

**project**  
assistants



## Project Assistants Newsletter

June 2011

### View from the Top

#### ***Can You Afford to Treat Staffing as a Commodity?***

*Commodity* is formally defined as an item that people value or find useful, that is interchangeable with a product of the same type; that is, the market treats it as equivalent or nearly so no matter who produces it. One of the considerations in determining the cost of an item or service is the cost to replace that item. If it costs \$1 to acquire a commodity, it is generally understood that it should cost only \$1 to replace that commodity, with little or no collateral costs. So, by extension, if the cost of replacing a commodity is so much greater than the initial purchase price, can the item really be considered a commodity?

As organizations become ever more reliant on temporary staffing, it's critical to remember that hiring a person, even for a temporary or short-term assignment, is very different than purchasing a commodity. When an organization treats a person "acquired" for an assignment as a commodity and the consultant doesn't meet the needs for which s/he was hired, the tangible and non-tangible costs to the business (time, dollars, morale, and efficiency) are often significantly higher than the actual amount paid.

### Offering Spotlight: Microsoft Project Server 2010

#### ***... Ready for True Enterprise Deployment!***

As you know Microsoft recently released Microsoft Project Server 2010. The 4th generation release of this product clearly takes advantage of current technology advances in a way that adds significant value to a true EPM environment through the following:

- Robust data storage capabilities
- Advanced database and document management technologies
- Distribution of processes on the current computing platforms
- Universal broadband availability

While the value of a properly configured, deployed and implemented Project Server 2010 environment is significant, organizations often need help to navigate the many challenges that are inherent in this robust, yet technologically complex platform.

Project Assistants offers the technical and functional expertise you need for a successful implementation and deployment of Microsoft Project Server technology. Our innovative 3-phase process provides the structure you need for the deployment of a project management infrastructure that provides the value you demand.

The process of sourcing, evaluating and selecting capable, experienced project leadership can be even more complicated. Organizational stakeholders often have a limited understanding of the key attributes needed in a strong project manager or business analyst and limited experience hiring this type of talent. Based on these challenges and the potential negative impact to the business of *commodity thinking* in general, it's important to develop a trusting partnership with your staffing provider to be able to find the most capable and talented project leaders and business analysts you need.

[Contact us](#) to learn more about this topic and how it applies to your organization.

## 2011 Webinar Series

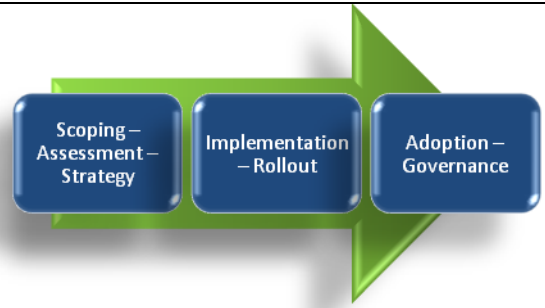
**Topic:** Acquiring the Best Talent for Crucial Leadership Roles

**Date:** Tuesday, July 19, 2011

**Time:** 3:00 pm EST

Project Assistants is pleased to announce that registration is now open for the second webinar of our 2011 Webinar Series. On Tuesday, July 19<sup>th</sup> at 3:00 PM EST, Project Assistants' CEO Gus Cicala will address ***Acquiring the Best Talent for Crucial Leadership Roles.***

In today's ever-changing business climate, organizations are becoming increasingly reliant on temporary project-based help, even for senior strategic roles, rather than hiring permanent full-time employees. A key challenge with this business practice is the clash between traditional hiring best practices and the typical, and often suboptimal, processes that are often practiced in the world of temporary project staffing.



Please [contact us](#) to learn how your organization can leverage the true value of Microsoft Project Server technology.

## Project Assistants' Ongoing PPM-Focused Webinar Series

As we begin the fourth year of our very successful Webinar Series, we want to remind you that recordings of our previous webinars are available for you to download and review at your convenience. Please visit our [website](#) to access these recordings, and don't hesitate to [contact us](#) with any questions.

### Executive Track

- What Keeps a PMO Director Awake at Night: Selling the Value of PPM to your Executive Team.
- Evolve or Die: How Organizations Use PPM to Adapt to Change
- Making It Stick: The Project Management Adoption Challenge
- Executive Transformation: What Your Executive Team Needs to Know about PPM
- Resource Management: The Keystone to Successful PPM

### PPM Strategy Track

- Which Came First: The Project or the Portfolio?
- Achieving Your Business Objectives: Best Practices for Integrating Portfolio Management Strategies with Project Management Excellence in Execution

In this webinar we'll review the most common obstacles encountered in the temporary staffing environment, specifically as they impact the hiring of the best, most capable, highly experienced, temporary project leadership:

- Unrealistic timelines/unrealistic response times
- Unclear requirements
- Unrealistic expectations (client and recruiter)
- Differences in the best practices between the technical talent and project management talent (strategic positions) hiring success factors

The above obstacles often lead to the acquisition of the wrong talent and, as we all know, poor hiring decisions are costly (time, dollars, morale, efficiency). In this webinar Mr. Cicala will demonstrate that by modifying traditional hiring best practices you can avoid the business and opportunity costs associated with poor hiring practices that impact your ability to meet your organizational goals.

This webinar, offered at no cost, will last for one hour and will include time for questions and answers. Please [contact us](#) with any questions; you can register for this webinar by clicking [HERE](#). Visit our [website](#) for more information about our 2011 Webinar Series.

- Building a Strategy for Integrating Program, Project, and Knowledge Management
- Our Project Management Maturity Assessment is Complete. What Now?

### **PPM Technology Track**

- Document, Portals and Dashboards: Using SharePoint Technology to Bring Order to Chaos
- Best Practices for Integrating Portfolio, Project & Knowledge Management by Leveraging the Microsoft EPM & MOSS Solutions
- Enterprise Project Management: Best Practices for Optimizing Resource Management
- Rescuing Your EPM Technology Implementation
- What's New in Microsoft Project 2010: Delivering Project Success

### **Project Assistants Opportunities**

Project Assistants has an aggressive recruiting operation that has helped build a large pool of the most talented project and portfolio management professionals available. Project Assistants' successful track record of providing proven professionals who get it right the first time has provided clients with the confidence to call us first.

Current Project Assistants staffing opportunities include the following:

- IT Project Manager, Pharmaceutical Industry - Lyndhurst, NJ
- Project Coordinator - Lyndhurst, NJ
- Sr. Project Manager, Security Solutions Implementation - Princeton, NJ

To learn more about these and other Project Assistants opportunities please visit our website's [Careers](#) page.

At Project Assistants we are THE EXPERTS in Project & Portfolio Management, devoted to effectively creating, enhancing and supporting our clients' project management infrastructures – the people, processes and technology that work together to help you reach your organizational goals.

For more information about Project Assistants, Inc., please go to [www.projectassistants.com](http://www.projectassistants.com) or call us at 1-800-642-9259.

