



Prof. Lynn Crawford

and her team

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IPMA Global Research Award 2019

Category: IPMA Research Award

Outstanding Research Contribution 2019

for the Research project:

Exploring the Evolution of Project Based Careers

Our research addresses an identified research gap involving career paths, roles, motivations and implications of project-based work (Bredin & Söderlund, 2011; Hölzle, 2010). Rigor, sincerity and credibility are evidenced through the more than twenty peer reviewed journal articles, book chapters and conference papers published. The significance of our contribution is acknowledged in the recognition of findings, published in the IJPM and IJMPiB, as exemplars of scholarly research on human resource management in project-based organisations (Keegan, Ringhofer & Huemann, 2018). Meaningful coherence has been maintained by progressive elaboration of the overall theme, applying a range of theoretical lenses to realize new insights. Excellence of process and results is further evidenced by receipt of the IPMA/PMI

Best Paper Award in the Project Organising stream at EURAM 2018. This research is central to the discipline and profession of project management as it provides insights into how individuals grow, develop and pursue careers within projects and how they experience project-based work. It highlights the characteristics of project work including the challenge and learning that attracts and retains practitioners, and identified characteristics of project practitioners, such as relational competencies, that support effectiveness and career progression. To date, many acknowledge being 'accidental project managers', with project management not a first career choice. This is changing, as undergraduate and post-graduate studies are offered. Research results contribute to new tertiary programs designed to provide the highly-skilled project manag-

ers necessary for organisational success in the future. Results also provide assistance to project-based organisations in re-thinking their HRM practices, developing career paths and managing their project management talent. For individuals it provides guidance in taking responsibility for forging their own career paths. As work across all industry sectors becomes increasingly projectified in response to the pace and ubiquity of change the applicability of the research findings extends beyond project-based organisations.

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