science-oriented approach, while larger, complex programs call for more emphasis on art.

Characteristics that Help Position the Initiative



This diagram demonstrates how the quality of an initiative's results can be enhanced by effectively applying the art of program management.

The Science and Art of Project / Program Management

Science

The hard knowledge and application of proven tools and methodologies for project / program management (PM)

Examples of Typical Outcomes of Applying the Science

- A Project / program objectives identified and agreed
- B Executive sponsor in place
- C Issues identified, tracked and resolved
- D Project / program resourced

Art

The soft skills gained from years of experience in getting the most out of people and organizations:

- Intuition
- Business acumen
- Superior communications skills
- Judgment

Examples of Potential Outcomes of Applying the Art

- A Project / program objectives **aligned** with strategic business objectives
- B **Visible** "champion" **actively promoting** the project / program
- C Issues anticipated and prevented **before** they arise... no surprises
- D Project / program resourced with the **right** skills and experience



Selecting a Project and Program Management partner for your company is an important business decision – and a decision you should have to make only once.

Experience Counts

Our ability to solve client problems comes from good judgment borne out of the decades of experience of our professionals – experience managing everything from small, straight-forward projects, to some of the largest, most complex programs of their kind in Canada. Tramore Group professionals also have the broad and deep industry experience our clients find invaluable and of course, both the hard and soft skills required to ensure success.

Our Guiding Principles

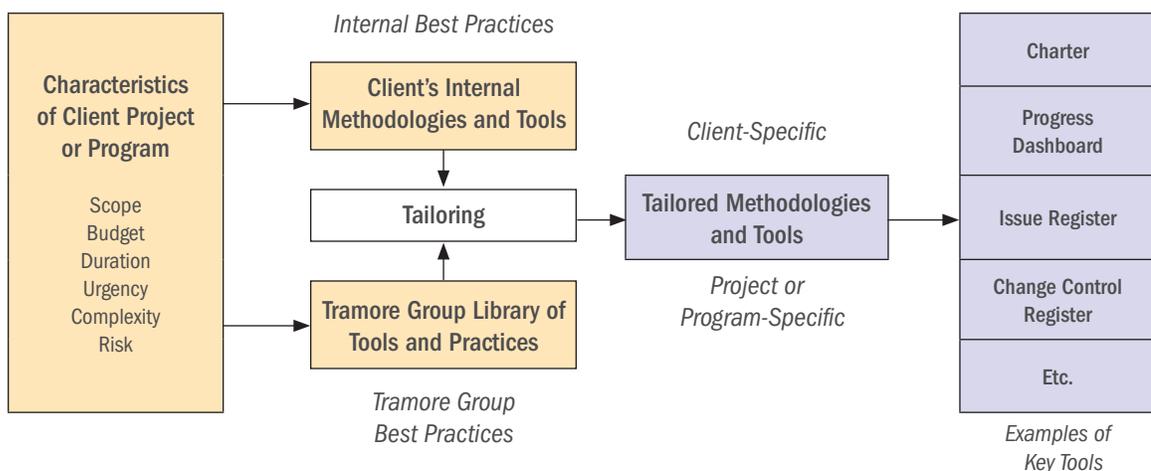
Our guiding principles are grounded in trust – the foundation of any solid relationship. When you choose Tramore Group, you're choosing individuals you can count on – who exemplify honesty and integrity. Individuals whose first loyalty is always to the program - who have the right skills and experience for the task and the abundant collective knowledge that benefits everything we do. You can also trust us to tell it like it is – always and promptly. Above all, you can depend on Tramore Group to get the job done and never out-stay our welcome.

Our Approach

We apply rigour and discipline to all our undertakings and are committed to sound governance. We tailor our tools and practices to clients' unique needs – and assign the right people to get the job done. We don't waste time trying to “fix” a company's culture or practices – we augment them instead. We integrate our own proprietary tools and methodologies with others' best practices – for optimum results. We address the full life cycle of our initiatives, ensuring not just delivery, but proper program launch – and a final assessment of results. We communicate regularly and frankly with our clients throughout and always strive to show how to make the complex, simple. And, of course, we include the powerful combination of science and art in all that we do.

The diagram below depicts how Tramore Group tailors our own tools and practices and those of our clients, to address the unique characteristics of the project or program.

Our PM Practices and Tools are Tailored to the Needs of Each Client Project or Program





Tramore Group takes the time to understand your business needs and provides professional capabilities of the highest standard.

Project Management Assessment

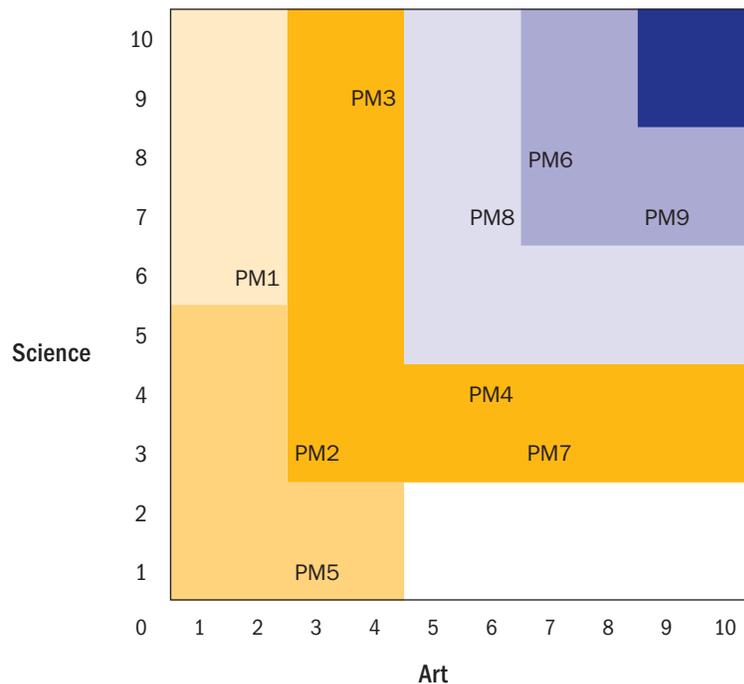
When initiatives go awry, it's usually not a process or tool that's the root of the issue – it's human behavior. But few organizations truly understand the capabilities of their own project managers – including how they stack up in the realm of science and art. This knowledge is critical to success, which is why Tramore Group developed an assessment tool that enables clients to understand precisely the depth of science and art capabilities in the project and program managers within their own organizations.

Following the assessment, clients receive recommendations on exactly how to improve

their organization's overall project management effectiveness and a numeric assessment of each project manager's science and art abilities. These abilities are also pinpointed on our Organizational Project Management Role Profile Grid™ which can be seen below. This highly effective tool, proprietary to Tramore Group, is simple and easy to implement and has benefited numerous clients.

Here we see how the results of an assessment of several project managers appear on the grid to demonstrate their relative individual science and art capabilities.

Organizational Project Management Role Profile Grid™



	PgM	Program Manager – Large, complex programs; provides guidance to all levels.
	SPM	Senior Project Manager – Large complex projects; provides guidance to IPM & JPM.
	IPM	Intermediate Project Manager – Medium projects independently; under some guidance.
	JPM	Junior Project Manager – Small, uncomplicated projects; under guidance of SPM.
	PCO	Project Control Officer – Manages project management processes and tools for a PgM or SPM.
	TL	Team Leader – Not a project manager; manages/leads teams within a project.

“Tramore Group’s PM Assessment contributed enormously to our understanding of our PM effectiveness. Their assistance in delivering our largest enterprise program was instrumental in implementing an innovative, new client acquisition process. I would recommend Tramore Group to any organization seeking a first-class program management partner.”

*John W. King, Executive Vice President,
National Operations, Aon Reed Stenhouse Inc.*

Results

Results are what you can expect when you partner with Tramore Group. You can also expect a rare peace of mind that comes from knowing a competent, reliable and uncompromisingly rigorous team of professionals is in your corner.

The founders of Tramore Group had one goal in mind; to bring an enlightened, more effective approach to project and program management, through the unique combination of science and art. Today, that goal is reality and our blended approach delights our clients with consistently superior results – and it truly sets us apart.

When you decide on Tramore Group, your only regret will be that you didn’t do it sooner.



*It would be our privilege to assist you –
and we look forward to doing so soon.*

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