

# ENGINEUITY TUTORIAL



## Project Manager Expectation



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As company performance (operating profitability) changes, the expectations of project managers can change in respect of the level of bonus they expect to receive, and its affects on their performance.

If Project Manager Expectation is :-

- **Higher than during the History** more bonus will need to be paid to gain the same affect on their performance
- **Lower than during the History** less bonus will need to be paid to gain the same affect on their performance

The clues to this initially lie in the **Management Consultant Report** at the beginning of the period.



# Project Manager Expectation

Management Consultants Report

CLICK ON A REPORT LINE TO SEE IF ADDITIONAL HELP IS AVAILABLE

[ALL] 8 [ALL] PROJECT MANAG [ALL]

Category	Per	Status	Year/qtr	Job	In	Comment	Sub Category	Nature
JOB	8	Early Years	2023 (Q4)			Due to company performance the project manager expectation is currently higher than during the History	PROJECT_MANAGER	POSITIVE

At the beginning of period 8 the **Management Consultant Report** indicates that due to company performance improving, the Project Manager Expectation is currently higher than during the history, and as a result the company's project managers expect more bonus to achieve the same affect on their performance.

**So what did the company's management do in period 8, if anything, to respond to this ?**



# Project Manager Expectation

Project Manager History																
Gradings																
Name	Base	Per	Status	Job	In	Sector	BIM	Basic grading	Affect of time with the company	Improvement factors		Deterioration factors			Overall grading	Reason for leaving
										Bonus payments in the period		Affect of bonus payment	Affect of job location	Affect of taking over from another		
										%	Expectation level					
Ben Smart	UK	7	On Job	128	UK	Water & Sewage	No	good	none	3 %	Still at History Level	small	none	none	very good	
		8	On Job	128	UK	Water & Sewage	No	good	marginal	3 %	Above History Level	small	none	none	very good	
Brad Mcgrath	AUS	5	On Job	49	UK	Water & Sewage	No	very good	none	4 %	Still at History Level	reasonable	reasonable	none	very good	
		6	On Job	49	UK	Water & Sewage	No	very good	marginal	4 %	Still at History Level	reasonable	reasonable	none	excellent	
		7	On Job	118	UK	Building & Commercial	Yes	very good	small	4 %	Still at History Level	reasonable	reasonable	none	excellent	
		8	On Job	118	UK	Building & Commercial	Yes	very good	reasonable	4 %	Above History Level	small	reasonable	none	excellent	
Craig Wooten	UK	4	On Job	32	US	Building & Commercial	Yes	excellent	none	5 %	History Level	reasonable	reasonable	none	excellent	
		5	On Job	32	US	Building & Commercial	Yes	excellent	marginal	5 %	Still at History Level	reasonable	reasonable	none	excellent	
		6	On Job	82	IRQ	Building & Commercial	No	excellent	small	5 %	Still at History Level	reasonable	reasonable	none	excellent	
		7	On Job	82	IRQ	Building & Commercial	No	excellent	reasonable	5 %	Still at History Level	reasonable	reasonable	none	excellent	Poached

During period 7 project manager expectation was still at the History level, and a 4% bonus achieved a “reasonable” improvement in the performance.

In period 8 because of the improving company performance the project manager expectation had been raised, and was ‘above the History level’, but 4% was still paid as a bonus, which did not have the same affect as in period 7, and hence the affect of the bonus level on performance was reduced to just ‘small’.

**In period 8 a higher bonus, possibly 6%, would have been needed to gain the same affect on performance as in period 7.**

Qualifications: Masters of Engineering, MEng

industry, and his career took off as he thrived on the variety of challenges he had to undertake. For the last 5 years Brad has project managed contracts ranging from small wind farm developments to major hydro electric schemes, all with distinction.

Happy married with a young family, Brad is seriously considering offers to work overseas to further enhance his already impressive CV.