

Case Study
**Building a Culture of
Project Management Excellence**

Disclaimer: *The case study below details a successful project executed by APC Solutions principals at their previous firm.*

The Context: A growing consulting firm recognized the need to strengthen project management consistency across its expanding team of 200 project managers. Project delivery quality varied depending on managers' experience and department-specific onboarding practices, leading to uneven performance and client outcomes.

The Challenge: The organization lacked a standard project management curriculum or structure to ensure consistent practices across all departments.

The Solution: The principals designed and launched a comprehensive 16-week Project Management Training Program. The curriculum combined PMBOK-aligned instruction with hands-on workshops and mentoring sessions customized to the firm's culture and values.

Why create a customized training program? Many excellent training programs are available from a variety of reputable organizations. However, these programs and courses typically provide generalized knowledge. A customized training program aligns learning with the company's unique processes, values, and culture. This allows learners to connect with the material because they see its relevance and real-world application to their daily work. Unlike generic programs, a customized program reinforces organizational goals, fosters consistent behaviors, and builds skills directly tied to business success, ensuring employees grow together in ways that strengthen the company's competitive advantage.

The Approach: In consultation with project managers and leadership across the firm's departments, the principals identified the needs, preferred training format, and reporting requirements. They then developed online learning tools and live training modules to ensure scalability and sustainability.

The Results: The 16-week training program fundamentally transformed project delivery. Graduates immediately demonstrated a 40% increase in adherence to the firm's best practices, moving the organization beyond varied performance to a new standard of excellence. Beyond simply teaching skills, the initiative strengthened project management practices, fostered financial stewardship, and improved employees' understanding and use of organizational tools and processes.

How do I get started? APC can work with you and your team to determine the right training program for you and your organization. Contact us today by phone, email, or text to set up a discussion.

APC Services Highlighted: Training Program Development, Workforce Development, Leadership Coaching, Performance Optimization