



PMO
GARAGE

Service Profile

Outsourced External Talents Onboarding

Accelerating Integration and Performance of External Project Management Talent

Pain Points Addressed



Slow integration due to lack of understanding client's work environment

Slow credibility build-up from internal teams without "Internal Customer Work Experience

Governance confusion about responsibilities and authority levels

Lack of Disciplined Agile Knowledge (preferred delivery framework)

Cultural misalignment and slow methods/tools knowledge transfer

High churn of externals due to frustration on both sides

Service Components & Deliverables



Pre-onboarding Role Based Training

- ✓ **20 hours** of intense training
- ✓ Cultural alignment & ways-of-working
- ✓ Governance & performance integration
- ✓ PMO Handbook review (if available)
- ✓ Role-specific enablement & playbooks



Quarterly Assessment Checkpoints

- ✓ Scheduled feedback meetings
- ✓ Performance & skill gap analysis
- ✓ **8 hours** free training per checkpoint
- ✓ **1 hour weekly** coaching
- ✓ Personalized improvement plans



Shadowing Service

- ✓ Enterprise-level improvement documentation
- ✓ Project knowledge retention system
- ✓ Risk mitigation for resource changes
- ✓ Knowledge capture & handover readiness
- ✓ Continuous improvement identification

Why This Service Delivers Value



Built by **practitioners** who have led PMOs



Designed around **real delivery risks**, not HR theory



Lower churn through better integration



Early warning and corrective guidance



Sustainable delivery with continuous improvement



Faster trust from internal teams



Reduced single-point dependency



Measurable contribution within weeks



Easier talent rotation between projects

Engagement Model

1

Exclusive Availability

Service only available for talents **outsourced by PMO Garage**, ensuring quality alignment with our delivery framework

2

Quarterly Support Cycle

Training, coaching and support based on **feedback from hiring/direct manager** to ensure continuous improvement

3

Preparation Requirements

Service requires **minimum 1 week preparation** to customize onboarding materials and assessment framework

Engagement Process



Client Partnership



Talent Outsourcing



Onboarding Service



Continuous Improvement



Start to Start

starttostart.com



PMO Garage

pmogarage.com



Email

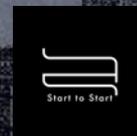
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