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Tools and Accelerators
Discounts and Perks
PGP Assessment
PGP Resource Center

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Take advantage of our professional development tools to help you prepare for your next interview, project, or presentation. We've got your back!

TOOLS & ACCELERATORS



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Explore our exclusive listing of Discounts ranging from Health Insurance Plans, Financial Advisor services, and other Lifestyle Benefits. With over 302,000 offers across 10,000 cities, you'll always find a reason to Celebrate Your Savings!

DISCOUNTS & PERKS

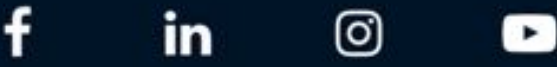


PROFESSIONAL GROWTH PATHWAY

Assess your current skillsets and advance to where you want to be across key competencies. We offer Career Guidance Tools and References to help broaden your professional growth capabilities.



TAKE THE SELF-ASSESSMENT



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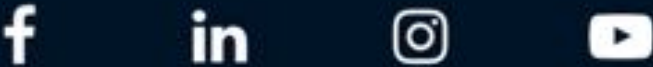


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EXPLORE THE RESOURCE CENTER



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PROFESSIONAL GROWTH PATHWAY

Unique tools, expert guidance, and curated resources to help Consultants broaden their skills across all areas and unlock their greatest career potential. Below are the 3 steps to kickstart your career growth.

1 Assess Your Skills

Evaluate your current position amongst various core competencies using HiveNation's PGP tool and metrics.

2 Create Your Plan

Review your Assessment Report and set goals for professional growth across all skill areas.

3 Expand Your Expertise

Utilize the exclusive PGP Resource Center to grow your skillsets and earn more in the Marketplace.

Begin Skills
Assessment

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Professional Growth Pathway

Self-Assessment

Review each category and determine the level at which you are currently performing. Then, use our Career Goal Setting Templates to best utilize the recommended Career Guidance materials in the PGP Resource Center.

This Self-Assessment should be completed honestly and thoroughly to ensure your custom pathway is advantageous to your career growth.

You may refer back to this Self-Assessment Tool and make updates as you take new professional strides

Functional Knowledge

Level 1

-

N/A	Level 1 Directed Contributor	Level 2 Self-Directed Contributor	Level 3 Subject Matter Lead	Level 4 Integrated Leader	Level 5 Thought Leader
	<ul style="list-style-type: none">Acts as an Individual contributor—has sufficient experience from one or two projects to be able to work against a project plan defined by othersCompletes required tasks with some oversight, to report progress, status and issues to leads, to contribute to documentation and issue resolutionTypically has no people or project management responsibilities or experienceNot enough experience to be considered an industry expert”, although previous industry experience could benefit clients	<ul style="list-style-type: none">Somewhat seasoned consultant—an individual contributor who requires less directionDepth of expertise in specific knowledge area allows for some autonomy of work and the potential to manage a small sub-team on a project, defining and managing a section of the project planTackles low-level issuesPossible industry-specific focus emerging and Consultant may begin to market themself as suchInitial review of certain documents might go through this individual before ultimately being signed off by othersContributes in a meaningful way to documenting team status	<ul style="list-style-type: none">Seasoned consultant—able to function completely independently within confines of area of expertise, as well as lead a project teamConsidered an expert in their specific knowledge area and seen as able to lead others in a similar workstreamHas enough knowledge of the role of other teams and the required interaction with them to define and manage a project plan section for a teamFirst escalation and resolution point for most team issuesStrong consulting and communication skills and the need to interact with mid to senior level client personnel frequentlyResponsible for final review of team documentation and work product, owns and reports team status	<ul style="list-style-type: none">Deeply seasoned consultant—able to define and own an entire project and engagementClear on the role of all contributing individuals, teams and workstreams, and the interdependencies between themAble to collaborate on any project related issue with client project leadershipStrong consultative and collaboration skills. Often steps away from narrow previous area of expertise (functional or technical team work) to lead the integrated effortStill recognized as a thought leader in their respective areas and often required to weigh in on issues affecting that areaSelf directed in every way within the confines of project governanceDeeply skilled at interacting with senior client executives, steering committees, and Consultants across the board	<ul style="list-style-type: none">Optimally seasoned consultant—significant experience and depth of knowledge across area of expertiseKnown as a thought leader in the areaAble to lead and oversee significant programs of workThe highest project based escalation point for issues and issue resolutionStrong executive presence, comfortable interacting under any circumstances with the most senior client personnelCurrent in trends, developments and cutting edge thinking in specific areaAble to provide significant direction to less experienced consultants and clients alikeDeep consulting and collaboration skills acquired over multiple projects and many yearsRequires zero oversight on an engagement and is responsible for oversight of others

Next

- Process DesignLevel 3+
- Functional Testing & Deployment+
- Technical Development+
- Infrastructure+
- Integration+
- Technical Testing & Deployment+
- Project Planning+
- Project Management+
- Consulting Skills+
- Communication+
- Executive Presence+
- Change Management+
- Training+
- Business Intelligence & Analytics+

☐ I acknowledge that I have assessed my skillsets honestly and thoroughly and recognize that the suggested material is curated for the levels I have selected.

SUBMIT
SELF-ASSESSMENT

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PROFESSIONAL GROWTH PATHWAY

RESOURCE CENTER

GO TO
MY ASSESSMENT

CONSULTANT TYPE



Welcome to the
PGP Resource Center



Competency Framework

Below are measureable milestones for Consultants. Review each level and define where you are and where you would like to be. Our Assessment Tool will provide you with suggestions for your custom Growth Pathway.

N/A	Level 1 Directed Contributor	Level 2 Self-Directed Contributor	Level 3 Subject Matter Lead	Level 4 Integrated Leader	Level 5 Thought Leader
Consultant has no experience in this area and or no interest in pursuing this knowledge area in their Professional Development Plan	Individual contributor - has sufficient experience from one or two projects to be able to work against a project plan defined by others, to complete required tasks with some oversight, to report progress, status and issues to leads, to contribute to documentation, issue resolution. Typically has no people or project management responsibilities or experience. Not enough experience to be considered an industry expert although previous industry experience could benefit clients	Somewhat seasoned consultant - a solid mix of individual contributor, with a little less handholding and direction required, depth of expertise in specific knowledge area allows for some autonomy of work and the potential to manage a small sub team on a project - defining and managing a section of the project plan. Certain low level issues might be assigned to this individual. Possible by now that a specific industry focus might be emerging for this individual and they can start to market themselves as such. Initial review of certain documents might go through this individual, before ultimately being signed off by others. Contributes in a meaningful way to documenting team status.	Seasoned consultant, able to function completely independently within confines of area of expertise, as well as lead a project team - Considered an expert in their specific knowledge area and seen as able to lead others in a similar workstream. has enough knowledge of the role of other teams and the required interaction with them to define and manage a project plan section for a team. First escalation and resolution point for most team issues. Strong consulting and communication skills and the need to interact with mid to senior level client personnel frequently. Responsible for final review of team documentation and work product. Owns and reports team status.	Deeply seasoned consultant - able to define and own an entire project / engagement - clear on the role of all contributing individuals, teams and workstreams and the interdependencies between them. Able to collaborate on any project related issue with client project leadership. Strong consultative and collaboration skills. Often steps away from narrow previous area of expertise (functional or technical team work) to lead the integrated effort. Still recognized as a thought leader in their respective areas and often required to weigh in on issues affecting that area. Self directed in every way within the confines of project governance. Deeply skilled at interacting with senior client executives, steering committees etc.	Optimally seasoned consultant, significant experience and depth of knowledge across area of expertise, known as a thought leader in the area. Able to lead and oversee significant programs of work. The highest project based escalation point for issues and issue resolution. Strong executive presence, comfortable interacting under any circumstances with the most senior client personnel. Current in trends, developments and cutting edge thinking in specific area. Able to provide significant direction to less experienced consultants and clients alike. Deep consulting / collaboration skills acquired over multiple projects and many years. Requires zero oversight on an engagement and is responsible for oversight of others.

Integration

Skill Areas



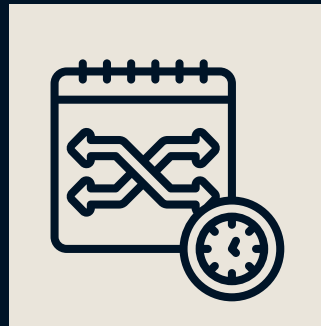
Communication
Skills



Project
Management



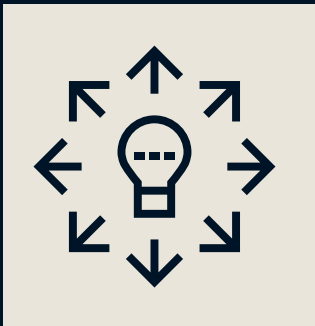
Functional
Development



Process
Design



Project
Planning



Title



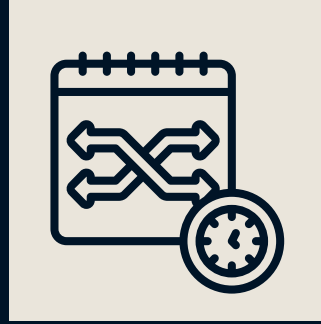
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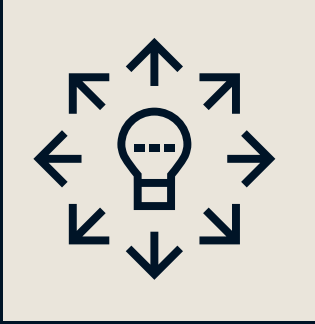
Title



Title



Title



Title



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Connect with fellow PGP Users in the HiveNation Community to expand your professional network and stay up to date on the latest industry trends.

GET CONNECTED

PGP News



Listen: Why HiveNation?
with Steve Brooks, Co-Founder



Webinar: SAP Practical Solution
with Bob Roberts, Community Leader

Wednesday 10/13 1PM EST



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Body Text...

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Intro to PGP

Kickstart Your Career



Structure Your

Growth Pathway



Stand Out with Our

Interview Best Practices



5 Tips to Better

Lead Your Team



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5 Tips to Better

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TOOLS AND ACCELERATORS

SAP PROJECT PREPARATION

Body Text...
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PRESENTATION
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