

Financial training For non financial staff



The financial training specialists

Learning from experience (profit & cashflow)

I've been working with several different groups of project managers over the last month. They're action packed people; good at dealing with crises and getting the job done; then leaping into the next project.

And because they're always rushing into the next job they rarely review the project they've just done. So they (and their organisations) seem to learn little from their experiences.

Sometimes there's a post mortem, but usually only things have gone catastrophically wrong. Even rarer is a post mortem when things go right.

One pair of project managers decided they'd change things. They'd build a review into each project. They knew that at first it would get squeezed into the last few days of the project, so time would be an issue. Later it may become part of the project closure process.

So they'll focus on only one question: "What's the biggest thing we've learned from this project?" That will help the project team share and cement their experience.

Then they'll present their findings, in a meeting of only 15 minutes (including discussion): low cost and high value. They'll present to a selected audience: a small handful of people directly involved in the key learning point. The aim of the presentation is to help their company repeat the good things, and stop the bad.

In addition they'll summarise the key learning point onto a single page and circulate it to a wider audience.

A simple system to learn from experience!

How do you learn from your experience?