

# MILESTONE

*Providing Stepping Stones  
Along the Path to Success*



A WOMAN-OWNED  
SMALL BUSINESS

SUCCESSFULLY  
RUNNING HYBRID  
PROJECTS

Hybrid project management is an evolving methodology which is still in its infant stages. It combines both traditional and Agile methods to create value for the customer and success for the project. Hybrid blends the methods from the beginning of the project and takes action to spell out what will and will not be used in the project. Hybrid projects are less formal than traditional and have a supportive system while limiting bureaucracy and times of waiting for someone to make a decision.

Using hybrid allows for a customized approach for project completion. No longer is one size designed to fit each project. A mindset of continuous improvement is created for both the project methodology and the organization as a whole. Looking at the current needs of the project is the driving factor to how the methodology should adapt by using whatever method, tools, and processes work best for the style of the project. It creates an atmosphere of innovation within the organization and team.

If an organization is considering shifting its culture to a hybrid approach, they should think through the following questions.

***What areas of the culture will struggle with the hybrid approach?*** Look at management, teams, reporting

***What areas of the process will struggle with the hybrid approach?***  
Metrics, performance reports, PMO goals and objectives

***In what areas will team members demonstrate resistance or struggle?***  
Whom to report progress to weekly? Whom to escalate the problem or issue?

***What metrics need measuring for the hybrid project compared to traditional or Agile?*** Burn up and down charts, performance metrics

***What areas are more likely for resistance?*** Management, PMO, Team members, Customers

***What areas will accept the change the fastest?*** PMO, Product development, Software development

***Who from the resistance group would change if given more education, communication, and input?*** Place these people on a portion of the team and ask for their input or survey them for ideas.

***Who are the natural leaders who will embrace hybrid and work through the problems positively?*** Choose a project manager who is innovative and is comfortable trying small changes in the project.

***Which SMEs are supportive for productivity and rarely negative about organizational adjustments?*** SMEs influence others one on one.

Answering these questions for your organization will give you a feel on how everyone will react to a blended style. Getting the organization's culture prepared for the shift to hybrid will help ease everyone into the new methodology mindset.

Join Dr. Mathis on Friday, March 4 for our free *Successfully Running Hybrid Projects* webinar. If you cannot attend, a replay link will be sent out after the webinar. To register, go to [www.themathisgroup.com/webinars](http://www.themathisgroup.com/webinars).

UPCOMING FREE  
WEBINAR

SUCCESSFULLY  
RUNNING HYBRID  
PROJECTS

FRIDAY,  
MARCH 4

10:00 - 11:00 AM CST

1 PDU

TO REGISTER, GO TO  
[www.themathisgroup.com/webinars](http://www.themathisgroup.com/webinars)



# HYBRID PROJECT MANAGEMENT - 2 DAY

## BLENDING TRADITIONAL AND AGILE APPROACHES FOR PROJECT SUCCESS

*PDU's - 13*

**PMI's Talent Triangle Breakdown**

Technical - 6.25

Leadership - 2.00

Strategic - 4.75



face-to-face



virtual  
instructor-led

**Course Description:** Hybrid Project Management is popular because it combines both Traditional and Agile project management methodologies to plan any project regardless of the industry. This course includes teaching and activities that move beyond using the two popular approaches. It includes seldom discussed areas such as adjusting organizational culture, communication, and authority to support a hybrid environment.

This two-day, fast-paced course gives participants skills and techniques for blending a project approach that matches the project to increase success, as well as expand the participants' principles and core knowledge of hybrid project management.

This course is expansive and includes areas left out of other hybrid courses because it goes further than introducing methodologies and processes to openly discuss issues on authority, communication, and culture changes due to the hybrid methodology.

### **Course Objectives:**

**Objective 1: Discuss the definition of hybrid project management**

Define the Hybrid Manifesto

**Objective 2: Evaluate the need for hybrid project management**

Identify why hybrid projects fail

Discover the benefits of using the hybrid model over Traditional or Agile methodologies

Define the value-added processes for hybrid

Identify the roles and responsibilities for each method

Validate the goals and outcomes of the project

Understand the principles of both Traditional and Agile methodologies

Assess the process for adjusting the processes from Traditional or Agile to a customized hybrid approach

Create a customized hybrid process for the organization

**Objective 3: Create a checklist for selecting process components from various methodologies**

Contrast basics of Scrum and its various roles

Compare the foundations of Kanban

Build success factors of hybrid

**Objective 4: Examine skills for a hybrid project manager**

Paraphrase the qualities of a hybrid project manager

Discuss management's role in supporting hybrid project management in the organization

Analyze supervision techniques and processes to support hybrid

Examine the characteristics of a well-run hybrid team

**Objective 5: Compare conditions that are best suited for Traditional, Agile, and Hybrid**

Create a hybrid process

Discuss hybrid project methodology

Discuss hybrid performance metrics and how to verify each team member is working

Compile qualities of what must change in an organization's culture for hybrid to work



A WOMAN-OWNED SMALL BUSINESS (WOSB)



Providing quality, customized training and consulting services that inspire, educate, and equip organizations to be better tomorrow than they are today.

DR. KEITH MATHIS, PMP, PMI-ACP, CSM  
WANDA MATHIS, M.ED. PMI-ACP

# PROJECT MANAGEMENT TRAINING

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PROJECT MANAGEMENT  
MARKETING  
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LEADERSHIP  
CUSTOMER SERVICE

## COMPANY MANDATE

The Mathis Group provides training and consulting that will impact the organization and individual while maintaining an outstanding reputation for success and integrity.

## VALUES STATEMENT

Every person has worth and should be treated with respect.

## AREAS OF EXPERTISE

- Curriculum Design
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9515 N Spring Valley Dr  
Pleasant Hope, MO 65725  
800-224-3731  
417-759-9110  
(voice/fax)

[www.themathisgroup.com](http://www.themathisgroup.com)

keith@themathisgroup.com  
wanda@themathisgroup.com

DUNS Number:  
007722098  
CAGE: 3C1N9  
GSA Contractor Number:  
GS-02F-0010V

