# ENGINUITY TUTORIAL



**Project Manager Expectation** 

## **Project Manager Expectation**

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**



| [ALL] • 8 • |       |     |             |           | [ALL] |    |  | PROJECT_MANAG ▼ [ALL] |          |  |  |
|-------------|-------|-----|-------------|-----------|-------|----|--|-----------------------|----------|--|--|
| Cate        | egory | Per | Status      | Year/qtr  | Job   | In | Comment  | Sub Category          | Nature   |  |  |
| J           | OB    | 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

|      |                           |  |   |   |   |  |                                 | Impi          | ovement factors  |  | Deteriorat   | ion factors   |  |  |
|------|---------------------------|--|---|---|---|--|---------------------------------|---------------|--|--|--|---|--|--|
|      |                           |  | Whe   | re used   |   |  |                                 | Bo            | nus payments in th   | ne period  |  |   |  |  |
| e Pe | Status                    | Job  | In  | Sector  | ВІМ   | Basic<br>grading   | Affect of time with the company | %             | Expectation level  | Affect of bonus payment  | Affect of job location   | Affect of taking over from another  | Overall grading  | Reason a<br>for<br>leaving   |
| 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  |  |
|      |                           |  |   |   |   |  |                                 |               |  |  |  |   |  |  |
| 5 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  |  |
|      |                           |  |   |   |   |  |                                 |               |  |  |  |   |  |  |
| 4    | On Job                    | 32   | US  | Building & Commercial   | Yes   | excellent  | none                            | 5%            | History Level  | r  | reasonable   | none  | excellent  |  |
| 5    | On Job                    | 32   | US  | Building & Commercial   | Yes   | excellent  | marginal                        | 5%            | Still at History Level   |  | mable  | none  | excellent  |  |
| 6    | On Job                    | 82   | IRQ   | Building & Commercial   | No  | excellent  | small                           | 5%            | Still at History Lev   |  | -  | none  | excellent  |  |
| 7    | On Job                    | 82   | IRQ   | Building & Commercial   | No  | excellent  | reasonable                      | 5%            | Still at History   |  |  | none  | excellent  | Poached  |
|      | 7<br>8<br>6 5<br>6 7<br>8 | 7 On Job<br>8 On Job<br>6 5 On Job<br>6 On Job<br>7 On Job<br>8 On Job<br>4 On Job<br>5 On Job<br>6 On Job | 7 On Job 128<br>8 On Job 128<br>6 5 On Job 49<br>6 On Job 49<br>7 On Job 118<br>8 On Job 118<br>4 On Job 32<br>5 On Job 32<br>6 On Job 82 | 7 On Job 128 UK 8 On Job 128 UK 6 5 On Job 49 UK 6 On Job 49 UK 7 On Job 118 UK 8 On Job 118 UK 8 On Job 118 UK 4 On Job 32 US 5 On Job 32 US 6 On Job 82 IRQ | 7 On Job 128 UK Water & Sewage 8 On Job 128 UK Water & Sewage 6 5 On Job 49 UK Water & Sewage 6 On Job 49 UK Water & Sewage 7 On Job 118 UK Building & Commercial 8 On Job 118 UK Building & Commercial 4 On Job 32 US Building & Commercial 5 On Job 32 US Building & Commercial 6 On Job 82 IRQ Building & Commercial | 7 On Job 128 UK Water & Sewage No 8 On Job 128 UK Water & Sewage No 6 5 On Job 49 UK Water & Sewage No 7 On Job 49 UK Water & Sewage No 7 On Job 118 UK Building & Commercial Yes 8 On Job 118 UK Building & Commercial Yes 4 On Job 32 US Building & Commercial Yes 5 On Job 32 US Building & Commercial Yes 6 On Job 82 IRQ Building & Commercial No | 7                               | Ton Job   128 | Per   Status   Job   In   Sector   BIM   grading   the company | grading the company  7 On Job 128 UK Water & Sewage No good none 3 % Still at History Level 8 On Job 128 UK Water & Sewage No good marginal 3 % Above History Level 5 On Job 49 UK Water & Sewage No very good none 4 % Still at History Level 6 On Job 49 UK Water & Sewage No very good marginal 4 % Still at History Level 7 On Job 118 UK Building & Commercial Yes very good small 4 % Still at History Level 8 On Job 118 UK Building & Commercial Yes very good reasonable 4 % Above History Level 9 On Job 32 US Building & Commercial Yes excellent none 5 % History Level 1 On Job 32 US Building & Commercial Yes excellent marginal 5 % Still at History Level 1 On Job 82 IRQ Building & Commercial No excellent small 5 % Still at History Level | BIM Basic grading the company  7 On Job 128 UK Water & Sewage No good none 3% Still at History Level small small as On Job 128 UK Water & Sewage No good marginal 3% Above History Level small small as On Job 49 UK Water & Sewage No very good none 4% Still at History Level reasonable 6 On Job 49 UK Water & Sewage No very good marginal 4% Still at History Level reasonable 7 On Job 118 UK Building & Commercial Yes very good small 4% Still at History Level reasonable 8 On Job 118 UK Building & Commercial Yes very good reasonable 4% Above History Level small 4 On Job 32 US Building & Commercial Yes excellent none 5% History Level reasonable 5% Still at History Level small 5% Still at History Level reasonable 8 On Job 82 IRQ Building & Commercial No excellent small 5% Still at History Level small small 5% Still at History Level small small 5% Still at History Level small small small 5% Still at History Level small | BIM Basic grading the company  7 On Job 128 UK Water & Sewage No good none 3% Still at History Level small none  8 On Job 128 UK Water & Sewage No good marginal 3% Above History Level small none  5 On Job 49 UK Water & Sewage No very good none 4% Still at History Level reasonable reasonable  6 On Job 49 UK Water & Sewage No very good marginal 4% Still at History Level reasonable reasonable  7 On Job 118 UK Building & Commercial Yes very good small 4% Still at History Level reasonable reasonable  8 On Job 118 UK Building & Commercial Yes very good reasonable 4% Above History Level small reasonable  9 On Job 32 US Building & Commercial Yes excellent none 5% History Level small reasonable  1 On Job 32 US Building & Commercial Yes excellent marginal 5% Still at History Level nable  1 On Job 82 IRQ Building & Commercial No excellent small 5% Still at History Level nable | BIM grading the company   Sector   BIM grading   Sector   BIM grading   Sector   BIM grading   Sector   BIM grading   Sector   Sector   BIM grading   Sector   Sector | BIM grading the company  7 On Job 128 UK Water & Sewage No good none 3 % Still at History Level small none none very good smarginal 4 % Still at History Level reasonable reasonable none excellent none sexcellent on Job 18 UK Building & Commercial Yes excellent none 5 % History Level small reasonable none excellent none excellent none sexcellent none sexcellent none excellent non |

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.

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.