PM Summit™

2019 Survey Results

www.pmsummit.global

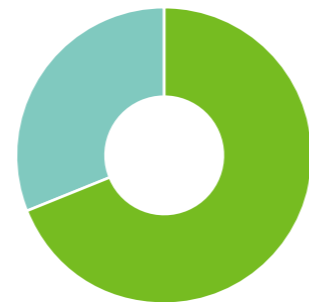INCLUSIVITY.

NOT EXCLUSIVITY.

Introduction

In March 2019, the fifth edition of PM Summit, Ireland's most inclusive conference for project, programme and portfolio management professionals, revealed the results of their annual survey, this year focussing on the impact of remote working.

331 project management professionals in Ireland from a broad range of sectors participated in the 2019 edition of the survery, which was carried out with the assistance of Pan Research in January 2019 after a call on Linked In requesting survey participants.

331
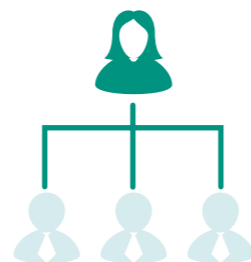*Project Managers took part in the 2019 survey*

67% **33%**
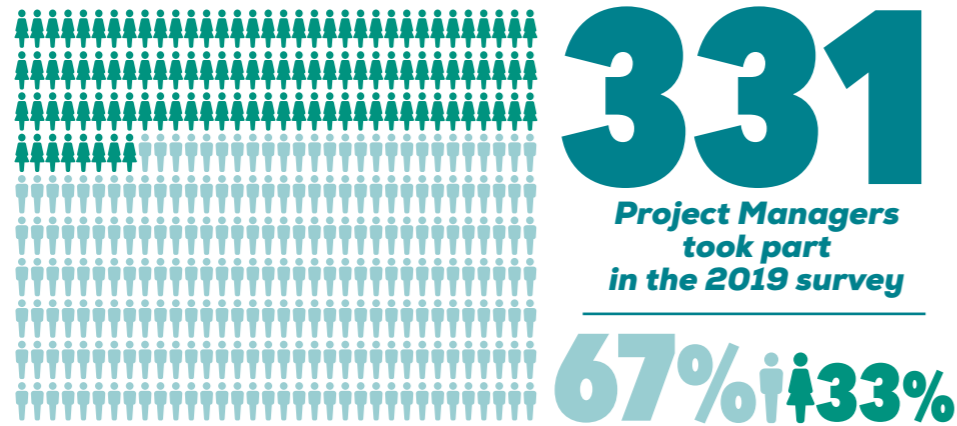
All responses were anonymous, and came from professionals of all levels of experience, from industry juniors right up to the most senior people in leading roles.
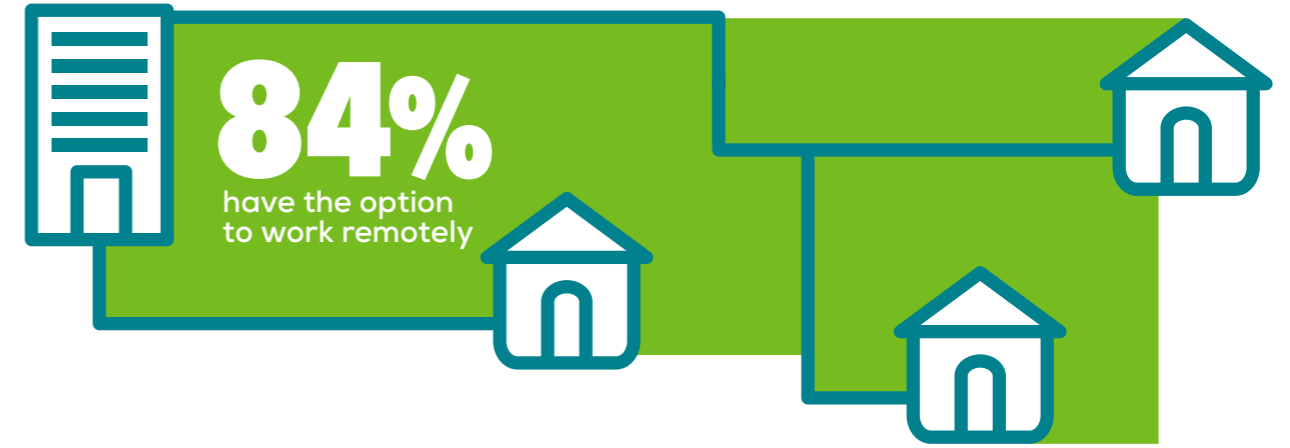
While still making up a clear majority of the industry, the 67% of male participants was a reduction on last year's gender split which saw a 76% male majority. The majority of respondents work in medium sized companies (50-500 employees) or extra-large companies (5000+ employees). 69% of survery participants come from the AEC (architecture, engineering and construction) and IT sectors, with the remainder from finance, operations & logistics, manufacturing and production.

● **69% from AEC, IT, Project/Program/ Portfolio Management**

84%
of respondents were Project Managers

38%
respondents employed @ XL companies
> 5000 employees

22%
respondents employed @ Large companies
1000-5000 employees

40%
respondents employed @ S/M companies
< 1000 employees

Remote Working

84%
have the option to work remotely

Once called telecommuting, it's also been called teleworking, working from home, mobile working, and the flexible workplace, remote working looks like it's here to stay. A work arrangement in which employees need not commute to a central office building, it seems that remote working is on the increase across a variety of industries. This flexibiliy has come under scrutiny from academics, news organizations, business enterprises, and government agencies, all looking to for insight into how this flexibility impacts the marketplace.

As a result there's been a trove of studies and corporate white papers offering an array of statistics about the impact of remote working on employers and workers alike.

We decided it was the right moment to investigate not just the numbers in the Project Management field with the option to work remotely, but the impact remote working has on their quality of life, as well as the impact on projects themselves.

79%
have difficulty switching off while working remotely
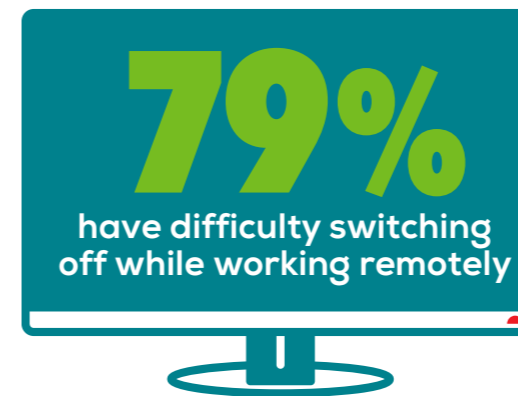
While external studies on the rise of remote working show that hiring managers expect that over the next 10 years more full-time staff will work remotely, one of the most detrimental impacts uncovered in our survey has been the inability of project managers to switching off. 79% of those surveyed say round-the-clock access to their colleagues and work projects makes it harder to switch off. This was not a surprising statistic as our 2018 survey found that 40% of project managers indicated they suffered from prolonged stress due to work.

Impact on Work/Life Balance

General studies around the globe about the choices behind taking up chances to work remotely tend to be positive, with many citing the opportunities to cut the costs and time of commuting, more family time, controlling how and when they work and other lifestyle reasons, as valued benefits.

However, the one recurring negative impacting work/life balance centres around email and the expectation of instant response through messaging platforms and apps.

PM Summit's own survey also found the expectation to respond to out-of-hours emails to be the biggest negative on Project Managers' work/life balance. Almost half (49%) of those surveyed said it has a negative effect on their work/life balance, increasing to 56% for those working in the architecture, engineering and construction sectors.

49%
of respondees said out of hours work emails have a **negative** effect on work/life balance
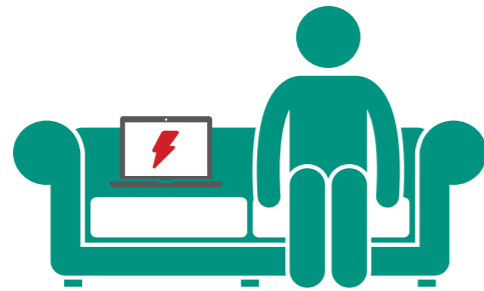
56%
of respondees from (AEC) Architecture, Engineering and Construction sectors commented on the **negative** effects resulting from out of hours work emails

Our survery found that an overall 41% of Project Managers are expected to respond to emails outside work hours, whether urgent or not.

For those working in the AEC sectors (Architecture, Engineering and Construction) the figure rises to almost half - 48%. Meanwhile in the IT sector just one quarter of respondents said they are expected to respond to emails while off duty.
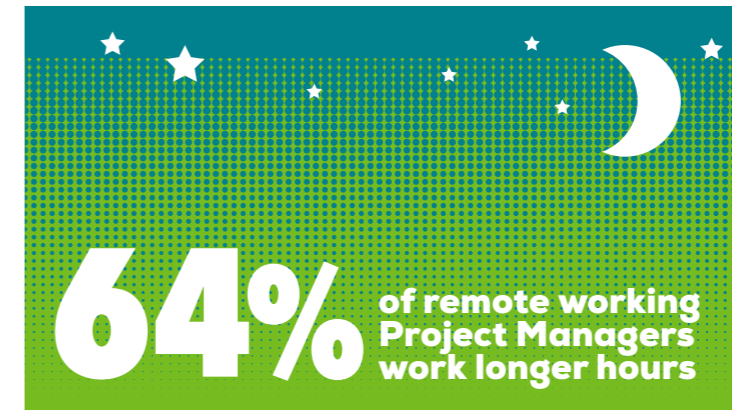
YOU'VE GOT MAIL!

41%
expected to respond to emails sent outside of business hours

25%
in the IT sector are expected to reply to emails while off duty

48%
in the AEC sectors are expected to reply to emails while off duty

64%
of remote working **Project Managers work longer hours**

The impact of remote working on a healthy work/life balance becomes even clearer when our survey revealed that almost two thirds of Project Managers with access to remote working said it leads to longer working hours as a result.

In fact, 32% of Project Managers revealed in our survery that they work between 5 and 15 extra hours each week due to remote working. This additional time equates to working the equivalent of a 7-day week for some Project Managers, and a 6-day week for most.

32%
of Project Mangers are working **5-15 hours more per week** due to remote working

Effectively, that's up to a **seven-day work week**
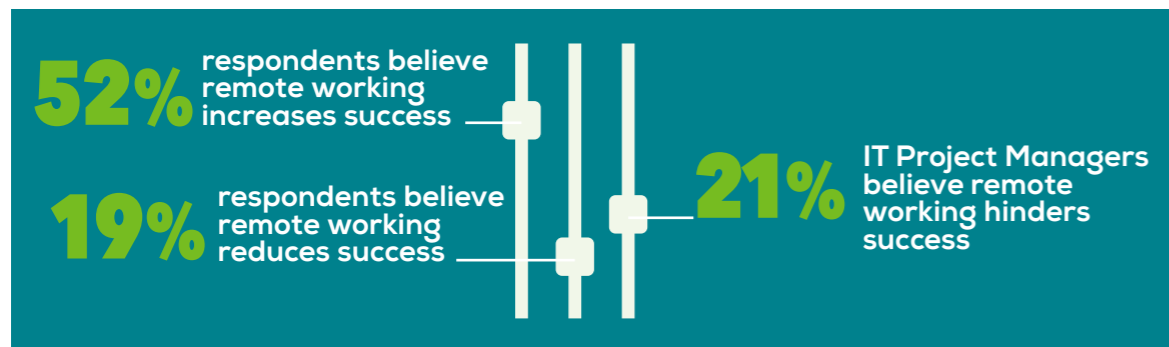
Remote Control

It could be argued that a lack of control and efficiency in project management and employees output would have been a major fear of managers and CEOs when the concept of remote working as a mass movement first started trending.
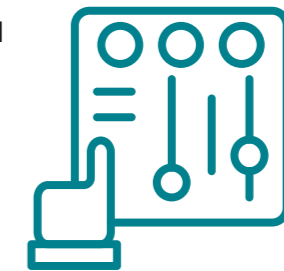
42%
of Project Managers believe they have less control over projects when teams work remotely
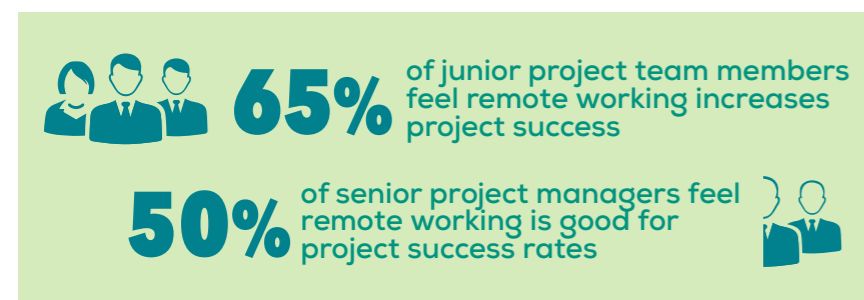
Our survey found that overall 42% of project managers believe they have less control of projects when project teams work remotely, with just one in ten feeling that remote working gives them more control of projects. This figure fell to just 8% among IT professionals.

52% respondents believe remote working increases success

19% respondents believe remote working reduces success

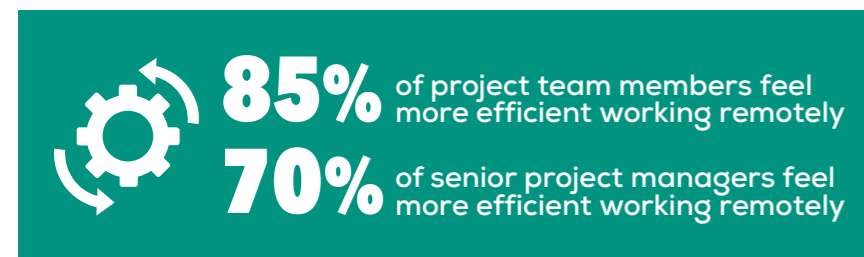**21%** IT Project Managers believe remote working hinders success

Beyond negative feelings surrounding the sense of control on projects, perhaps there's something to be said for the sense of autonomy and appreciation for the freedom to work remotely and the responsibility that entails. More than half of respondents feel remote working increases project success rates, with just under one in five (19%) believing that remote working reduces project success rates. This is slightly more pronounced among IT project managers, with a little over one fifth (21%) of that industry believing that remote working can hinder project success.

72% PM professionals believe remote working increases efficiency

69% PM professionals in IT roles believe remote working increases efficiency
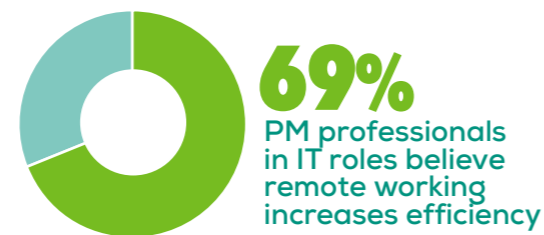
Continuing that trend, a majority of 72% of all project management professionals believe that remote working increases efficiency, with slightly fewer, 69%, of project managers working in IT roles having the same opinion.

65% of junior project team members feel remote working increases project success

50% of senior project managers feel remote working is good for project success rates

85% of project team members feel more efficient working remotely

70% of senior project managers feel more efficient working remotely

However, there is a clear disparity in attitudes to remote working between more senior project manager leads and their team members. 65% of junior project team members believe that remote work increases the success rate of projects, while half of senior project managers believe remote working is good for project success rates.

The vast majority (85%) of project team members felt they can work more efficiently when working remotely, however, just 70% of senior project managers report that remote work allows them to be more efficient.

Raymond's Thoughts

Raymond Poole, CEO of PM Summit, shares his personal insights and learnings from the 2019 industry survey, and asks Where Are We Now?

SENIORS v JUNIORS
"Our survey found discrepancies around attitudes towards remote working from project managers and team members. It seems that while team members find remote working to be a positive experience, more senior managers report challenges around managing teams and projects. Clearly many feel that remote working causes control issues. The key to improving this is clear communication, an established structure including timelines and defined goals. These practises are the core of managing remote teams properly.

We were surprised to see that IT personnel – given that this group is most likely to work away from the office – was less positive about the efficiency, control and project success rates of remote working compared to all project managers.

The survey highlights some concerns about remote working, and this is something that we'll address at this year's conference."

NEW WORKING PATTERNS
"The survey reveals some interesting insights on PM's work patterns as a result of remote working. The ability to solve issues quickly because of increased access to emails and work documents is a major plus for the project, however it seems that remote working is having a negative effect on project manager's work/life balance. Not only are they working longer hours, but project managers are finding it more difficult to switch off from work."

"We are living in a time whereby the desire and demand for consumption of statistical data against our projects is ever increasing. Sponsors, PMs etc. are looking for detailed information at the click of the button but yet there seems to be a lack of attention on the impact of such pressurised environments amongst the project team members and indeed PMs. This is something that the profession needs to address and we will look into this in more detail in our 2020 survey."

The Last Word

Vicky Poole, Co-Founder PM Summit

PM Summit
Women in Project Management

The PM Summit this year attracted a gender split of 40% Female, 60% Male, the largest percentage of Females to date attending and indeed our speaker ratio was 50:50. With this steady increase in attendance by female Project Managers we are delighted to announce that we will launch our inaugural Women in Project Management (WiPM) later this year on Thursday 24 October at The Convention Centre, Dublin. We believe this will be an excellent addition to our offering and would encourage any women out there whom may be interested in presenting at it to visit our website and submit an application.

Women play an ever increasing role in this profession and their numbers are growing year on year as was evident by the ratio increase at our flagship PM Summit annual event for 2019. We hope that as many of you possible will join us on this inaugural event and we look forward to listening to experts in the field of project management and controls.

OUR LOGO EXPLAINED

The chameleon within our logo reflects the reality that project managers play multiple and diverse roles in projects, always changing to satisfy project needs.

Just like chameleons, project managers have to adapt very quickly to their surroundings, no matter if the project is traditional waterfall project or an agile one.

We are continuously looking for excellent presenters to speak at our event, so if you have worked on an interesting project and feel you could add value to the general project management community please watch out for our **Call for Speakers**, we would be delighted to hear from you. In meantime please feel free to follow us on Twitter, Facebook, Instagram or LinkedIn