

Educating our Workforce in Integrated Program Management (IPM)

Dale Gillam - Facilitator
IPMD Meeting
September 17, 2014

Objective and Panel

- **Objective:**
 - Share insight on educating our workforce in integrated program management (IPM)
- **Panel represents perspectives from:**
 - Government, University, Industry, and Contractor
- **Panelists:**
 - Mr. Bill Parker, DAU, william.parker@dau.mil
 - Dr. Stephen Gordon, ODU, sbgordon@odu.edu
 - Mr. Bill Mathis, CPM, bill.mathis@mycpm.org
 - Mr. Bill Altman, Battelle, altmanb@battelle.org

Panelists (1 of 2)

- **Mr. Bill Parker**

- Director of Program Management & Acquisition Center at DAU
- Served in the Marines for 23 years
- Experience includes Program Manager of a MAIS program
- Industry experience with a small IT firm
- Certifications as a PMP and ScrumMaster
- MBA from ODU

- **Dr. Stephen Gordon**

- Professor of Practice at Strome College of Business with ODU
- Program Director of Graduate Certificate in Public Procurement and Contract Management.
- Nearly forty years of experience in the public procurement arena
- A "pracademic"
- Past president of NIGP; Certified Public Procurement Officer (CPPO)
- Recipient of the two highest individual awards conferred by NIGP
- Longtime member of NCMA

Panelists (2 of 2)

- **Mr. Bill Mathis**

- VP of Education & Certification for CPM
- President of a CPIC Solutions, a PM services and training provider
- Provided training around the world to over 6,000 people
- Leading CPM's efforts to evolve their training courses and to establish a certification program in areas of IPM

- **Mr. Bill Altman**

- Program Manager for Special Projects with Battelle
- Originally retired from Battelle in 2010 after 23 years of service
 - Served as Program Manager, Senior Program Manager, and Vice President of the Corporate PMO
 - Responsible for the Proposal Operations Center
- Over 30 years of experience in managing programs
- Certified Earned Value Professional (EVP)
- BS in Physics; MSEE; Need thesis to complete PhD

Approach with the Panel

- **Context**
 - Why is this Topic Important?
 - Defining IPM
- **Questions to Panelists**
 - Collected questions
 - Encourage attendees to ask additional questions

Why is this Important?

- **In 2000, ~94,000 people aged 60+ worked for the Federal Government. In 2013 it was ~262,000**
 - Workforce is getting older, quickly
- **Executive Branch employees retiring this fiscal year is on track to be >80,000 - ~twice those in 2009**
 - Rate of retirement is increasing quickly
- **Average age of civilian workforce is 47.3 (was 42 in '75)**
 - Workforce not being replenished with younger people
- **7% of the federal workforce is <30 years old**
 - Wow! What will our workforce look like in 20-30 years?
- **By 2016, > 1/3 of Federal workforce will be eligible to retire; including nearly 3 of 5 senior executives and almost half of the ranks of top managers**
 - Educating the Workforce is today's issue; cannot be pushed to the right

What is IPM?

The NDIA IPMD recently defined IPM this way:

- **“IPM is the disciplined performance management methodology of planning and executing programs to optimize outcomes.”**

*This definition is provided for context of the discussion.
We're not going to debate the specific wording in this session.*

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Thanks to the panelists for taking the time to participate on this panel!