

# IPMA YC人才管理計劃 IPMA YC Talent Management Programme

IPMA®  
International  
Project  
Management  
Association

## 人才管理解決了幾個利益相關者的需求

IPMA促進終身學習，並不斷提高個人和專業能力。為了反映個人發展並促進結構化的人才管理，IPMA YC制定了職業道路，其目標如下：

1. 為組織內的進度提供結構化的開發計劃
2. 允許有組織的人才管理，以促進專案和計劃的人員配備
3. 認可活躍成員的努力，並使他們的組織專業知識在整個組織中可見
4. 促進經驗豐富的YC成員過渡到IPMA

# 職業發展規劃： 反映了IPMA YC主要發展領域

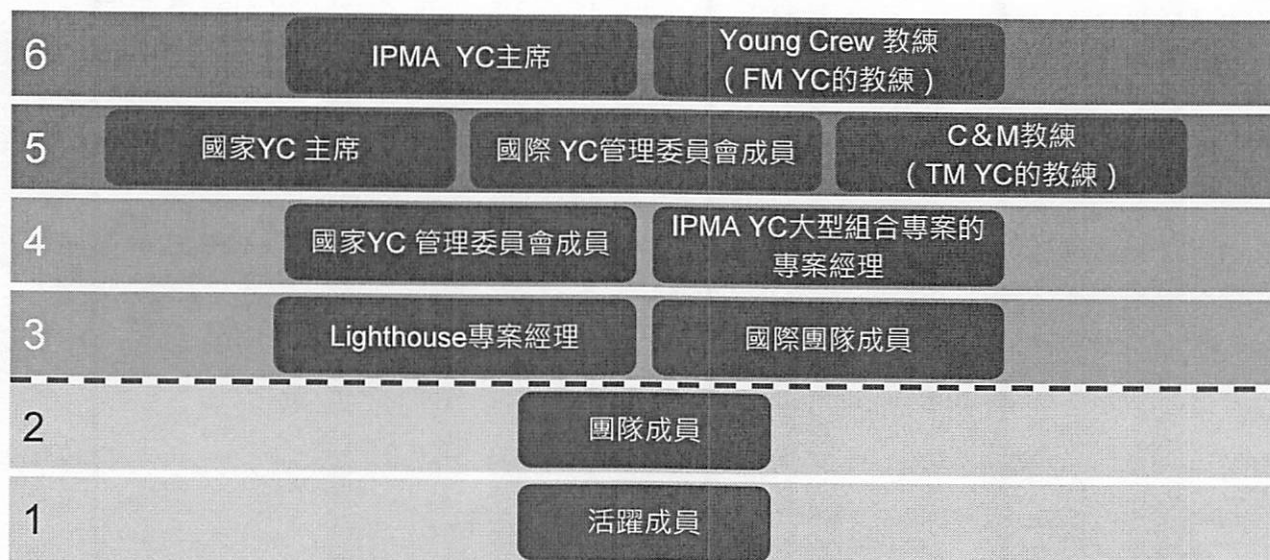
該路徑旨在涵蓋個人發展的三個領域：

1. 在IPMA Young Crew內部管理事件，團隊和專案
2. 涵蓋IPMA Young Crew的組織路徑-作為進入IPMA或MA結構的起點
3. 發展路徑是熟悉IPMA Young Crew政治和組織部分並願意投資於整個組織發展的成員的路徑。

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## 人才管理的結構化方法-職業道路



-- IPMA Certification needed

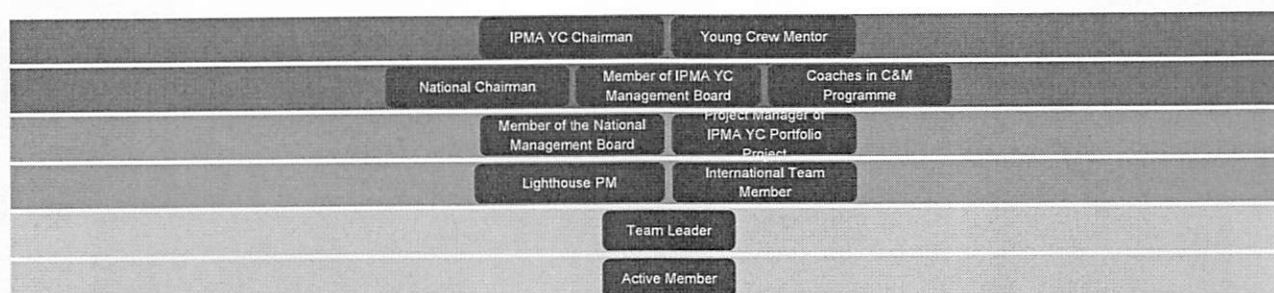
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層級	提案人	授權人
1	PM / 國家YC 管理委員會	國家YC 主席
2	PM / 國家YC 管理委員會	國家YC 主席
3	專案發起人/ 國際 PM	國家YC 主席/ IPMA 主席
4	國家YC 主席 / 國際YC 管理委員會	IPMA 主席
5	國際YC 管理委員會	IPMA 主席
6	IPMA 主席	IPMA 主席

## 人才管理的結構化方法—職業道路

總的來說，職業道路包括六個不同的專業階段，從一到六個級別反映出來。引入這些級別是為了激勵和認可活躍的志願者。



每個級別都是在成功完成指定職責（例如領導一個大專案）之後給出的。當一個人擔任的職位沒有良好的成績（未達到為其職責分配的目標）時，則不授予該級別。



# 每個級別都有要求，並由指定實體提供

## Level 1: Active Member

(criteria defined nationally; assigned by local committee)

此人曾是YC會員一段時間，並成功組織了一次小型本地活動。此級別的要求在全國範圍內定義，並且必須透明，其中包括：

- 活動時間
- 參加人數
- 準備時間

## Level 2: Team Leader

(defined nationally; proposed locally, approved on national level)

此人具有：

- 組織了一個更大的本地專案作為PM
- 成功地參與了具有戰略意義或國家重要意義的專案（燈塔專案）的專案團隊-超過2人的團隊（不包括PM）

# 高層要求當地的承諾和經過驗證的能力

## Level 3: Lighthouse PM/ Int. Team Member

(assigned by national board)

這個人有：

- 是具有戰略意義或國家重要專案（燈塔專案）的專案經理-超過3人的團隊（不包括專案經理）-並成功領導了該專案
- 在IPMA Young Crew Portfolio的一個國際專案中成功履行了他/她的職責

## Level 4: National Board Member/ Int. PM

(proposed nationally, approved by international board representative)

此人具有：

- 曾是國家YC委員會的成員，他已經成功地完成了任期，並以可接受的水平實現了自己的責任目標。或是，
- 在IPMA Young Crew Portfolio的一個國際專案中成功執行了他/她的專案經理職責-團隊超過3人（不包括專案經理）

# 可以通過不同方式達到最高水平

## Level 5: National Chairman

(given by IPMA YC Board with unity and approved by ExBo)

主席（總裁，主席等）-領導YC的正式成員。該人成功完成了任期，實現了職位目標。他/她為YC的積極發展提供了投入。

## Level 5: International Board Member

(given by IPMA YC Board with unity and approved by ExBo)

YCMB成員，他成功完成了任期，實現了他設定的目標和KPI。

## Level 5: Coach for IPMA Young Crews

(given by IPMA YC Board with unity and approved by ExBo)

擔任YC教練已有一定時間並成功實現了他所設定的目標的人，已經指導了許多YC，並取得了良好的成績（幫助YC解決了他們的問題）。

## 對人和專案的認可！

### (通過在線平台)

<https://become.pm/recognition/reg.php>

# 識別系統

01

## 傳播網絡

- 所有專案、活動和活躍人員的一個數據庫
- 全世界的YC正在發生什麼？

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## 為您提供國際（和國家）知名度

您的活動和能力

02

## 將正確的人放在正確的地方

配備主管團隊的專案人員

04

## 給您前進的機會

- 申請一個專案、表達您的興趣
- 進入下一個級別
- 過渡到IPMA結構



Recognition for people and projects

### Welcome!

[Register here.](#)  
[Registered? Log in here.](#)

First name

Last name

Birthday

Country

The Netherlands

Email

Email again

Mobile number

+358 440 1234 345

Member

☐ Yes ☐ No

Member number

What is your member / user level?


Member level

Member

☐ I consent to storage of my data according to Privacy Policy

[Send registration](#)

註冊後，您會收到創建密碼的消息（您的註冊需要被批准）


Recognition for people and projects
Marija Todorovic / IPMA Young Crew Board Member

Dashboard Projects Open roles **People** My projects My Profile Archive Competence Organizational roles Settings

**Filter users:**

**Country**

All The Netherland Latvia Italy Austria Croatia Germany Finland Serbia Slovakia Portugal Lithuania Chile Belgium Peru

**Project roles**

All International Project manager Marketing Communication IT, www & Coding Project manager Sponsor Selling Coordinator Team member Coach and Mentor

## People

On this page you can find all active members of the IPMA Young Crew globally if they are registered within the Recognition system. Find colleagues in your country, responsible board members and view their experience in projects. This is a great place to see what is possible to achieve in the IPMA and also to find an expert on a topic you are interested in. Use the provided contact details to get in touch and strengthen your network! You can also filter by the roles that people are occupying currently.


For board members this is the list to see, whether people are awaiting their acceptance to the system.

**User status**

Status	Info
Active	OK
Accepted	User accepted, but user has not yet activated profile
New	Just registered, please accept

Country	Photo	Name	Current role in project	Status	View
Germany		Chiara Haenel		Active	Show
Finland		Timo Lukkari		Active	Show
Germany		Jan Manter		Active	Show
Germany		Bernhard Gerl		Active	Show
Germany		Patrick Schmeisser		Active	Show

## 創建您的專案或是活動


Recognition for people and projects
Marija Todorovic / IPMA Young Crew

Dashboard **Projects** Open roles People My projects My Profile Archive Competence Organizational roles Settings

**Region**

All The Netherland Latvia Italy Austria Croatia International Germany Finland Serbia Slovakia Portugal Lithuania Chile Belgium Peru

**Status**


All On going Planning phase

**Manage**

Add project


## Projects

On this page you can find all projects going on in the IPMA Young Crew globally. Use the filter to browse projects in your country or on international level. See who's behind the exiting topics or get inspired for new projects. Maybe you find some projects that you'd like to start in your country as well!

Country	Logo	Name	Status	Time	Intro
International		PMC-1	Planning phase	Start: 10/01/2018 End: 06/05/2019	fhzt
International		Int project	Planning phase	Start: End:	Info
Croatia		Project Management Championship 2019	On going	Start: 02/01/2019 End: 04/13/2019	PMC is International competition for students. Magdalena is project owner for PMC in Croatia. Ivana Ana is PM of project.
International		International PMC	Planning phase	Start: 10/01/2018 End: 06/12/2019	International PMC final in Nuremberg, Germany



## 專案或活動


Recognition for people and projects
Marija Todorovic / IPMA Young Crew Board Member

Dashboard
Projects
Open roles
People
My projects
My Profile
Archive
Competence
Organizational roles
Settings

Project files
Go back

Project card
Fill in
206
Project sponsor
Demcak Marek (demcak.marek@gmail.com)
Only xxxxx can change this.
Project type
Gettogether/Event
Large local event
National Event/Project
Lighthouse Project
International Lighthouse Project
MEGAPROJECT
Program
Name of the Project
GYCWS 2019 Merida
Short intro
the opportunity to make a truly global experience by meeting young project managers from all continents
Project logo

Logo	File	Size	Type	Added
------	------	------	------	-------

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## 分配人員

Team size:

1

Project roles

#	Role	Hours	Voluntary	All users	Confirm person	Add new member
1	International Project manager		<input checked="" type="radio"/> Nobody	-	Confirm	+

Project start

09/27/2019

Project end

09/29/2019

Facebook

您可以根據他們的能力和專案需求將他們分配到您的專案中！

將通知已分配的人員，並且該角色將在其個人資料中顯示

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