

## **Brief CV - Peter Hers**

I assist companies to reduce project risk and improve project performance, in terms of cost, time to completion and quality of results. Services provided include Management of projects; Consulting on various aspects of Project Management; Project Health Audits, and Training and Mentoring at various levels.

Through a professional and competent approach to Project Management, I can assist you to:

- Achieve project objectives, within time and cost constraints
- Reduce risk at all stages of a project
- Train and/or mentor project staff to achieve the same objectives

I attended school and university in Johannesburg, and obtained a B.Sc. Electrical Engineering degree at Wits University. While at university I became fascinated with computers and made that my career. Initially I designed and developed software systems, and over time moved into various IT management positions. I now work as an independent consultant, focusing largely on Project Management.

I have many interests, and my current spare time activities include photography, reading and traveling around Southern Africa in my 4x4. I am currently vice-chairman of my radio club, play various roles in the national amateur radio organization, and conduct training courses for the radio amateur's examination. My wife Jocelyn works in the book trade.



### **What drives me**

Throughout my life I have always taken on new tasks, interests and responsibilities by espousing them totally, and making them my own. I always strive to become an expert in the field in which I find myself.

For example, in my early years I became an expert Cobol programmer, and made a name for myself in developing standard ways of getting the best out of the tools of the day, and designing systems for ease of maintenance. Faced with the challenge of writing many unique data reports and extracts, I developed an automated tool to produce reports by specifying simple parameters, and included a simple version of today's well-known pivot table to provide rapid analysis of data.

Later I worked as a Project Manager, and became the link between our routine operations and the ideas coming out of the PMI, the early PMBOK guide, and current literature.

More recently I spent some years in the outsourcing industry. In this role, I developed and enhanced ways of determining the costs of the functions in order to bid for business, and absorbed the ITIL framework into my work.

### **Experience and achievements**

My first career was with Wits University where I designed and developed systems for the internal operation of the University. This included various record and financial systems, a library catalogue, and some complex systems to analyze the performance of the university. Eventually my job function included analysis of various student selection techniques, and modeling of options for the expansion of the university. My association with Wits lasted 18 years, of which the last five years were in the position of Director of Management Information.

From there I moved into the city, working for Anchor Life, a small life assurance company. My role as IT Director was to bring computer systems in-house and upgrade the various application systems. I obtained useful experience of the insurance industry, but outgrew the job within three years.

I then joined Persetel (Pty) Ltd, which through various mergers and changes has become today's Business Connexion. I worked for six years in project management, carrying out mostly software migration projects for our clients. I then took on the role of IT Director, a challenging position in an IT company! Here I was responsible for getting the new networked PC environment under a semblance of control, and later for the implementation of SAP R/3. After the merger between Persetel and Q Data I moved into the outsourcing division, where I was responsible for assembling new bids. In this role I developed methods of costing and costing models, to ensure that bids were competitive, without omitting any of the given requirements. I also took responsibility for owning projects executed for clients.

### **Current Consulting Services**

As from 2005 I have been offering my services as an independent consultant, focusing on project management. My experience in many areas of the IT industry allows me to run IT projects of all sizes except the very largest. I am well versed in the fundamentals of Project Management as a practical discipline and can apply them in many different environments.

I have developed my own tailor made services for use in the Project Management environment, and can offer these as standalone services or in conjunction with longer term project management engagements. For example, I have devised a Project Health Audit which can be used to rapidly gauge the state of a project and determine the risks, and probability of success or failure, particularly during the early stages of a project. More packaged services and products are on the drawing board.

It is a truism that one of the best ways of building any competency is to teach it to others. Over the years I have built and presented various training courses. I particularly enjoy presenting courses, and I am now undertaking various training opportunities within the Project Management field. I am competent to lecture courses from introductory to practitioner level.

Training can take various forms, from the very formal introduction of concepts, principles and skills, to assisting others to develop in their own careers. I am ideally suited to the role of mentor to those who are managing projects for the first time, or who have taken on challenging project management roles.

### **Association with System Crafters Guild**

The Guild is an association of independent project management practitioners. Registered as a company, System Crafters Guild (Pty) Ltd aims to be recognized as the premier association of systems craftsmen in the communities in which it serves. Guild members subscribe to a professional code of conduct. Over 50% of Guild shareholding has been transferred into the hands of previously disadvantaged members. The black members are all IT professionals in their own right.

I joined the Guild as an Associate Member in 2005.

## Peter Hers - Summary of Project Management related experience

Date	Project	Role	Months
1989	Norwich Life migration to IBM software	Project Manager	12
1990	SBDC System rewrite to IBM mainframe	Senior Project Manager	5
1991	Mines Pension Fund System rewrite to IBM	Senior Project Manager	8
1992	Old Mutual tape library installation	Project Manager	2
1995	SAP R/3 implementation	Project Owner	14
1999	Y2K Project	Project Owner	6
2000	Internal client billing system	Project Manager	4
2000	Implement ISO9000 quality system	Project Manager	6
2003	Review outsourcing service for large client	Project Owner	7
2003-5	Major outsource bids	Project Manager	30
2005	Project Management Training	Lecturer	3
2005-6	MS Application development	Project Manager	4
2005-6	Microsoft migration – Groupwise to AD, Exchange, etc	Project Manager	8

### Personal information

Identity number: 4401035037080  
 Income tax ref. no: 1339/044/84/2  
 Marital status: Married  
 Children: None  
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### Qualifications

Wits University BSc(Eng) (Electrical) (1965)  
 Executive Development Programme (1975)  
 Barlow Rand  
 Leadership Institute MBA&F Diploma (1991)  
 PRINCE2™ Registered Practitioner (2006)

### Professional Societies

CSSA Member  
 PMSA Member

### Other Training

*(partial list)*

Allen Management Action Programme  
 Effective Presentation Skills  
 Account Development Strategies  
 ITIL Service Management Simulation  
 The 7 Habits of Highly Effective People  
 Level 1 First Aid Certificate

### Technical skills

Project management;  
 Technical writing  
 Presentation skills  
 Development of training courses  
 Data analysis  
 Office productivity tools: MS Office; MS Visio; Mind Manager  
 Web design & development: HTML & MS FrontPage  
 Systems analysis & design  
 Programming: Cobol; IBM mainframe