Talent Triangle

While technical skills are core to project and program management, PMI research indicates they’re not enough in today’s increasingly complex and competitive global marketplace. Companies are seeking added skills in leadership and business intelligence — competencies that can support longer-range strategic objectives that contribute to the bottom line.

The ideal skill set — the Talent Triangle — is a combination of technical, leadership, and strategic and business management expertise.

What this means to project management professionals is a focus on developing the additional skills needed to meet the evolving demands from the business while at the same time becoming a more valued strategic partner.

Changes to the PDU Program

As shown in the images below, PMI has introduced changes in the PDU program to ensure continuing education for project management professionals includes training activities that align with the Talent Triangle competencies. Accordingly, Skillsoft has, in turn, aligned its PDU-approved courses with the Talent Triangle so that learners will know how many credits they are earning in each area of the Triangle.

A list of the Skillsoft PDU courses can be found here.
THE PMI TALENT TRIANGLE™
Your Angle on Success

In today’s increasingly complex and competitive global marketplace, technical skills are simply not enough. Companies are seeking added skills in leadership and business intelligence to support long-range strategic objectives that contribute to the bottom line.

The ideal skill set — the PMI Talent Triangle — is a combination of technical, leadership, and strategic and business management expertise. To stay relevant and competitive, you must develop these employer-demanded skills.

NOT SURE WHERE YOUR COMPETENCIES, COURSES AND PDUS FIT IN?
Take a look at the examples below.

Strategic & Business Management

- Business oriented skills; applies to all certifications
- Benefits management and realization
- Business acumen
- Business models and structures
- Competitive analysis
- Customer relationship and satisfaction
- Industry knowledge and standards
- Legal and regulatory compliance
- Market awareness and conditions
- Operational functions (e.g., finance, marketing)
- Strategic planning, analysis, alignment

Leadership

- Competency in guiding and motivating; applies to all certifications
- Brainstorming
- Coaching and mentoring
- Conflict management
- Emotional intelligence
- Influencing
- Interpersonal skills
- Listening
- Negotiation
- Problem solving
- Team building

Technical

- Domain expertise, certification-specific

Effective 1 December 2015, the CCR Program will be aligned with the skills outlined in the PMI Talent Triangle.
To learn more visit: www.PMI.org/ccr-info

1. Source: PMI’s Pulse of the Profession In-Depth Report: Navigating Complexity
The New Continuing Certification Requirements (CCR) Program

The total number of PDUs required to keep each certification has not changed. But, how PDUs are maintained is different because the environment has changed.

PMP | PgMP | PMP | PMI-PBA

60 PDUs / 3-year cycle

Education

Now there's a minimum number of PDUs required in: Technical, Leadership & Strategic Business Management skills.

- at least 8 Technical
- at least 8 Leadership
- at least 8 Strategic or Business Expertise

Remaining PDUs

Once you fill each section the remaining PDUs can go into any of the 3 sections.

A minimum of 35 PDUs

Giving Back

The maximum number of PDUs has changed for: Volunteering, Creating Knowledge and Working as a Professional.

- no more than 8 Volunteering
- no more than 8 Creating Knowledge
- no more than 8 Working as a Professional

A maximum of 28 PDUs

Maximum 25 PDUs / 3-year cycle. A maximum of 8 PDUs for "working as a Professional".

Minimum 25 PDUs / 3-year cycle. A minimum of 8 PDUs for each skill.
The New Continuing Certification Requirements (CCR) Program

The total number of PDUs required to keep each certification has not changed. But, how PDUs are maintained is different because the environment has changed.

**Education**

Now there's a minimum number of PDUs required in: Technical, Leadership & Strategic Business Management skills.

- at least 4 Technical
- at least 4 Leadership
- at least 4 Strategic & Business Impact

Remaining PDUs

Once you fill each section the remaining PDUs can go into any of the 3 sections.

**A minimum of 18 PDUs**

Minimum 18 PDUs / 3-year cycle. A maximum of 18 PDUs for "Working as a Professional".

**Giving Back**

The maximum number of PDUs has changed for: Volunteering, Creating Knowledge and Working as a Professional.

- no more than 4 Volunteering
- 4 Creating Knowledge

**A maximum of 18 PDUs**

Minimum 12 PDUs / 3-year cycle. A maximum of 18 PDUs for "Working as a Professional".