



2023-24

# PROMAN CONSULTING

**TRAINING AND CONSULTATION  
SERVICES**

  
**PROMAN**  
CONSULTING



# OUR TEAM



We take great care to ensure that our colleagues not only teach project management, agility or give advice, but also lead and participate in real business projects. In the past years, we have successfully led and supported projects in areas such as **IT systems implementation, agile transformation, organisational operational development and transformation, or project management maturity development.** Our experts have CAPM, PMP, PMI-PBA, PMI-ACP, ACC, PSM, PSPO, CISM, DASSM, SAFe, ACC, CSPC and auditor certifications, which we would like to extend in the future, but they reflect our quality experience in project management, organizational and project agility, coaching and information security.



## CORE SERVICES:

- Project management, project and portfolio management optimisation
- Organisational project maturity development
- Process and operational development
- Agile transformation and agility development
- Quality management, information security
- Project management, agile, business analysis and international exam preparation trainings

ProMan Consulting Kft. was established to enhance the efficiency, business success and development of our clients - be they individuals or organisations - in close cooperation with them. We were founded in 2017 and by the experience of decades of our colleagues we provide tailor-made, practical solutions.

# ABOUT US

[HTTPS://PROMANCONSULTING.HU](https://promanconsulting.hu)

# TRAININGS

Project management trainings

Agile trainings

PMI exam preparations

Scrum.org exam preparations

Business Analysis trainings

SAFe 6 trainings & exam preparations

Skills & team development trainings

Leadership development

Process management trainings

Coaching services

# PROJECT MANAGEMENT TRAININGS

## Project management fundamentals

For teams and beginner project managers, we offer our tailor-made project management fundamentals training, giving participants an insight into project-based operations and the roles and responsibilities in the organisation.

## Project management in practice

Our traditional Project Management in Practice training is designed for project and project management teams working on a client-side project. This helps to clarify and agree on roles and the project process.

# PROJECT MANAGEMENT TRAININGS

## Project management soft skills development training

In addition to methodological knowledge, it is important that the project manager has the right skills and team management tools. Our skills development training helps participants to manage, lead and support their teams effectively with a people and solution focus.

## Acting as a Sponsor

In our experience, sponsorship goes beyond providing resources. Our tailored workshop helps sponsors to provide effective, valuable input and top-down support for the successful implementation of projects.



# AGILE TRAININGS

## Agile basics

Our Agile Project Management Basics training is designed to introduce those new to agility to an adaptive mindset, through which teams learn the approach, SCRUM and Kanban if required through playful exercises.

## Product Owner training

The aim of our Product Owner hands-on training is to give participants a first-hand experience of the tasks and tools of PO role and agile projects by working on a sample project.

The training can be complemented with PSPO international exam preparation if required.

# AGILE TRAININGS

## Scrum Master training

During our Scrum Master hands-on training, participants can try themselves in the most common situations in the life of a Scrum Master and learn the tools needed for the work.

The training can be complemented with international PSM exam preparation.

## Agile coaching

The agile coach is a key player in the development of organisational agility. Our Agile coach training helps participants to be able to effectively fulfil and perform this role, supporting Scrum Masters, managers, key stakeholders and agile transformations beyond teams.



# AGILE TRAININGS

## Agile transformation

Constant change requires organisations to be more responsive and customer-focused. Our Agile Transformation in Practice training will help you prepare for change and illustrate key actions through case studies.

## Scaled Agile

During our training, we will present a comprehensive overview of scaling - the extension of agile operations to the organisational level - and its most important elements. Participants will also be introduced to several popular scaled agile frameworks that will help them make more informed decisions about the most appropriate direction for their organization.

# PMI® CERTIFICATIONS, EXAM PREPARATION

## Project Management Professional (PMP) exam preparation course

With 1.2 million certified, it is the best-known "black belt" project manager certificate available on the market. The content is based on the PMBOK Guide, which is constantly updated to keep up with trends and is one of the most comprehensive textbooks available.

## Certified Associate in Project Management (CAPM) exam preparation course

The Certified Associate in Project Management (CAPM) is mainly recommended for less experienced project managers and project coordinators. The qualification certifies the mastery of structured project management skills and tools, which certified colleagues can build on to become experts.

# PMI® CERTIFICATIONS, EXAM PREPARATION

## Professional in Business Analysis (PBA) exam preparation course

The PMI certification developed for business analysts. According to recent surveys, more than half of failed projects will fail due to inadequate scope definition. Business analysis also helps to define and evaluate objectives, scope and business value.

## PMI Agile Certified Practitioner (ACP) exam preparation course

PMI's Agile Certified Practitioner (ACP) credential certifies that a qualified practitioner, regardless of role, has a comprehensive knowledge of agile, including multiple methodological directions and the toolset applicable to each role.



# PMI® CERTIFICATIONS, EXAM PREPARATION

## Disciplined Agile Senior Scrum Master exam preparation course

The Disciplined Agile Senior Scrum Master certification is specifically designed for experienced Scrum Masters, which enhances their knowledge of individual and team development, scaling and Way of Working.

As an Authorized Training Partner of PMI, our exam preparation training provides a quality guarantee, with more than 90% of our participants passing their exams on the first attempt.



# SCRUM.ORG CERTIFICATIONS, EXAM PREPARATION

## Professional Scrum Master I. és Professional Scrum Product Owner I. exam preparations

Scrum.org is one of the most respected international certifications for Scrum Masters and Product Owners. As a complement to our role-based training, our participants can also prepare for the certification.

## Professional Scrum Master II. exam preparation

Professional Scrum Master II. expects Agile professionals to have a deeper understanding of the approach and its practical application when supporting single and multi-team frameworks. The certification is internationally recognized among agile professionals.



# BUSINESS ANALYST TRAININGS

According to the latest international surveys, 50% of failed projects fail because of inadequate definition of purpose and scope. Business analysis helps to define the right purpose and scope, as well as to evaluate the results, which can lead to more effective business value creation and requirements definition.

## Business Analysis fundamentals

We offer our Business Analysis Fundamentals training to teams of novice business analysts, system integrators or project managers who want to systematise their business analysis knowledge or who want to learn the basic BA tools.





# BUSINESS ANALYST TRAININGS



## Advanced Business Analyst training

Through our training, experienced business analyst teams can get tailored support to optimise the demand and requirements management process in your organisation and build the applicable toolkit into their daily work.



## Initiation of process automation projects

Digitalisation and automation help to ensure that processes are carried out efficiently. In our Process Automation Project Initiation training, we use a process from the client organisation to demonstrate the tasks and deliverables that can help RPA projects create real value.



# SAFE® 6 TRAININGS AND CERTIFICATIONS

## Leading SAFe®

Lean-agile change initiators who want to understand the Lean-agile approach and the tools and practices of the SAFe framework to effectively support agile teams, agile programs, program portfolio management and coordinate lean-agile transformation in their organisation.

## SAFe® for Teams

The training is ideal for Lean-Agile team members who want to gain experience of how SAFe Agile Release Train works. Participants will learn how to plan and execute iterations.

# SAFE® 6 TRAININGS AND CERTIFICATIONS

## SAFe® Scrum Master/Team Coach

During the training, participants will learn about the Scrum framework from the perspective of the whole organisation and develop their leadership and coaching skills. SAFe Scrum Masters support agile teams to create the highest possible business value from their work using SAFe.

## SAFe® Product Owner/Product Manager

For Product Owners, Product Managers, Product Management professionals who want to apply a lean-agile approach to prioritisation and develop their skills in writing and shaping Epics, Capabilities, Features, User Stories in the context of SAFe.





# SKILLS AND TEAM DEVELOPMENT TRAININGS

## Project management soft skills development

In projects, it can be challenging to support team collaboration, empowerment and communication. Our training helps project managers, Product Owners, stakeholders supporting projects to accompany projects with the right tools and techniques.

## Team development programmes

Teams can achieve good results if the cooperation between members and the operational framework are known and accepted. Our tailor-made team development programmes help to increase the effectiveness of teams.



# SKILLS AND TEAM DEVELOPMENT TRAININGS

## Effective facilitation

Capacity and resource constraints require that meetings, discussions and internal workshops at organisational and team level are carried out efficiently. Our facilitation training can help reduce the number of endless, inefficient meetings without results.

## Coaching

Individual or group coaching can be useful when a new approach, a new impetus is needed, or when we want to explore new possibilities for individual or group development. Our service can also be provided alongside shadowing or mentoring support if required.

# LEADERSHIP DEVELOPMENT TRAININGS

## Coaching skills for leaders

The quick situational awareness skills and effective questioning of coaches will be practiced with the support of ICF certified coaches during the two days. In addition, simulated situations will be used to support the integration of the learning into the work environment.

## Agile leadership attitude

In our training, agile leaders and leaders of organizations preparing for agile transformation will learn about the factors that are essential to agile operations. The training will provide experiential support to address the topics of self-organization, empowerment, accountability and trust in an agile environment.





# PROCESS MANAGEMENT TRAININGS

## Lean and 6 Sigma trainings

The 6 Sigma methodology aims to minimise the number of errors in business processes. The approach incorporates tools that have been tried and tested over decades. Through our training, participants can earn certifications from yellow belt to black belt, as well as learn the tools of lean.

## Quality manager training

ISO management systems demonstrate that the organisation operates with controlled, organised processes. Our training will help management system leaders understand the system requirements and the practices needed to operate them.



# PROCESS MANAGEMENT TRAININGS

## Lead internal auditor training

Regular internal audits are required to obtain and maintain ISO certification. Our training will help participants to develop their internal and external auditing practices by focusing on the opportunities and aligning them with the practices of certification bodies.

## Business Process Management (BPM) training

We offer our Business Process Management training to teams who want to improve the process management maturity of their organisation. During the training, a tailor-made action plan is developed for the organisation, which can be used as a basis for immediate improvement.



# COACHING SERVICES

## Executive coaching

In our coaching process for executives, we support our clients in the effective practical application of the leadership toolkit on a topic defined by the client.

## Individual coaching

With our solution-focused Brief Coaching toolkit, we support our clients to quickly move from a difficult situation in their professional life to a creative and motivated activity again.

## Team coaching

Our team coaching sessions range from the development of a professional process to the development of resilience, motivation, vision, conflict management and cooperation.



# CONSULTANCY SERVICES



Project management consultancy, organisational and project maturity development



Agile transformations, organisational and team agility development



Providing Project Manager, Business Analyst, Scrum Master and Product Owner capacity.



Business process management (BPM) and operational development

# CONSULTANCY SERVICES



Organisational culture, cooperation and complex organisational development



Individual and team coaching, leadership development



Information security, GDPR system building, Data Protection Officer (DPO) services



Quality management system development, ISO system implementation and audit

# WE DO NOT BELIEVE IN OFF-THE-SHELF SOLUTIONS

Whatever the issue our partners need help with, we believe that the solutions that work best are the result of working together with our clients. We don't have the Philosopher's Stone, but we do have a wealth of experience to help us find the right direction.

## CUSTOMISED SOLUTIONS

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**The success of projects is determined by the cooperation and joint performance of the people working on the projects.**

Successful collaboration can only be achieved through commonly agreed and known processes, roles and responsibilities. The effectiveness of projects, and thus the achievement rate of organisational KPIs, can be increased through organisational project management development.

Organizational project maturity can be increased by building Project Management Offices (PMOs), developing defined Project Portfolio Management (PPM) and tailored project management processes.

**PROJECT MANAGEMENT  
CONSULTANCY,  
ORGANISATIONAL AND PROJECT  
MATURITY DEVELOPMENT**

**Reducing the time-to-market** when implementing improvements is becoming an increasing focus in the life of organisations. With an agile operational approach, initial development results can be **delivered to users sooner, deliver business value faster and help incorporate feedback and product validation.** This helps **reduce development risk and potential cost increases.**

Following agile operational development, complemented by role streamlining, costs can be reduced and the team can perform the tasks on its own, as there is no longer a need for a separate BA, PM and a host of other actors. Team efficiency and motivation will increase, turnover will be reduced and delivery of results will be accelerated.

**AGILE TRANSFORMATIONS,  
ORGANISATIONAL AND TEAM  
AGILITY DEVELOPMENT**

Due to high salary costs and contributions, if there is no possibility to commit project expert capacities (project manager, business analyst, scrum master, product owner) in the organisation on a stable basis, a good solution is to hire external actors, even for a limited period of time.

On the one hand, this reduces the risk of failure, on the other hand, it supports the professional development of the organisation by bringing in new knowledge and experience, and it can also be cost-effective.

**PROVIDING PROJECT MANAGER,  
BUSINESS ANALYST, SCRUM  
MASTER AND PRODUCT OWNER  
CAPACITY**



Organisations can only succeed if they have well-defined and well-established processes. Given the limited resources and capacities, it is important that processes are implemented efficiently, avoiding duplication of tasks, that decision and handover points are known to all, and that processes are as simple as possible but with a high customer focus.

Through process optimisation, hidden reserves can be identified and exploited. In addition, organisations that have mastered the tools and techniques of Business Process Management (BPM) will be able to define not only a well-functioning machine, but also an organisation that executes strategy to a high standard and is flexible to strategic shifts.

## **BUSINESS PROCESS MANAGEMENT (BPM) AND OPERATIONAL DEVELOPMENT**

Numerous studies and experiences show that the greatest impact on organisational performance is the so-called organisational culture, while the quality of cooperation has the greatest impact on the performance of a team. Organisational culture includes the values, norms, ways of working, the willingness to cooperate between areas, the process and success of shared decision-making, and the interactions between people in the organisation.

High turnover, under-motivation, reactive attitudes within the field/team are usually symptoms, these can be mitigated by addressing the root problems at the team level through team development workshops, team coaching, on-the-job support, and at larger organisational unit level through organisational development, collaboration development, increasing organisational agility.

**ORGANISATIONAL CULTURE,  
COOPERATION AND COMPLEX  
ORGANISATIONAL  
DEVELOPMENT**

Leaders and team managers face new challenges every day, the changing environment and the ever increasing competition constantly present them with new and elusive problems and challenges. Leadership coaching support can reduce the stress of the constant pressure to perform, and with conscious support, the biggest challenges can be broken down and possible solutions can be transformed into transparent, tangible tasks.

Resources, mobilisation and the process of generating creative solutions can be mastered, and it is considered credible if the leader or an expert in a particular field can support his or her staff to a high standard. Soft-skill development, tailored leadership development programmes with coaching and mentoring support can address these challenges.

## INDIVIDUAL AND TEAM COACHING, LEADERSHIP DEVELOPMENT

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Information and data security has become a priority area in recent years, with potential data leaks posing a risk to any organisation. There is no 100% technological protection, but a well-constructed, conscious system can reduce these risks and protect the organisation legally in the event of an incident.

Important information for ISO 27001 certified organisations is that the standard has changed, and the operations and underlying documentation will need to be modified accordingly. Without this, the renewal audit will not be successful and the certification will be lost.

**INFORMATION SECURITY, GDPR  
SYSTEM BUILDING, DATA  
PROTECTION OFFICER (DPO)  
SERVICES**

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We believe that a certified system can be valuable if it is in line with daily practice and its elements are implemented in an effective, practice-oriented way on a daily basis. In our opinion, an ISO-based system development, operation or audit adds significant value to process improvement, efficiency and effectiveness, and, not least, it provides certification of organisational value.

In many cases, companies now expect their suppliers to have management system certificates. Certificates enhance customer confidence and regulate and optimise internal operations, clarifying responsibilities and competencies and optimising processes.

**QUALITY MANAGEMENT SYSTEM  
DEVELOPMENT, ISO SYSTEM  
IMPLEMENTATION AND AUDIT**

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# OUR EXPERTS



**Zsolt  
Czibalmos**

PMP, ACP, PMI-PBA, DASSM  
SENIOR CONSULTANT,  
FOUNDER



**Domonkos  
Végh**

PMP  
SENIOR CONSULTANT,  
PARTNER



**Réka  
Pétercsák**

ACC, PSPO, PSM, CERTIFIED  
SAFE PROGRAM CONSULTANT  
SENIOR CONSULTANT



**Viktor  
Vései**

PSM, PSPO  
SENIOR CONSULTANT, AGILE  
COACH



# OUR EXPERTS



**János  
Szendi-Joó**

CISM  
SENIOR CONSULTANT



**Béla  
Czibalmos**

SENIOR CONSULTANT



**Orsolya  
Szenkovits-Varró**

CAPM  
CONSULTANT



**Csaba  
Kecskés**

CONSULTANT



**Áron  
Ulicska**

PSM  
CONSULTANT



# OUR INTERNATIONAL EXPERTS



**Tolga  
Kombak**

PST, PSM III, PSPO III, PSFS  
SENIOR CONSULTANT



**Sinan  
Ökek**

PSM II, , PSPO, PAL, KSD  
SENIOR CONSULTANT



**Caner  
Çinar**

PSM II, KSD, PSPO, PAL, PSFS  
SENIOR CONSULTANT



Since 2022, ACM Agile and ProMan Consulting Kft. have been working closely together to support the development of agility and agile transformation in organisations.



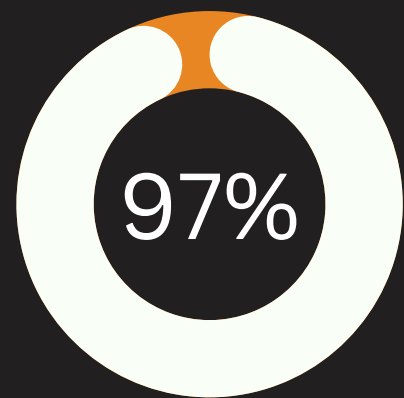
Enrolling in ProMan CAPM training was one of the best decisions I have made recently.

Before the training, it was like a flashlight looking for a solution, since then it's like the lights have been turned on.

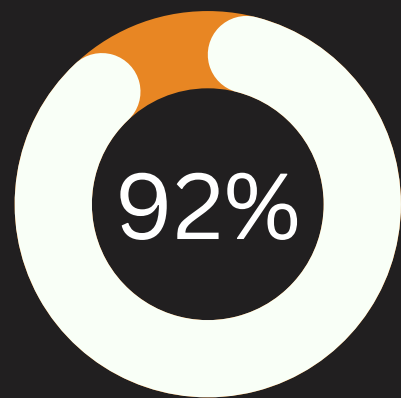
I didn't think that so much could change in my thinking and attitude after a single programme.

# FEEDBACK

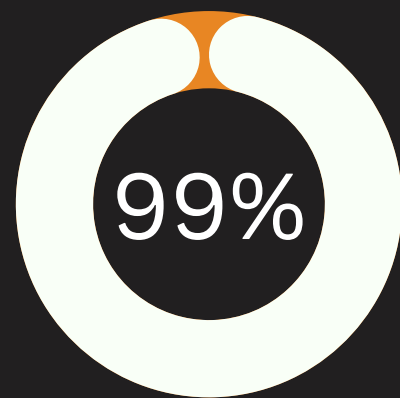
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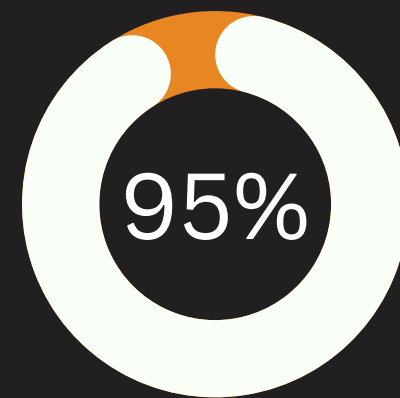
How satisfied were you with the programme?



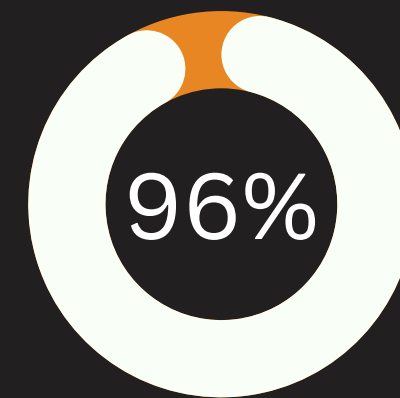
How much would you recommend the training?



What was the professional quality of the programme?



How do you rate the work of the trainer?



How was the training preparation, how was it organised?

\*based on more than 3500 reviews

# REVIEWS

[HTTPS://PROMANCONSULTING.HU](https://promanconsulting.hu)



FUTUREAL



# FROM OUR REFERENCES







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