

Leading Skill Development

Dr. Denis Petersen
Milestone Management Consultants
and
Dr. Clark Campbell
OPPMI™



Agenda

- Knowledge vs. Skill
- How do people learn?
- The stages of skill learning
- Progressing through the stages
- Efficient ways to develop skills
- The ***most important*** skill



Knowledge vs. Skill

The Puzzle



Knowledge vs. Skill

Knowledge Is...

- Acquaintance with facts, truths or principles
- Familiarity with a subject
- The perception of facts or truths
- Awareness



Knowledge vs. Skill

Skill Is...

- The ability to do something well
- Competent excellence in performance
- Expertness
- Experience



Knowledge vs. Skill

Knowledge...

- Acquaintance
- Familiarity
- Perception
- Awareness

Skill...

- Ability
- Competence
- Expertness
- Experience

We want our people to have both!



How do People Learn?

Knowing your People



Learning

People learn (both knowledge and skill) through different means...

- Verbal
- Logical
- Interpersonal
- Visual
- Kinesthetic (hands-on)



The best, deepest learning combines these methods.

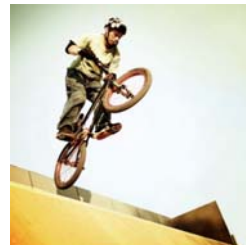
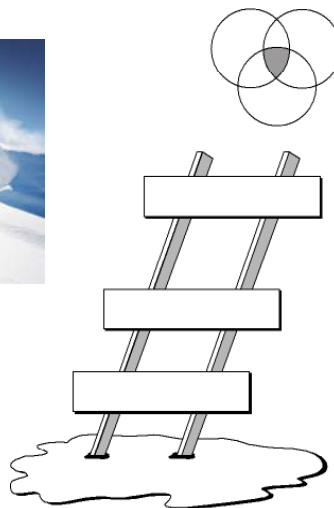


The Stages of Skill Learning

The Pattern for Obtaining Skills



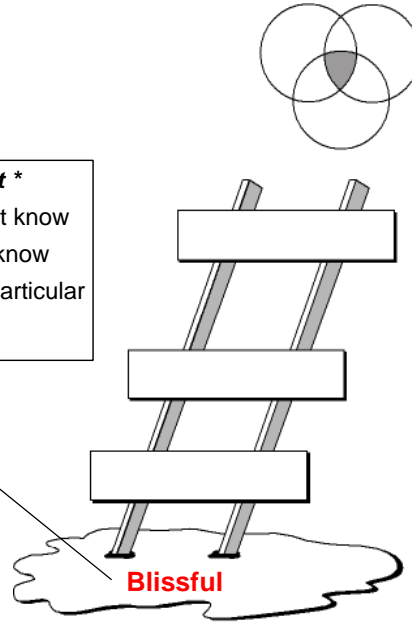
Stages of Skill Learning



Stages of Skill Learning

- **Unconsciously Incompetent** *
- You don't know what you don't know
- You don't care that you don't know
- You don't understand how a particular skill might make you better

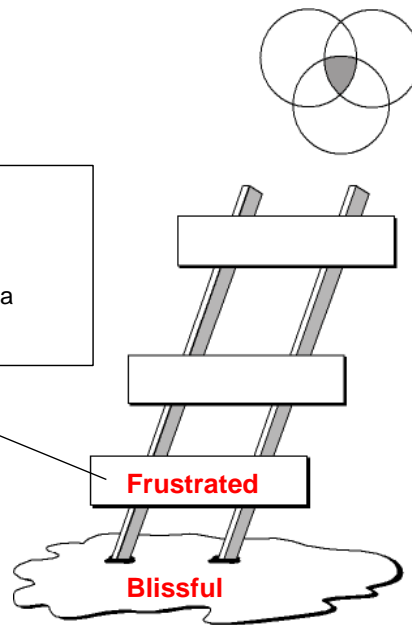
* Abraham Maslow



Stages of Skill Learning

- **Consciously Incompetent** *
- You know what you can't do
- You care that you can't do it
- You begin to understand how a skill might make you better

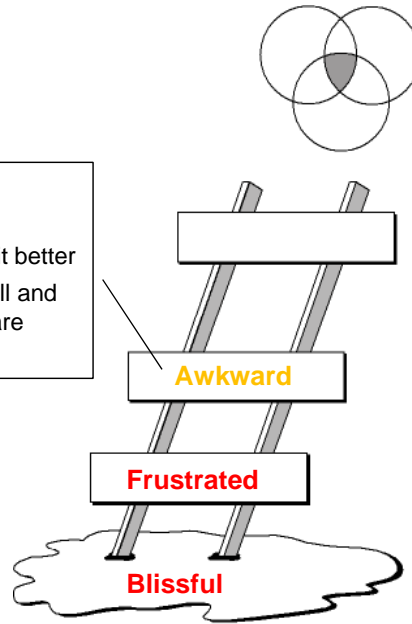
* Abraham Maslow



Stages of Skill Learning

- **Consciously Competent** *
- You have tried a skill
- You care that you need to do it better
- You are not very good at a skill and still make mistakes, but you are getting better

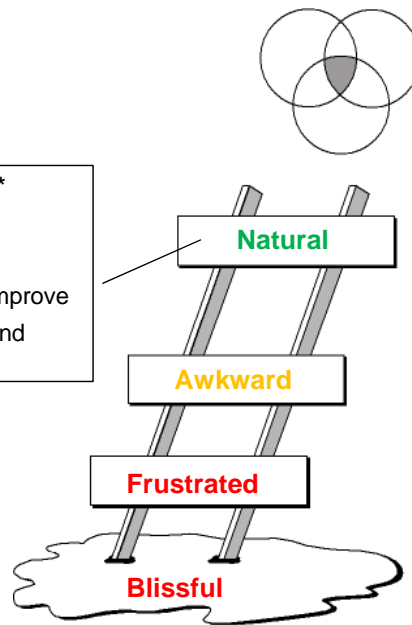
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Stages of Skill Learning

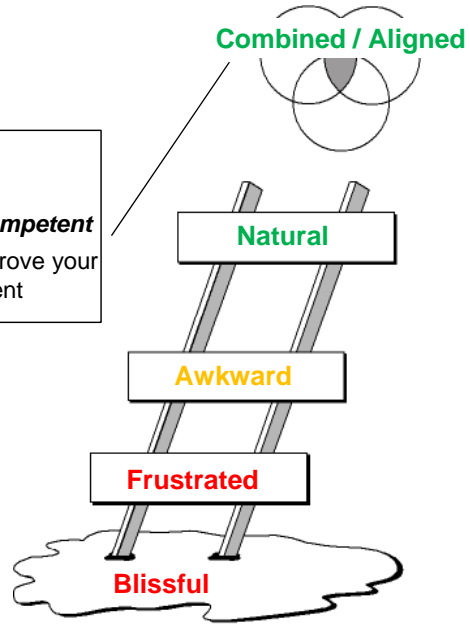
- **Unconsciously Competent** *
- You are competent in a skill
- You have experience in a skill
- You continuously refine and improve
- You have expertise in a skill and don't easily make mistakes

* Abraham Maslow



Stages of Skill Learning

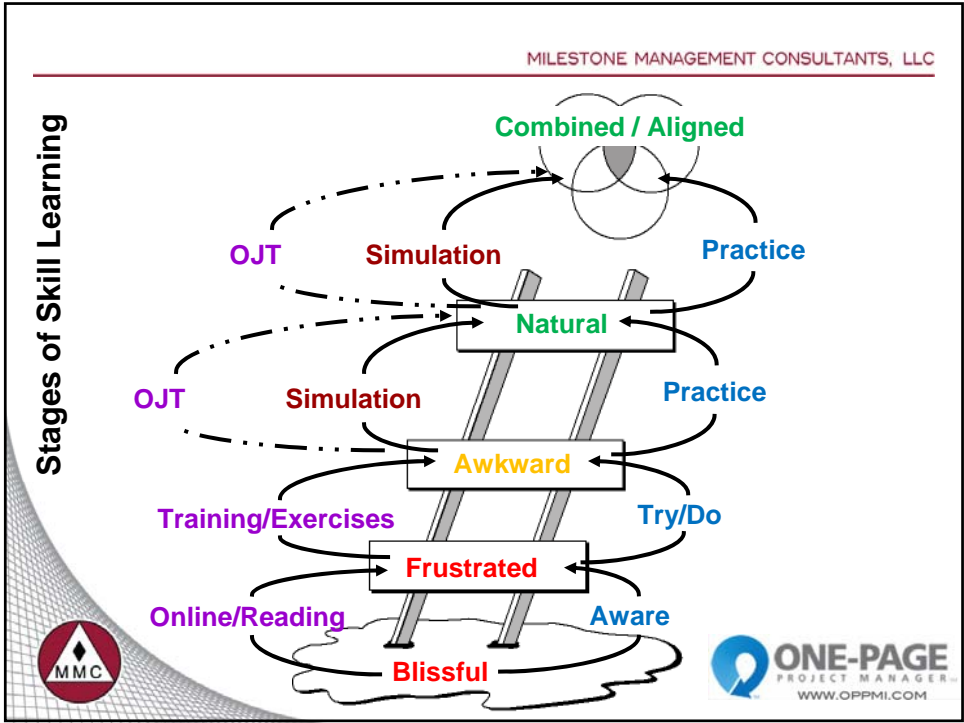
- You combine multiple skills
- Your skills align with values
- You are still **Unconsciously Competent**
- You continuously refine and improve your combined skill sets and alignment



Progressing Through the Stages

Helping our People Grow





Efficient Ways to Develop Skills

Leading Skill Development Processes



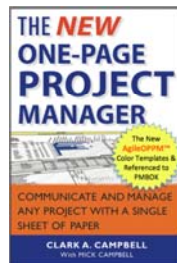
Efficiently Developing Skills

- Simplifying Project Management
- Mentoring Others in Skill Development
- Providing Skill Development Opportunities
- Providing Skill-Based Simulation Training
- Focusing on the **most important** skill(s)



The Most Important Skill

Seriously Simple Project Communication



Conclusion

We have discussed...

- Knowledge vs. Skill
- How people learn
- The stages of skill learning
- Progressing through the stages
- Efficient ways to develop skills
- The ***most important*** skill

Seriously Simple Project Communication



OPPM™ Simulation Training

We are excited to announce...

*The first ever combination of **Seriously Simple Project Communication** and the powerful skill development tool of **Project Management Simulation!***

OPPM™ Simulation



Thank You

For letting us be part of your afternoon!

Contact us at:

Dr. Denis Petersen

dp@mmc-pm.com

801-825-6535

Dr. Clark Campbell

clarkcampbell@oppmi.com

801-879-9865



Questions?

