A GLOBAL INITIATIVE OF PMI® CHAPTERS





PMI - Project Management Institute is the world's largest not-for-profit membership association for the project management profession. Its professional resources and research empower more than 1M members, credential holders and volunteers in nearly every country in the world to enhance their careers, improve their organizations' success and further mature the profession.

The PM SURVEY.ORG is one of the major research initiatives in the world on the topic of project management. It has become a reference for professionals, students, universities, and organizations that are looking for an overview of how project management practices are being used in organizations around the world and what results have been obtained through their use.

Because the information collected by the PMSURVEY.ORG represents how organizations are working on topics related to project management, it should not be viewed as a guide or a set of best practices.

The use of this report is free to the global project management community.

Reference: "PMSURVEY.ORG 2014 Edition. Project Management Institute."

Juliano Reis, PMP



The chapters that led this initiative in the PMSURVEY 2014 Edition were as follows:

Amazonas, Brazil Bahia, Brazil Bogota, Colombia Buenos Aires, Argentina Ceará, Brazil Central Ohio, USA Distrito Federal, Brazil Espírito Santo, Brazil France, France Goiás, Brazil Guadalajara, Mexico Mato Grosso, Brazil Mexico, Mexico Minas Gerais, Brazil Montevideo, Uruguay Nuevo Cuyo, Argentina Nuevo Leon, Mexico Paraná, Brazil Pernambuco, Brazil Puebla, Mexico Rio de Janeiro, Brazil Rio Grande do Sul, Brazil Santa Catarina, Brazil Santiago, Chile São Paulo, Brazil Sergipe, Brazil Sinaloa, Mexico

In the 2014 Edition of PMSURVEY.ORG, 400 organizations participated in Argentina, Brazil, Canada, Chile, Colombia, France, Mexico, USA and Uruguay . Visit www.pmsurvey.org to find the name of these organizations.

FOUNDER SPONSOR



BUILDER

The technological tools that support the PMSURVEY.ORG were developed by an important Brazilian partner: Project Builder.

Project Builder was founded in 2002, and provides its customers in Brazil and abroad one of the most successful project management software products developed: "Project Builder." It is a powerful tool to manage projects, programs, and portfolios, integrating initiatives from the strategy to the projects.

Project Builder is the founding sponsor of the PMSURVEY.ORG, and is a major sponsor of PMI conferences in Brazil. Its participation in this initiative was essential to make the dream into reality.

Our sincere thanks go to Project Builder because its leaders believed in the PMSURVEY.ORG initiative and joined resources to make it something that will benefit the global project management community.



This report is the result of the work of several volunteer professionals from different countries.

Below, in alphabetical order are the names of these professionals, who made history in 2014 by giving an enormous contribution to the continuing development of PMSURVEY.ORG.

Adriana Cibelli, Buenos Aires Chapter, Argentina Adriana Fório Sentieiro, São Paulo Chapter, Brazil Ailton Oueiroz, Ceará Chapter, Brazil Alejandro Aramburu, Nuevo Cuyo Chapter, Argentina Alércio Bressano, Sergipe Chapter, Brazil Americo Pinto, Founder and Mentor, Brazil Anderson Gonzaga, Rio de Janeiro Chapter, Brazil Andre Voltolini, Rio Grande do Sul Chapter, Brazil Andres Felipe Gomez, Bogota Chapter, Colombia Andrey Furlan, Santa Catarina, Brazil Benedicto Hughes, Nuevo Cuyo Chapter, Argentina Bert Cousins, Central Ohio Chapter, USA Carlos Galassi, Bahia Chapter, Brazil Carol Dagort, Sao Paulo Chapter, Brazil Cecilia Boggi, Buenos Aires Chapter, Argentina Clebiano Nogueira, Mato Grosso Chapter, Brazil Cristina Serravalle, Bahia Chapter, Brazil David Villarreal, Nuevo Leon Chapter, Mexico Edilene Araujo, Mato Grosso Chapter, Brazil Eduardo Fonseca, Espírito Santo Chapter, Brazil Elizabeth Borges, Rio de Janeiro Chapter, Brazil Eleutério Alecrim, Rio de Janeiro Chapter, Brazil Eric Montero, Puebla Chapter, Mexico Erico Sabino, Amazonas Chapter, Brazil

Fabian Akselrad, Buenos Aires Chapter, Brazil Flavio Luiz Silva, Pernambuco Chapter, Brazil Francisco Abreu, Distrito Federal Chapter, Brazil Francisco Herrera, Sinaloa, Mexico François Delignette, France Chapter, France Fulvio Vicoso, Bahia Chapter, Brazil Gloria Folle Estrada, Montevideo Chapter, Uruguay Gustavo Albera, Nuevo Cuyo Chapter, Argentina Humberto Carneiro Jr., Pernambuco Chapter, Brazil Ines Cibils, Montevideo Chapter, Uruguay Jean-Claude Dravet, France Chapter, France Joao Gama Neto, São Paulo Chapter, Brazil Joao Walter Saunders, Ceará Chapter, Brazil Jorge Marroquin, José Alves, Distrito Federal Chapter, Brazil Jose Guilherme Filho, Sergipe Chapter, Brazil

Jose Ramon Hernandez, Mexico Chapter, Mexico Júlia Milagres, Minas Gerais Chapter, Brazil Ken Tomlinson, France Chapter, France Leonel Furtado, Santa Catarina, Brazil Leonidas Diaz, Santiago Chapter, Chile Leonor Viturro, Buenos Aires Chapter, Argentina Lincoln, Paraná Chapter, Brazil Lionel Bourceret, France Chapter, France Luiz H. Brillinger, Santa Catarina Chapter, Brazil Marcos Caringi, Santa Catarina Chapter, Brazil Mariana Caffarena, Montevideo Chapter, Uruguay Mario Soruli, Nuevo Cuyo Chapter, Argentina Marta Gaino, Bahia Chapter, Brazil Mauro Sotille, PMI Mentor Região 13, Brazil Miguel Castaneda Aguilera, Guadalaiara Chapter, Mexico Miriam Machado, Espírito Santo Chapter, Brazil Myrian Moura, Minas Gerais Chapter, Brazil Osvaldo Ucha, Buenos Aires Chapter, Argentina Pablo Lledo, Nuevo Cuyo Chapter, Argentina Paulo Alves Jr., Goiás Chapter, Brazil Raúl Bellomusto, Buenos Aires Chapter, Argentina Ricardo Barcellos, Goiás Chapter, Brazil Rodrigo Giraldelli, Paraná Chapter, Brazil Rogerio Severo, Rio Grande do Sul, Brazil Sarkis Mahdasian, Central Ohio Chapter, USA Tania Jesini, Amazonas Chapter, Brazil Thiago Regal, Rio Grande do Sul Chapter, Brazil Walter Sutterlin, Central Ohio Chapter, USA Yves Cavarec, France Chapter, France



This study addresses eight important aspects to identify the alignment of organizations with the best practices in Project Management. The analysis of each of these eight aspects is depicted in this study.





The security of the organization's data is the most important point of this initiative and, therefore, receives special treatment, which has ensured the credibility of the PMSURVEY.ORG for a decade.

All information provided by the participating organizations is treated absolutely confidential.

No user has access to individual records of the PMSURVEY.ORG database. All reports have only consolidated information through graphs with percentages, making it impossible to identify any specific organization.

Additionally, it is not possible to generate custom reports for filters that do not have at least four records of participating organizations, further enhancing system security.

Under no circumstances are the data provided by organizations sold or shared with others. Additionally, data are not used for any other purpose not related to PMSURVEY.ORG.



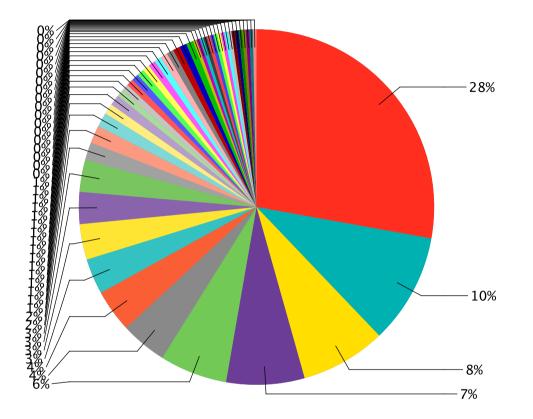
2014 EDITION RESULTS

PMSURVEY.ORG E D I T I O N



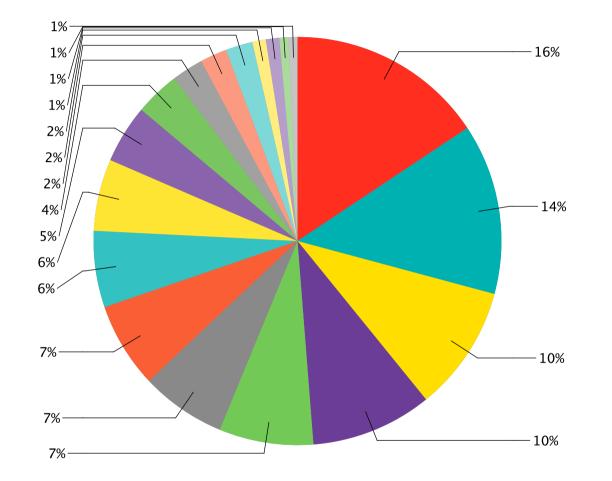
This section aims to draw a profile of participating organizations





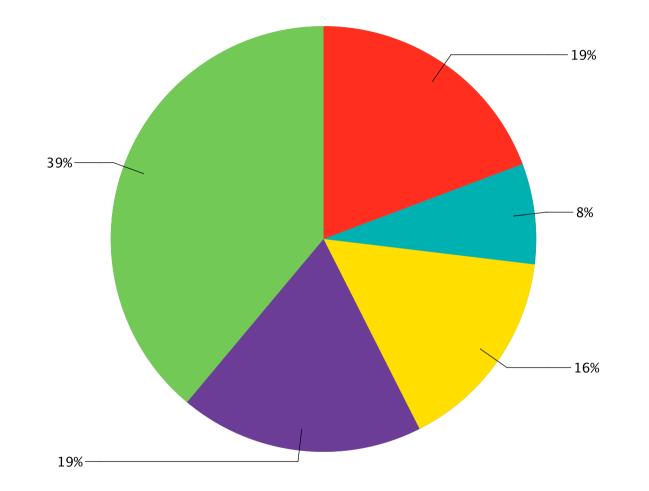
São Paulo - 28% Rio de Janeiro - 10% Rio Grande do Sul - 8% Santa Catarina - 7% Minas Gerais - 6% Paraná - 4% Bogotá - 4% Distrito Federal - 3%
Goiás - 3% Pernambuco - 3% Bahia - 3% Espírito Santo - 2% de Buenos Aires - 2% Sergipe - 1% New Brunswick - 1% Montevidéu - 1% Ceará - 1%
Chile - 1% Newfoundland/Labrador - 1% Mato Grosso - 1% Colorado - 1% Alagoas - 1% Maranhão - 1% Ohio - 1% Mendoza - 1%
Valle del Cauca - 1% Cauca - 1% Cundinamarca - 1% New York - 0% Comunidad de Madrid - 0% Yukon - 0% Kentucky - 0%
Coimbra - 0% Quebec - 0% Pará - 0% Pensylvania - 0% Caldas - 0% Massachusetts - 0% Arkansas - 0% México - 0% Nova Scotia - 0%
Prince Edward Island - 0% New Mexico - 0% Île-de-France - 0% Querétaro - 0% Entre Ríos - 0%





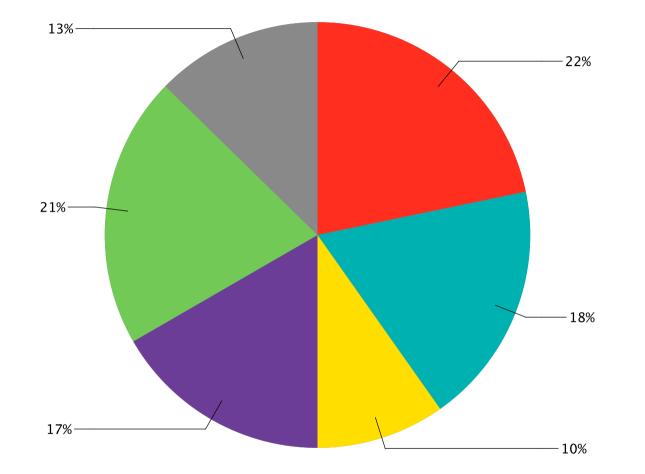
Consulting - 16%
 Information Technology - 14%
 Services - 10%
 Engineering and EPC - 10%
 Other - 7%
 Education - 7%
 Manufacture - 7%
 Oil, Gas and Petrochemicals - 6%
 Financial Services - 6%
 Telecommunications - 5%
 Food and Consumer Goods - 4%
 Automotive - 2%
 Government - Direct Administration - 2%
 Government - Indirect Administration - 2%
 Mining - 1%
 Insurance - 1%
 Non-governmental - 1%
 Steel - 1%





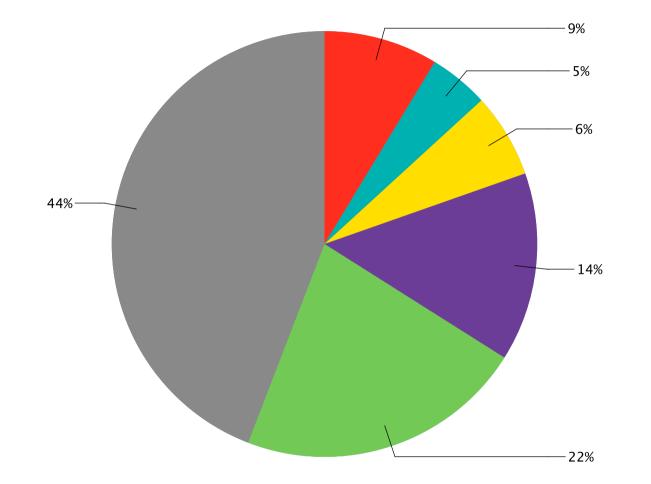
Over US\$ 1 Billion - 19%
 Between US\$ 501 million and US\$ 1 Billion - 8%
 Between US\$ 101 million and US\$ 500 Million - 16%
 Between US\$ \$ 10 million and US\$ 100 Million - 19%
 Below US \$ 10 Million - 39%





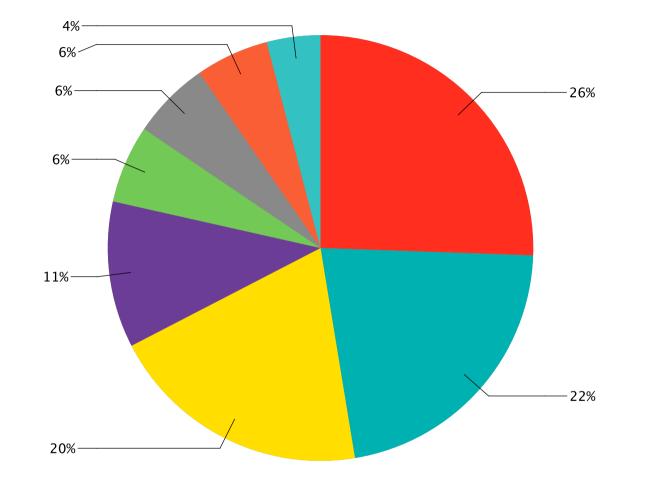
More than 5,000 employees - 22%
 Between 1,001 and 5,000 employees - 18%
 Between 501 and 1,000 employees - 10%
 Between 10 and 100 employees - 21%
 Less than 10 employees - 13%





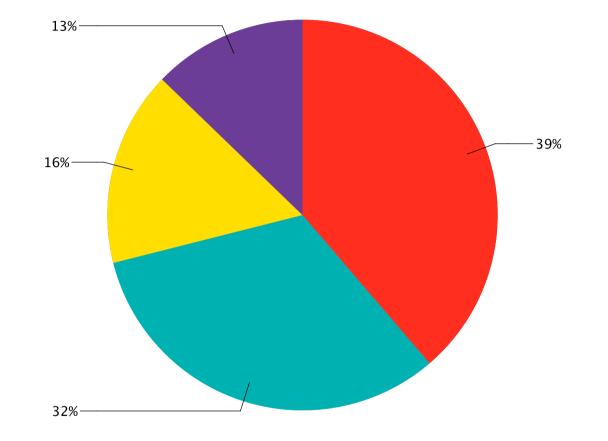
Over US\$ 1 Billion - 9%
 Between US\$ 501 million and US\$ 1 Billion - 5%
 Between US\$ 101 million and US\$ 500 Million - 6%
 Between US\$ 11 Million and US\$ 100 Million - 14%
 Between US\$ 1 Million and US\$ 10 Million - 44%





Project Manager - 26%
 PMO Leader or member - 22%
 Executive (CEO, CIO, etc.). - 20%
 Other - 11%
 Consultant - 6%
 Analyst - 6%
 Functional manager - 6%
 Program Manager - 4%



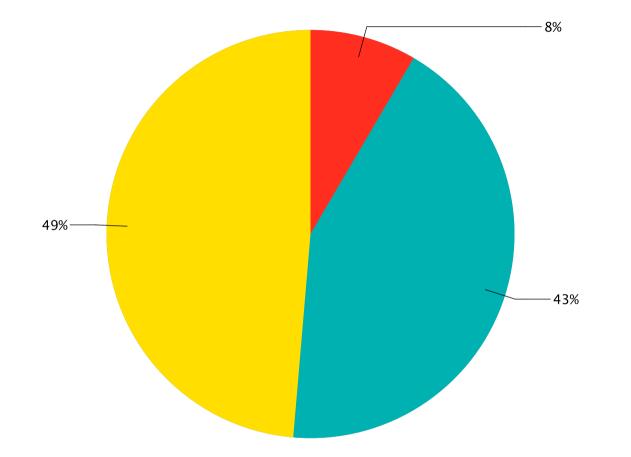


- For the most part, outside projects for external clients with the effective participation of the external client in developing 39%
- The majority of projects within the organization, with the effective participation of the internal client in developing 32%
- For the most part, outside projects for external clients but without the external client's participation in the development 16%
- The majority of projects within the organization, without the internal client's participation in the development 13%



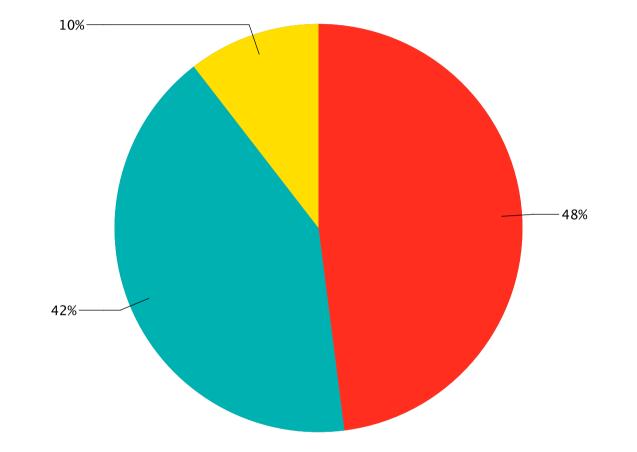
This section aims to present information on the culture of organizations in project management. With this you can understand how they are culturally prepared to develop its professionals and their practices in project management and how this environment is able to support these initiatives.





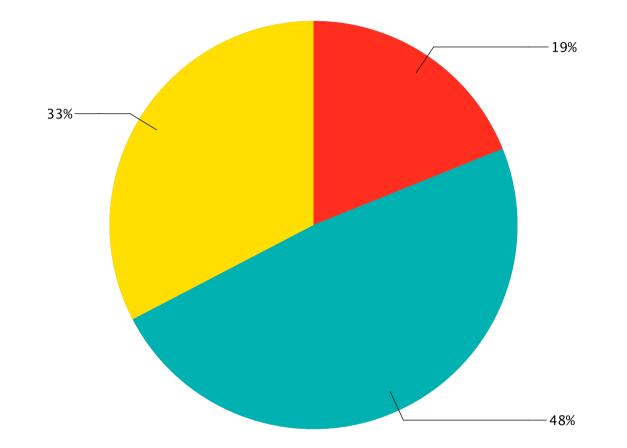
- High Resistance (most important areas or some areas of the organization with resistance) 8%
- Average Resistance (some areas have resistance, but other areas support the theme) 43%
- Low resistance (there is resistance in a few specific areas or there is no relevant resistance) 49%





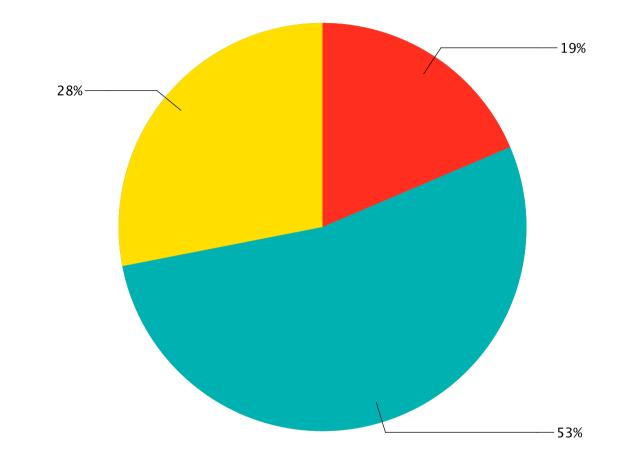
- Great Support (The top management gives full support to initiatives related to project management) 48%
- Medium Support (Top management gives support eventually to initiatives related to project management) 42%
- Low Support (Top management gives little or no support for initiatives related to project management) 10%





- The organization always provides adequate time and resources for effective planning. 19%
- The organization, in most cases gives adequate time and resources for effective planning. 48%
- The organization rarely provides adequate time and resources for effective planning. 33%



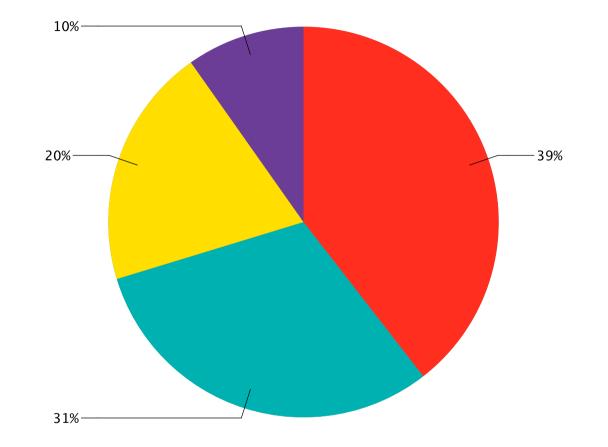


- The organization always provides adequate time and resources for effective control. 19%
- The organization, in most cases gives adequate time and resources for effective control. 53%
- The organization rarely provides adequate time and resources for effective control. 28%



This section aims to present the characteristics of organizational structures and analyze how organizations are structured to manage their projects.

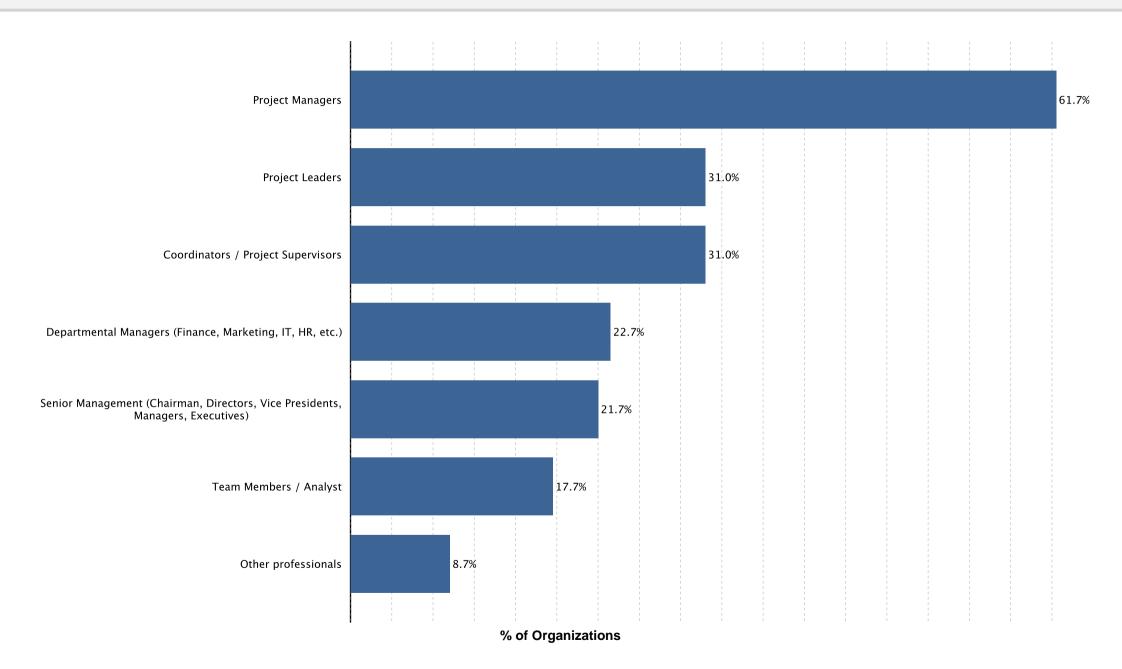




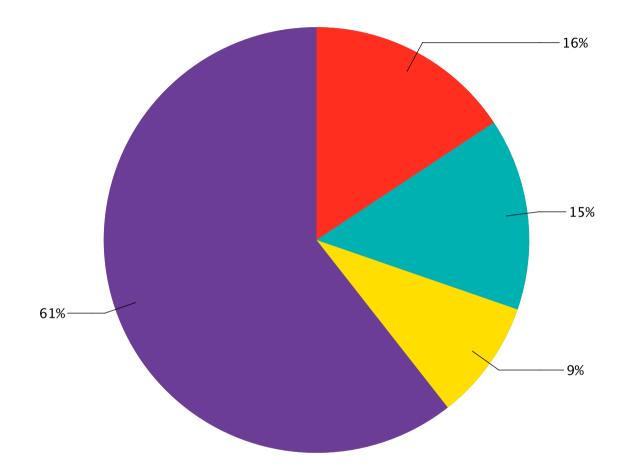
- A functional structure or departmentalized the functional manager has responsibility for departmental projects 39%
- A balanced matrix structure where project managers have similar influence to functional managers 31%
- A projectized organizational structure oriented by projects or clients 20%
- A strong matrix structure where project managers have more influence than the functional managers 10%

12 - People Responsible for Project Management in Organizations





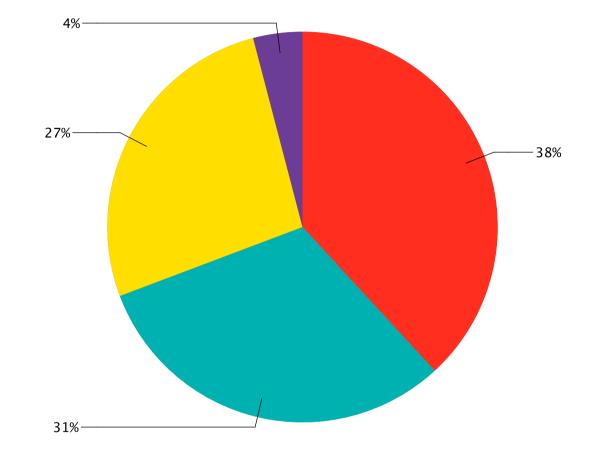




• More than 75% of professionals – 16% • Between 51% and 74% of professionals – 15% • Between 26% and 50% of professionals – 9%

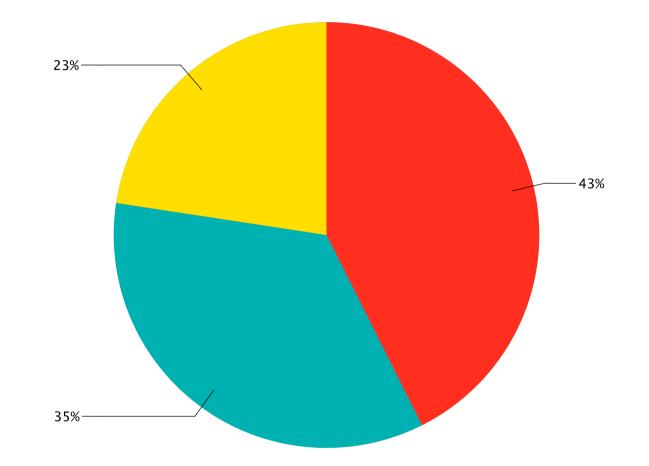
Less than 25% of professionals - 61%





- It is something fundamental, which brought large and clear benefits for the success of our projects. 38%
- It is important, but is still questioned internally, as the benefits are not always clear. 31%
- It is something we would like to implement, but we don't have enough support yet. 27%
- It is something that we believe may not be useful or applicable to our organization. 4%

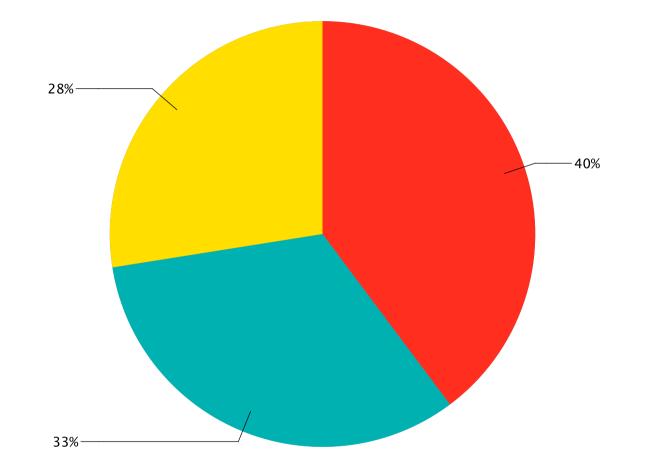




• Yes, but there is no specific career plan for the Project Manager. - 43% • The Project Manager role does not exist officially. - 35%

• Yes, and there is a specific career plan for the Project Manager. - 23%





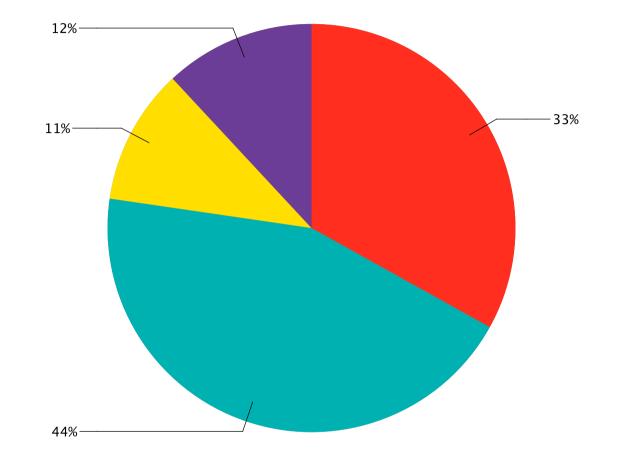
• The day-by-day routine (processes) is prioritized over projects, sometimes jeopardizing the success of the projects. - 40%

• The projects are a priority in relation to the day-by-day routine (processes). - 33% - There is a balance between projects and the day-to-day routine processes. - 28%



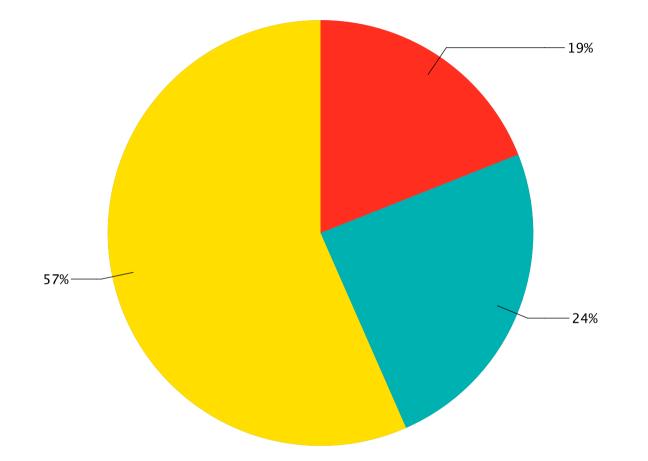
This section aims to present how organizations are managing their portfolio of projects, with regard to practices, processes, definition of responsibilities and level of maturity.





- They are always aligned to the strategic planning 33% They are not always aligned with the strategic planning 44%
- There is no alignment, because the strategic planning was not disclosed within the organization. 11%
- The projects are not aligned to the strategies or there is no strategy or strategic planning . 12%

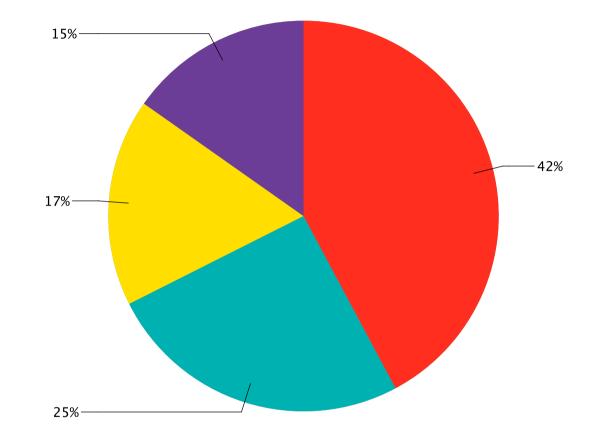




• We use the BSC and the projects are aligned with the strategic objectives of the BSC. - 19%

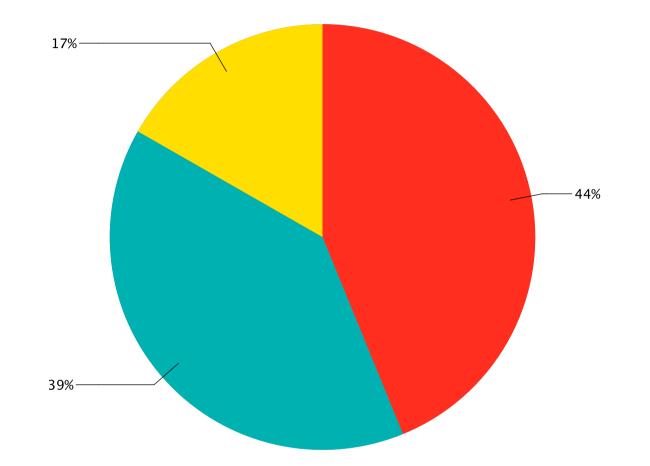
• We use the BSC but the projects are not necessarily aligned with the strategic objectives of the BSC – 24% • We do not use the BSC – 57%





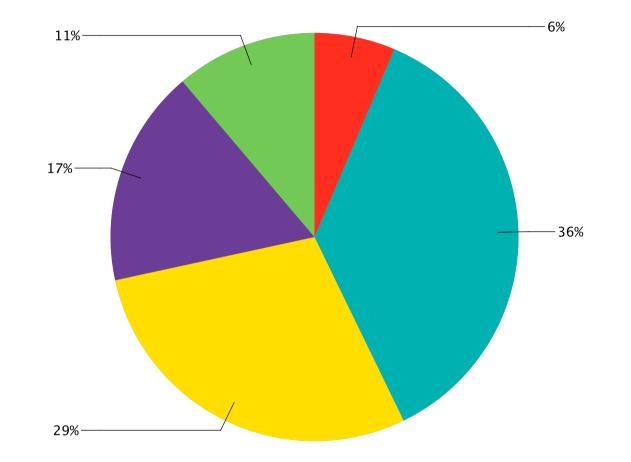
- There is no structured process. Projects are not always connected to the organization's strategy and prioritization generates disputes. 42%
- There is a structured process, with clear and defined criteria for selection and prioritization. 25%
- There is a structured process, with clear and defined criteria, but only for prioritization. 17%
- There is a structured process, with clear and defined criteria, but only for selection. 15%





Yes, but involves only monitoring the portfolio of projects, without monitoring its strategic benefits. - 44%
 No, there isn't a structured process. - 39%
 Yes, and the process involves tracking the strategic benefits of each project and the portfolio as a whole. - 17%



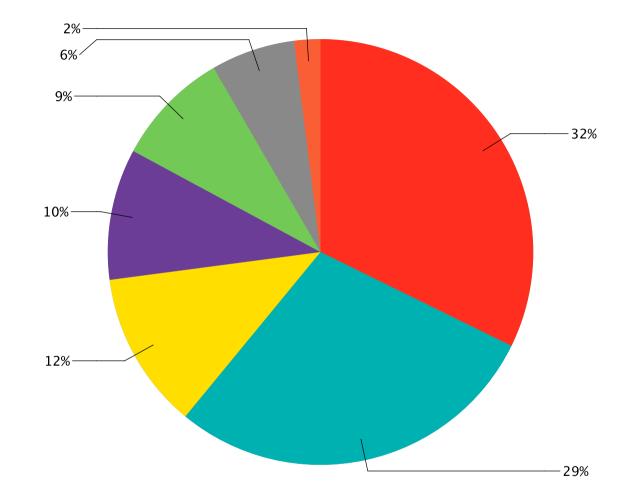


● 100% of projects included in the portfolio – 6% ● Between 76% and 99% of projects included in the portfolio – 36%

● Between 51% and 75% of projects included in the portfolio – 29% ● Between 25% and 50% of projects included in the portfolio – 17%

• Less than 25% of projects included in the portfolio - 11%

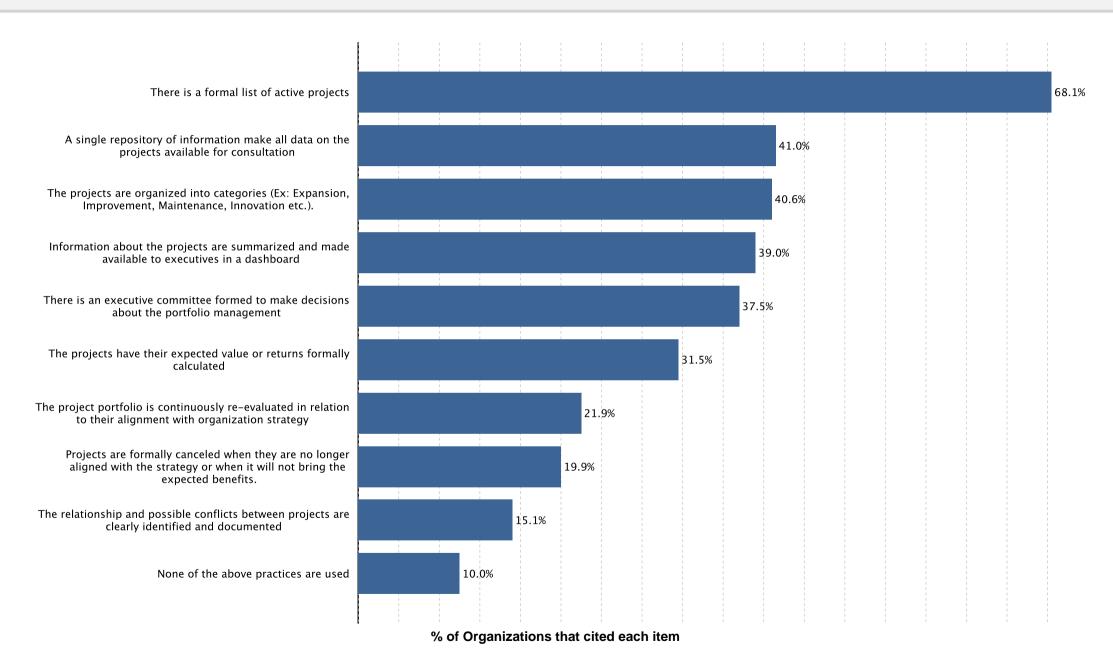
22 - Area in the organization responsible for conducting the processes of project portfolio PMSURVEY OR REAL INITIATIVE OF PMI® CHAPTERS



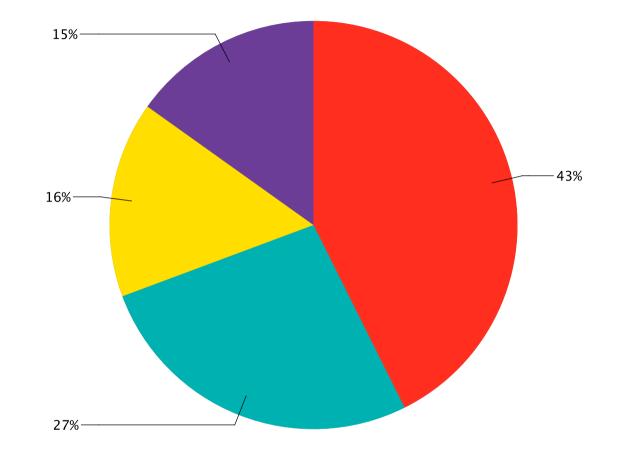
The Board of Directors - 32%
 The PMO - 29%
 None - 12%
 Other departments or management committee - 10%
 The Strategic Planning area - 9%
 The Engineering department - 6%
 The Financial department - 2%

23 - Portfolio Management practices used by organizations







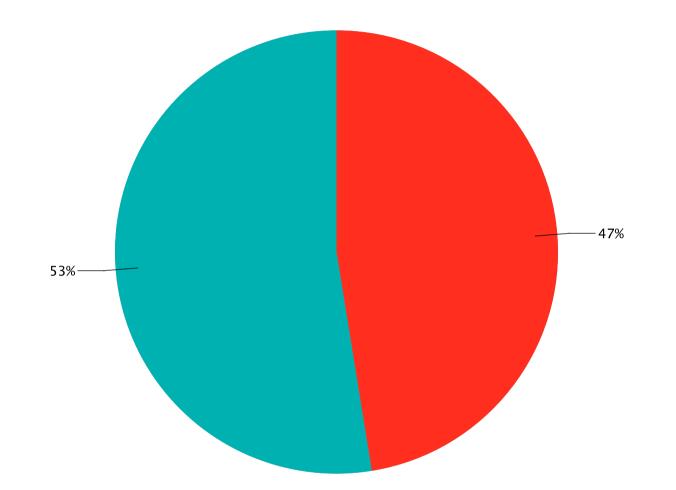


- We do not use programs, but we intend to do so. 43% We do not use programs and have no intention of doing so. 27%
- Yes and program represents a set of projects joined by a common strategy (e.g., Expansion Program) 16%
- Yes and program represents a set of projects joined by a common theme (e.g., Quality Program) 15%



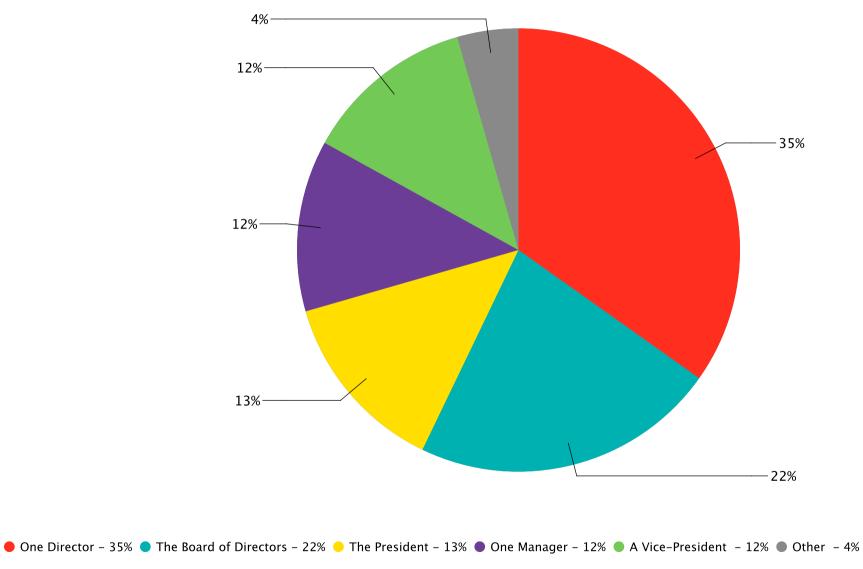
This section aims to present a vision of how the Project Management Office (Project Office) has been used by organizations in supporting the development of their projects, highlighting aspects such as structure, levels of reporting, processes and roles and responsibilities.



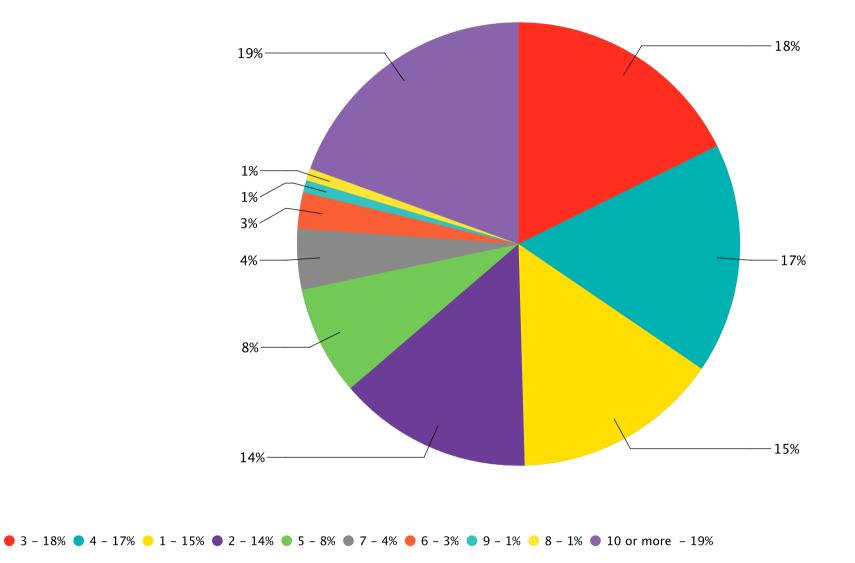


● Yes – 47% ● No – 53%



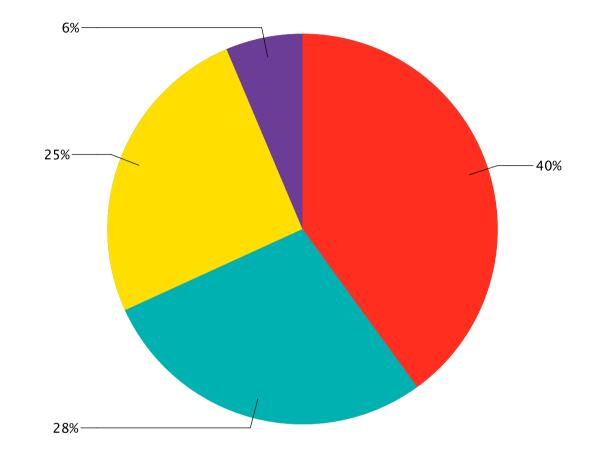






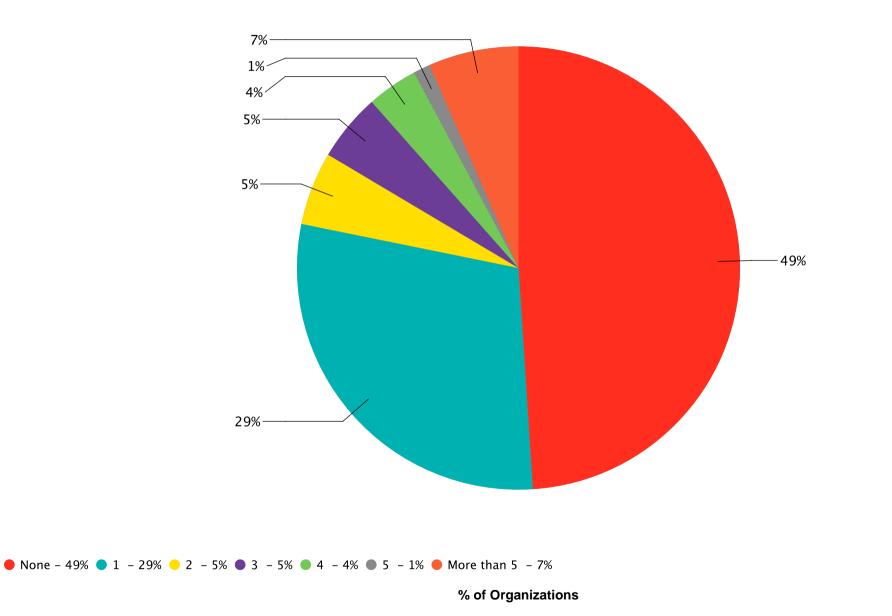
% of Organizations





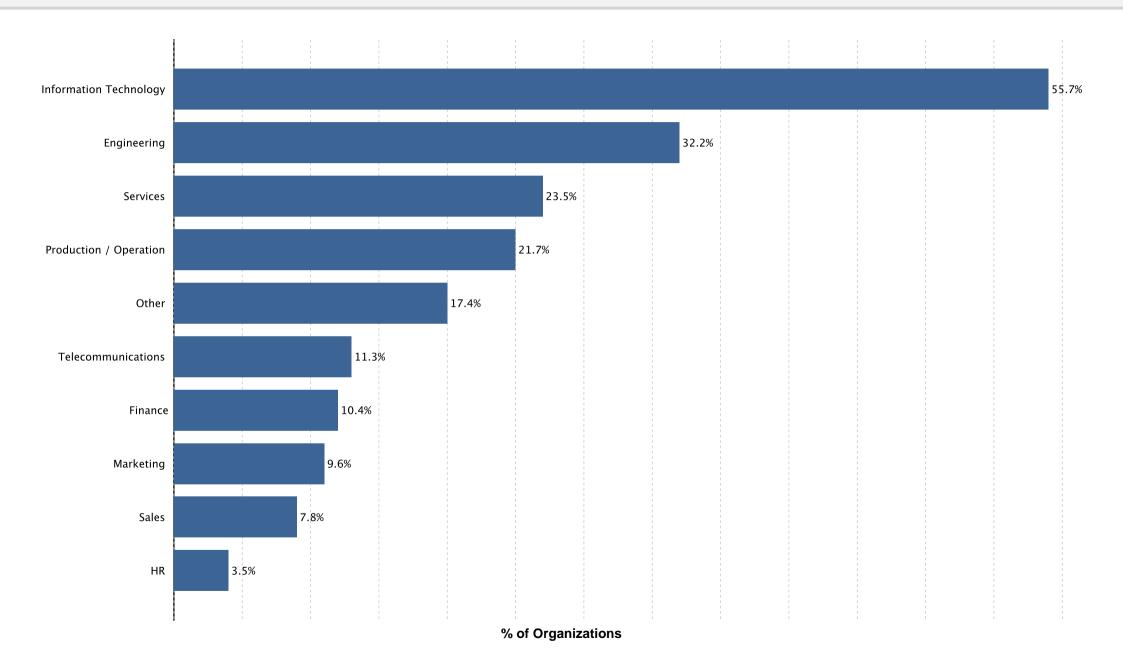
- There is no subordination between project managers and the Enterprise PMO. 40%
- They report to the functional manager in a matrix structure, but they also report their performance to the Enterprise PMO. 28%
- They are hierarchical and directly subordinate to the Enterprise PMO. 25%
- They are subordinate to the Enterprise PMO only in some special cases (Ex: Strategic Projects) . 6%



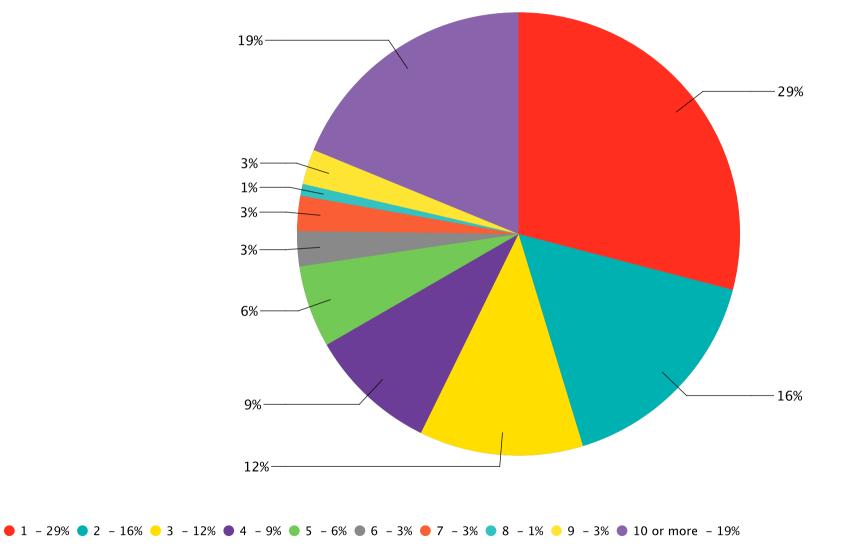


30 - Areas of the Organization that have PMOs

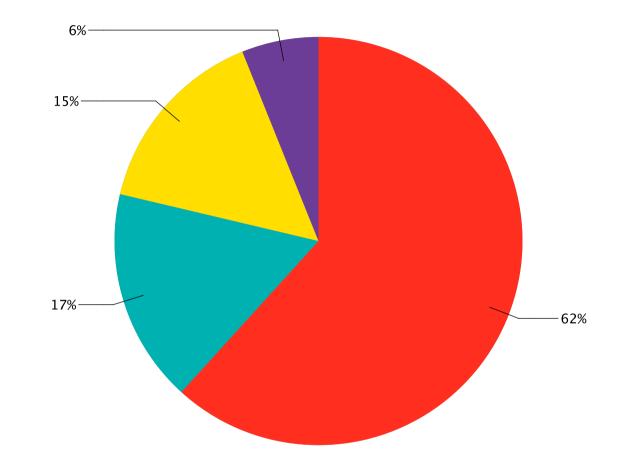








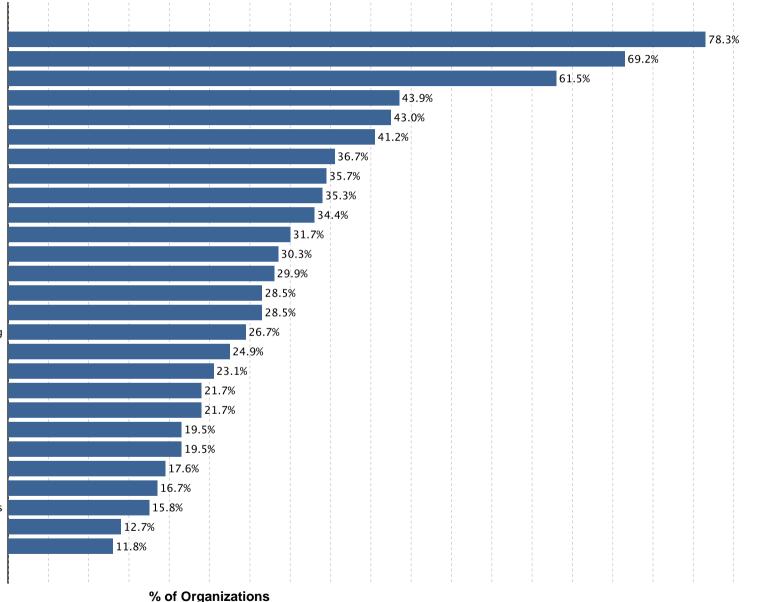




There is no subordination between project managers and the Departmental PMO . - 62%
 They are hierarchical and directly subordinate to the Departmental PMO. - 17%
 They report to the functional manager in a matrix structure, but they also report their performance to the Departmental PMO. - 15%

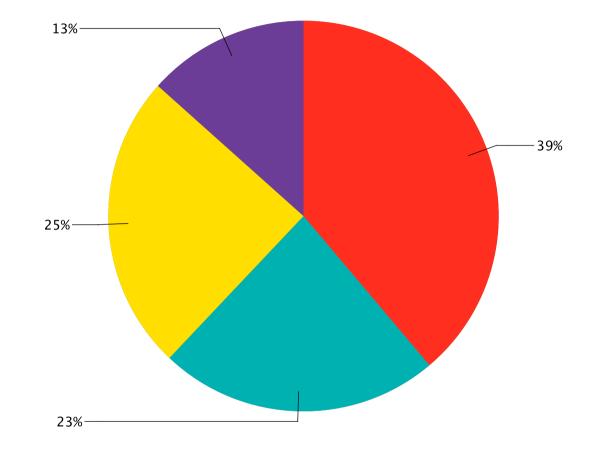
• They are subordinate to the Departmental PMO only in some special cases (Ex: Strategic Projects) . - 6%





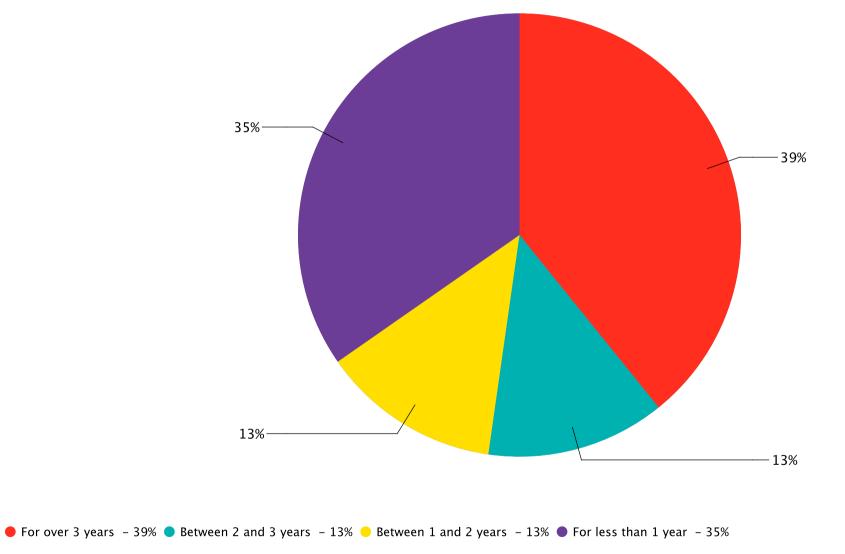
Informing project status to senior management Monitor and control project performance Develop and implement a standard methodology Implement and operate information systems projects Developing the skills of professionals, including training Promote project management within the organization Coordinate and integrate a portfolio of projects Managing files/archives of project documentation Provide advice to senior management Monitor and control the performance of the own PMO Provide mentoring for Project Managers Implement and manage database of lessons learned Manage one or more portfolios Participate in strategic planning Identify, select and prioritize new projects Conduct project auditing Conduct post-review project management (lessons learned) Allocate resources among projects Perform specialized tasks for Project Managers Implement and manage database risks Develop and maintain a strategic framework for projects (project scoreboard) Manage client interfaces Provide a set of tools without the standardization effort Manage one or more programs Mapping the relationship and environment of projects Recruit, select, evaluate and determine salaries of Project Managers Manage benefits programs



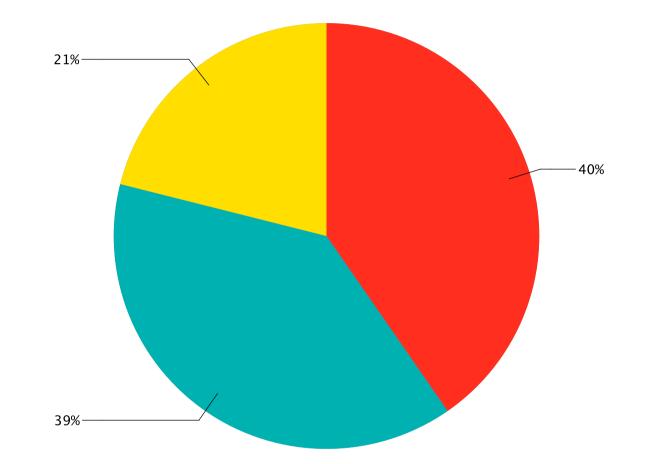


- Level 1 Informal PMO formed by professionals with a personal interest in Project Management. Eventually assists in planning. 39%
- Level 2 PMO held accountable by project management organizational standards. Supports projects when requested. 23%
- Level 3 The PMO is considered the principal source of information and support related to project management practices. It is the focal point of information for the Top Managen
- Level 4 The PMO supports the management of the portfolio. It is a reference to the Top Management for decision making. 13%



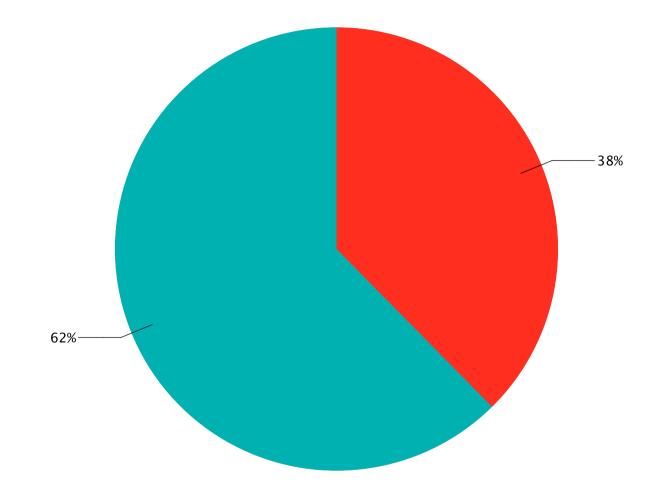






The organization clearly perceive the value at all hierarchical levels, including top management - 40%
 The organization does not value the PMO - 39%
 The organization clearly perceive the value, but only in the intermediary hierarchical levels, such as middle management - 21%



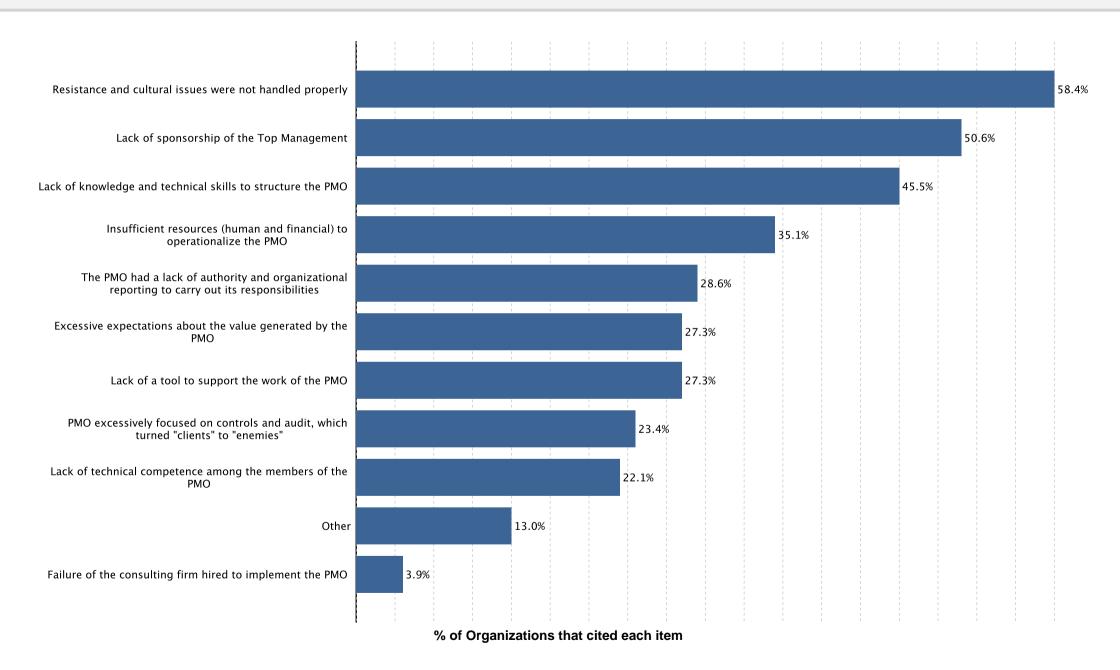


● Yes – 38% ● No – 62%

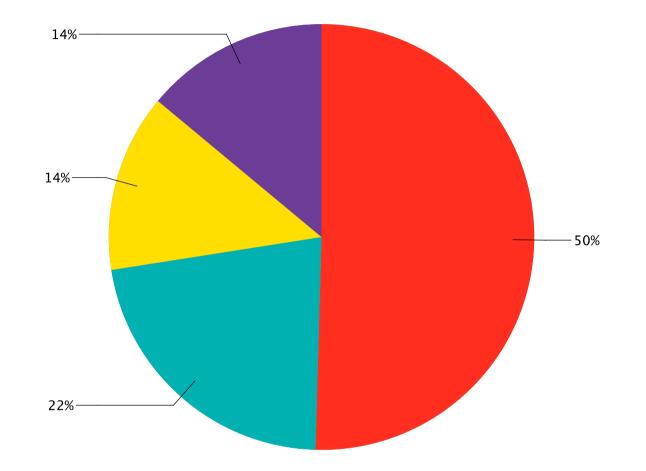


38 - Reasons for the failure to implement PMOs









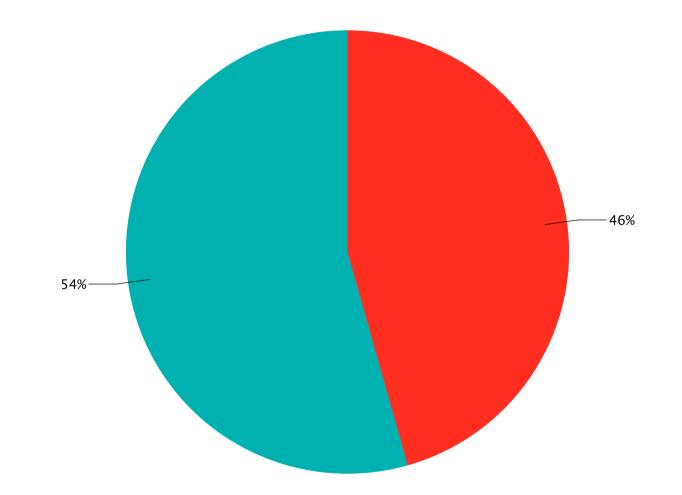
• We don't want to implement PMOs or a new PMO. - 50% • We are in the process of implementing a PMO - 22%

● We intend to implement a PMO in the next 12 months – 14% ● We intend to implement a PMO in the next 24 months or more – 14%



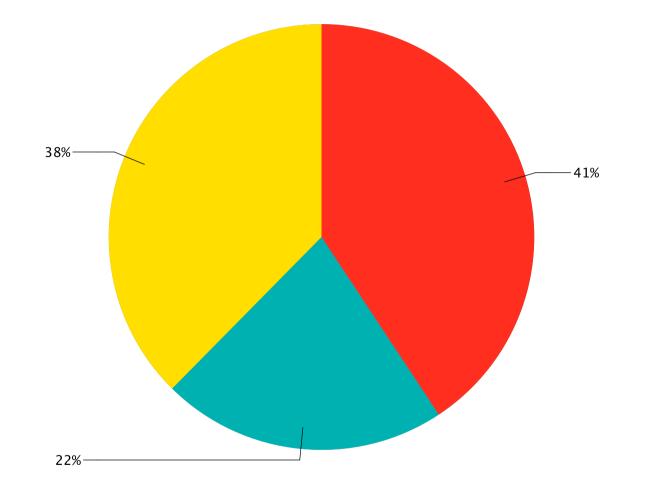
This section aims to show how organizations are employing best practices in project management.





● Yes – 46% ● No – 54%

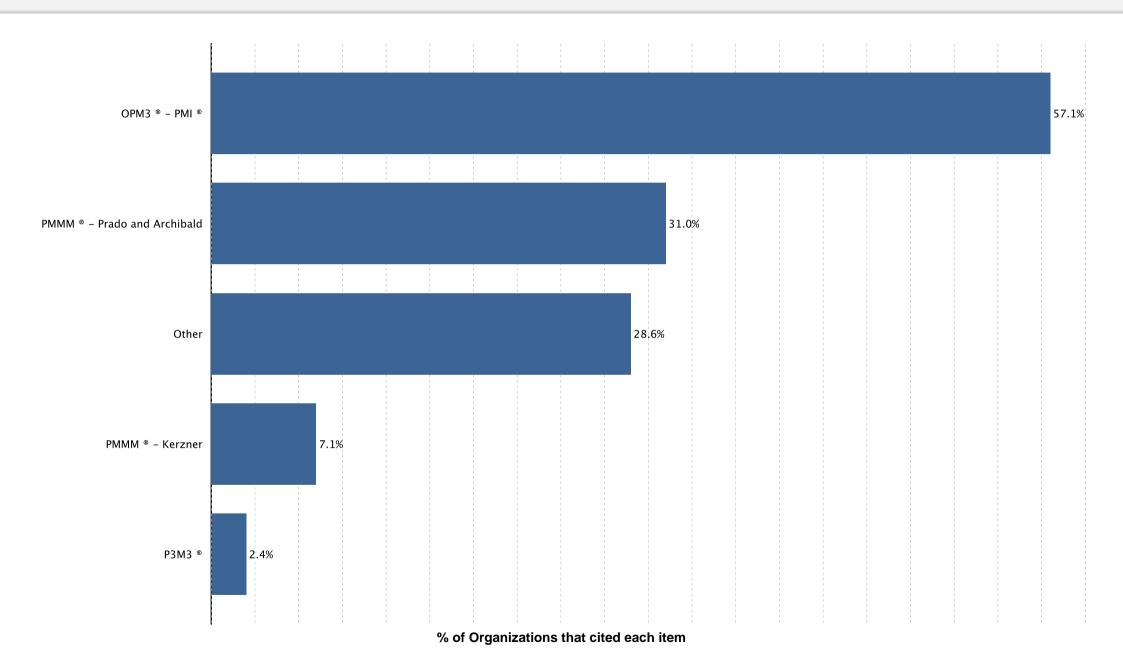




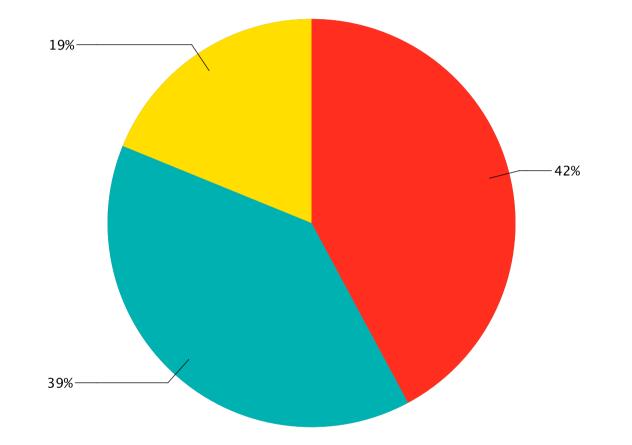
The organization is aware of, employs or wants to employ - 41%
 The organization is aware of, but does not want to employ - 22%
 The organization is not aware of any project management maturity models - 38%

42 - Project Management Maturity Models in use







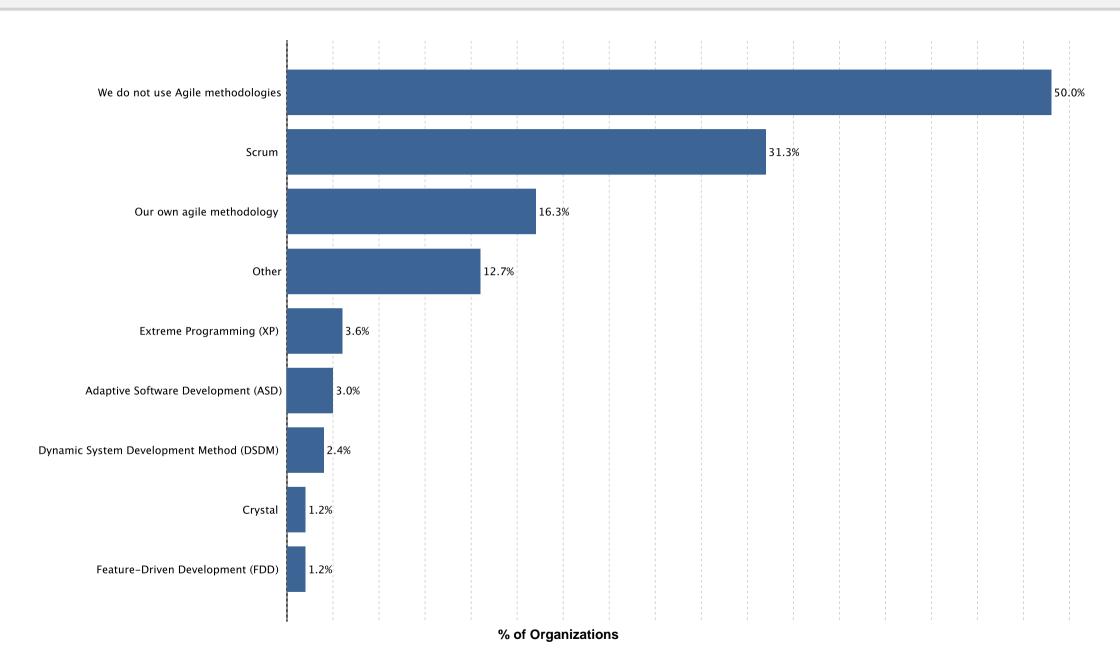


• The organization has a unique methodology for managing their projects, which is used by all areas. - 42%

- The organization has methods developed in specific areas. Each area uses its own methodology. 39%
- The organization has no formal methodology. Project management is done informally. 19%

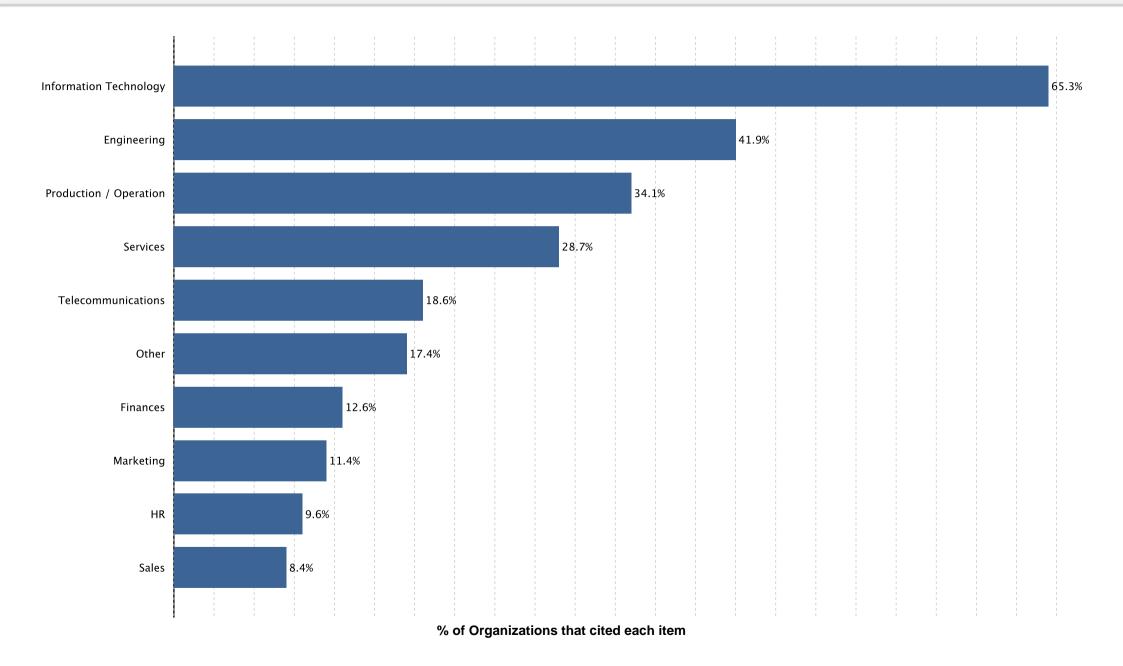
44 - Types of Agile Methodologies used for Project Management



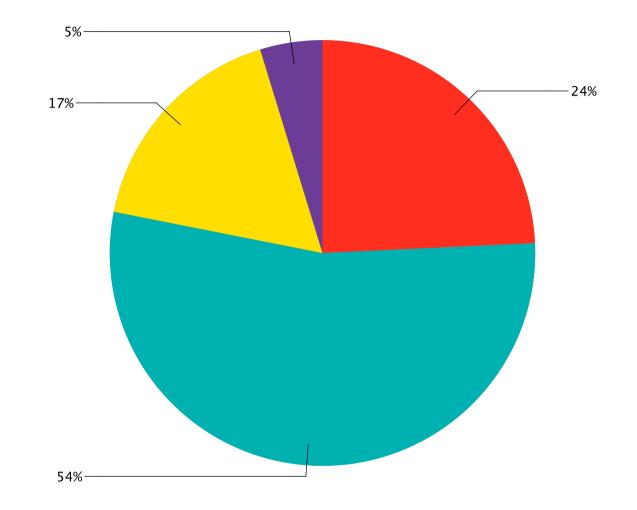


45 - Areas of the Organization using Project Management methodology





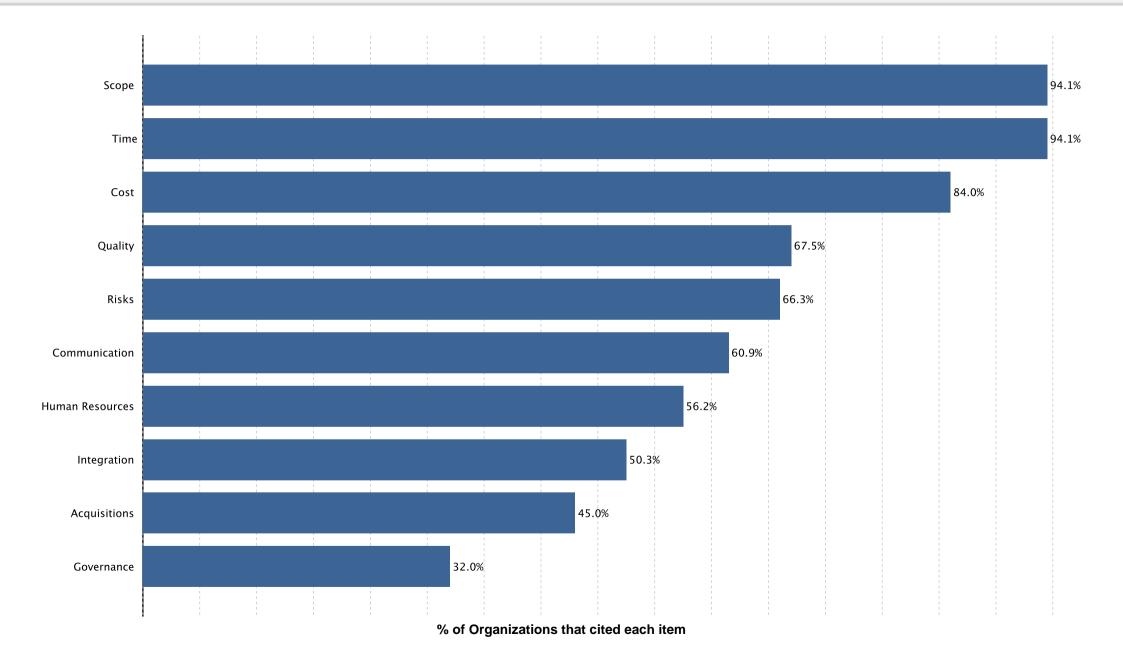




The methodology is really used - 24%
 The methodology is used most of the time - 54%
 The methodology is used only in a few cases - 17%
 The methodology is actually not used - 5%

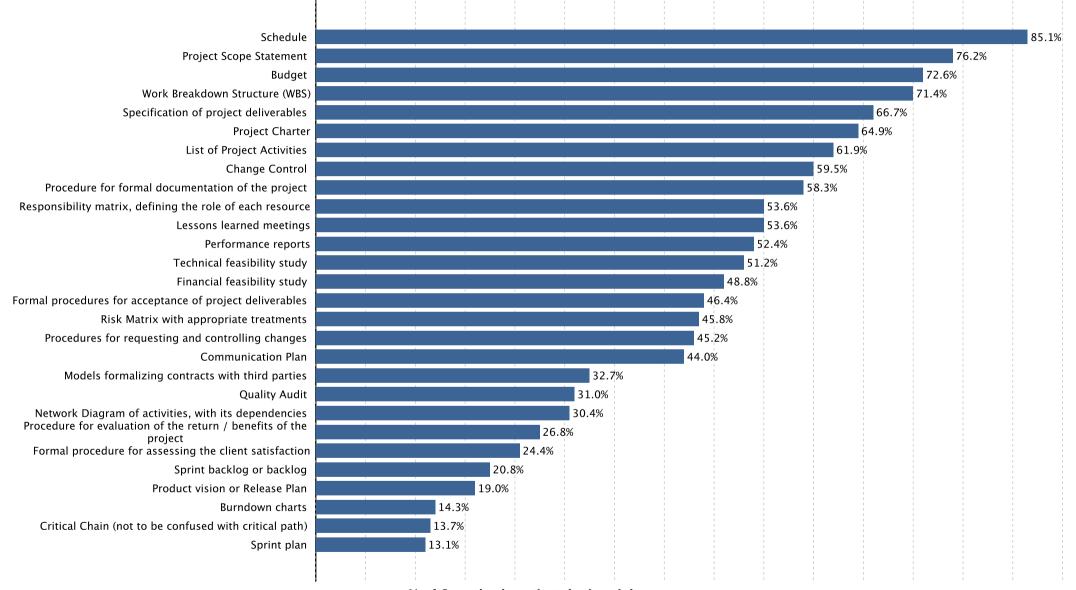
47 - Aspects considered in the Project Management Methodology





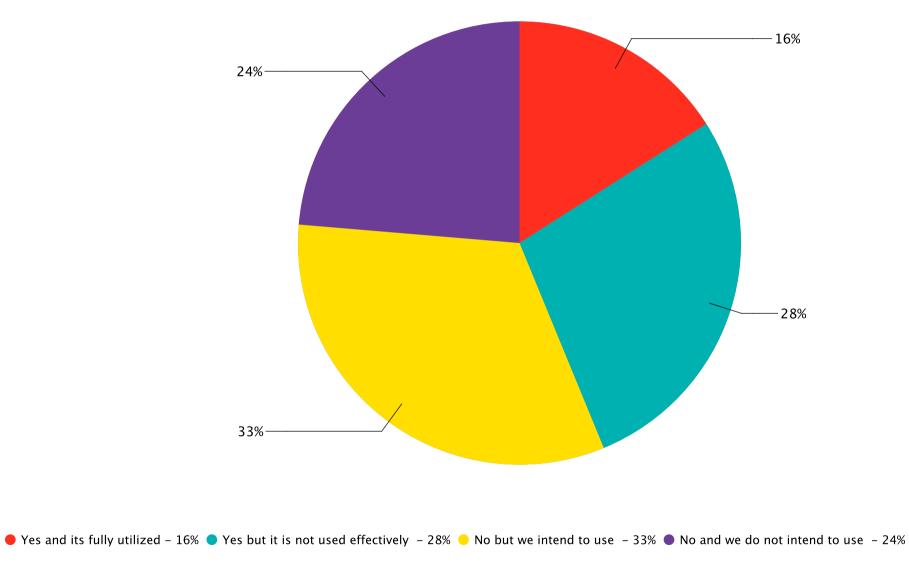
48 - Documents and practices used in Project Management Methodologies



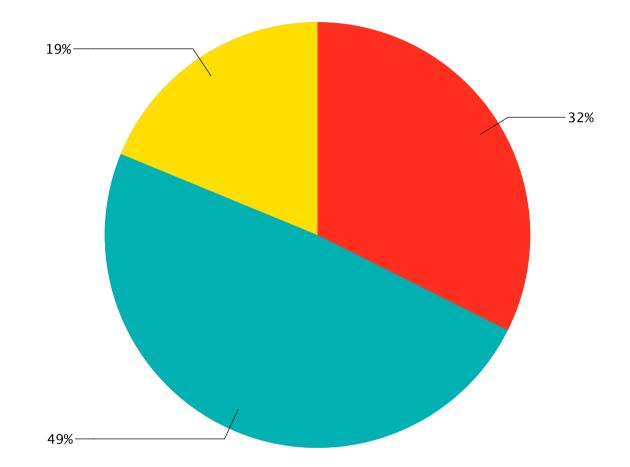


% of Organizations that cited each item





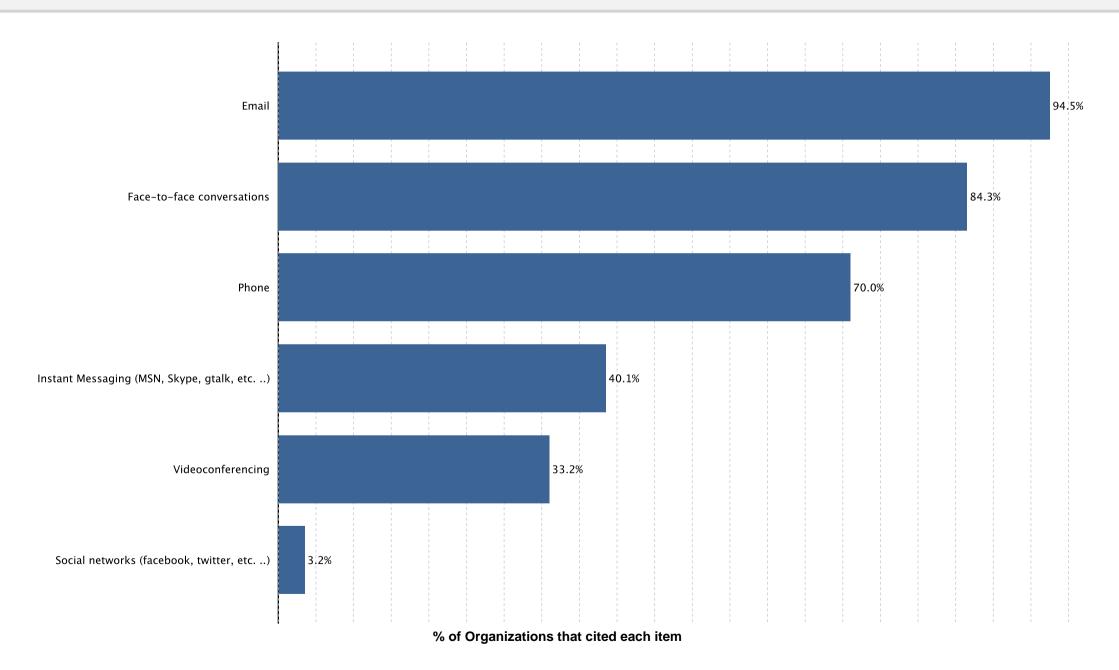




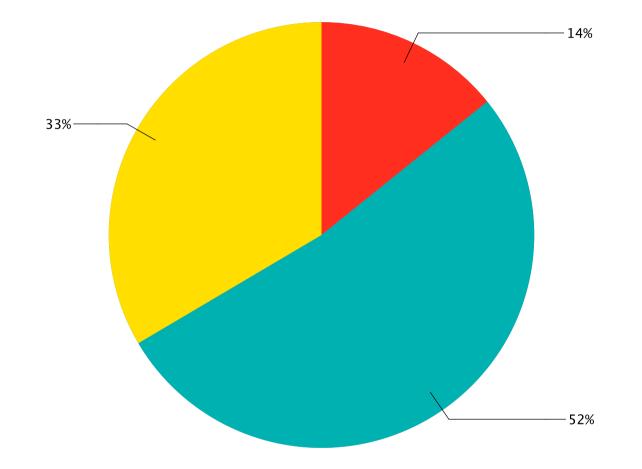
Based on a formal methodology with structured policies, procedures and forms. - 32%
 Conducted informally, as the interest or need of the project manager - 49%
 We do not manage risks on projects in our organization - 19%

51 - Communication channels used by project teams





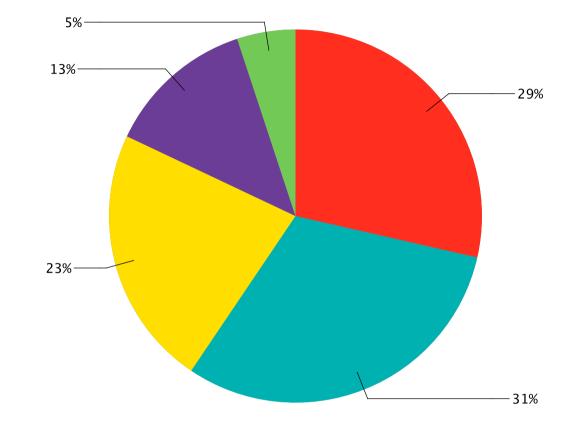




● Low, the change is viewed as a negative event for the project – 14% ● Average, changes are needed to fit the client's needs – 52%

• High, changes are seen as a natural event during the execution of the project - 33%





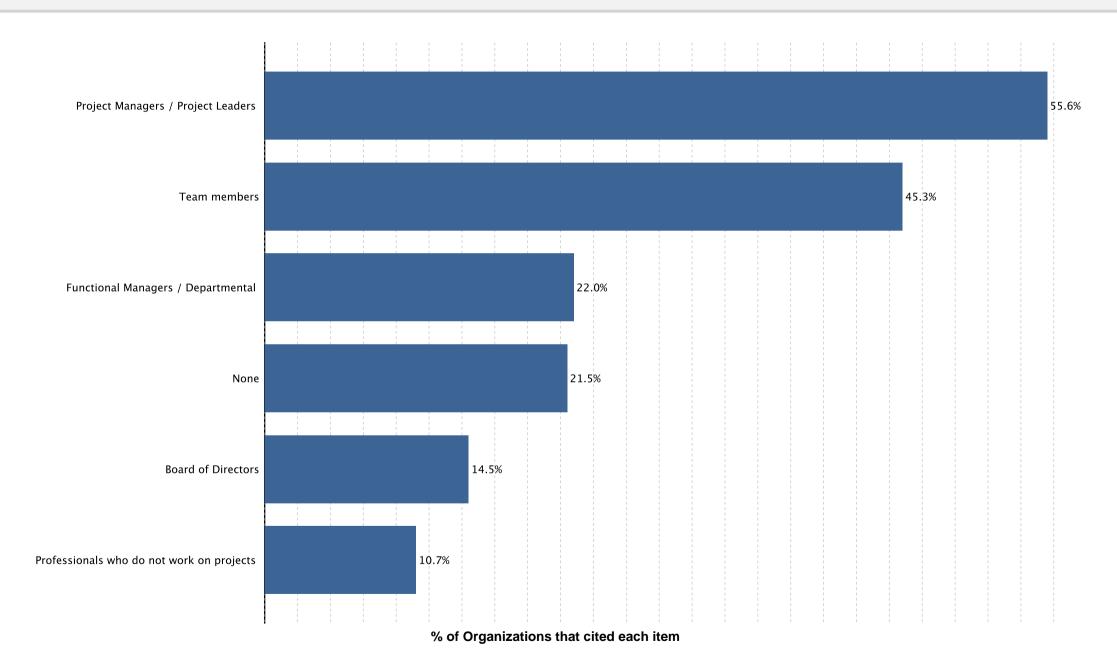
- Level 1 Initial Process. There are no practices or standards. Indicators are collected informally. 29%
- Level 2 Structured Processes. There are Project Management processes, but they are not considered organizational standards. 31%
- Level 3 Institutionalized process. There are organizational standards for project management. 23%
- Level 4 Managed Processes. Indicators are used. Processes, standards and systems are integrated. 13%
- Level 5 Process Optimization. Lessons learned are regularly used. Focus on continuous improvement. 5%

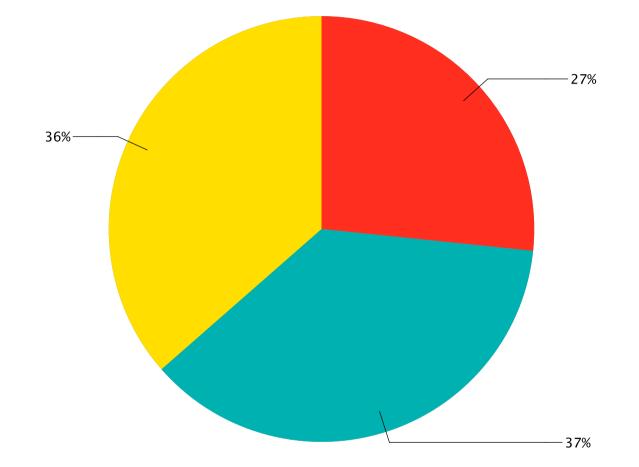


This section aims to examine the degree to which organizations the most important professional development practices, and to identify trends in the organizations surveyed.

54 - Hierarchical Levels formally trained in project management in the last 12 months



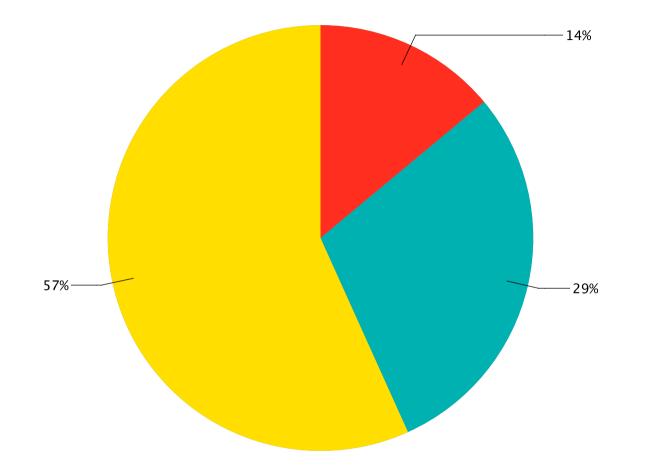




• There is a formal program implemented - 27% • There isn't one, but we intend to develop this program - 37%

• There isn't one and we don't intend to develop this program - 36%

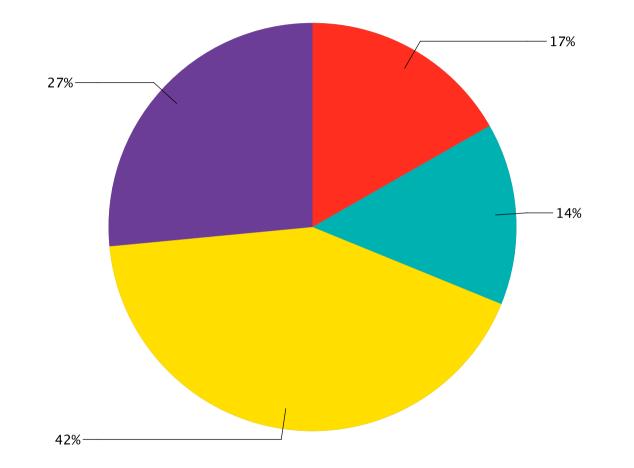




• There is a formal program implemented - 14% • There isn't one, but we intend to develop this program - 29%

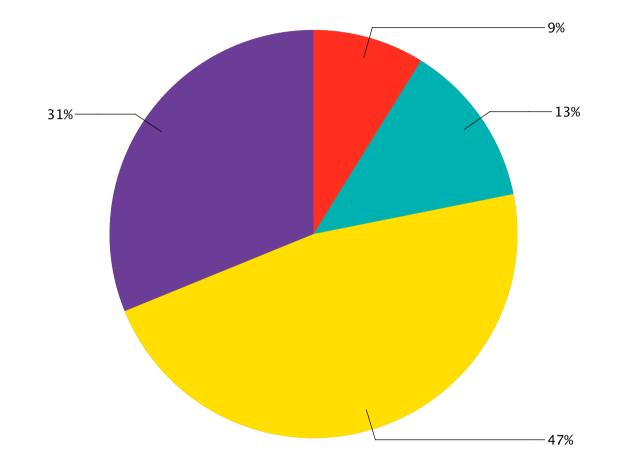
• There isn't one and we don't intend to develop this program - 57%





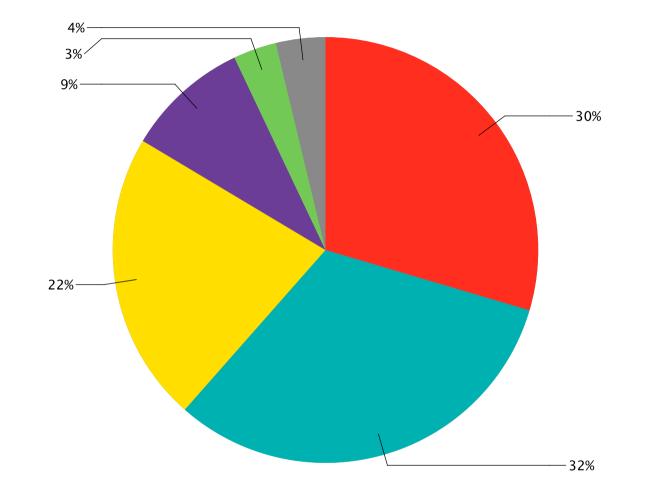
- Yes 17% No, but we intend to implement this requirement 14%
- No, and we do not intend to implement this requirement, but certification is seen as a differentiator. 42%
- No, and we do not intend to implement this requirement. Certification is not seen as a differentiator. 27%





- Yes 9% No, but we intend to implement this requirement 13%
- No, and we do not intend to implement this requirement, but certification is seen as a differentiator. 47%
- No, and we do not intend to implement this requirement. Certification is not seen as a differentiator. 31%

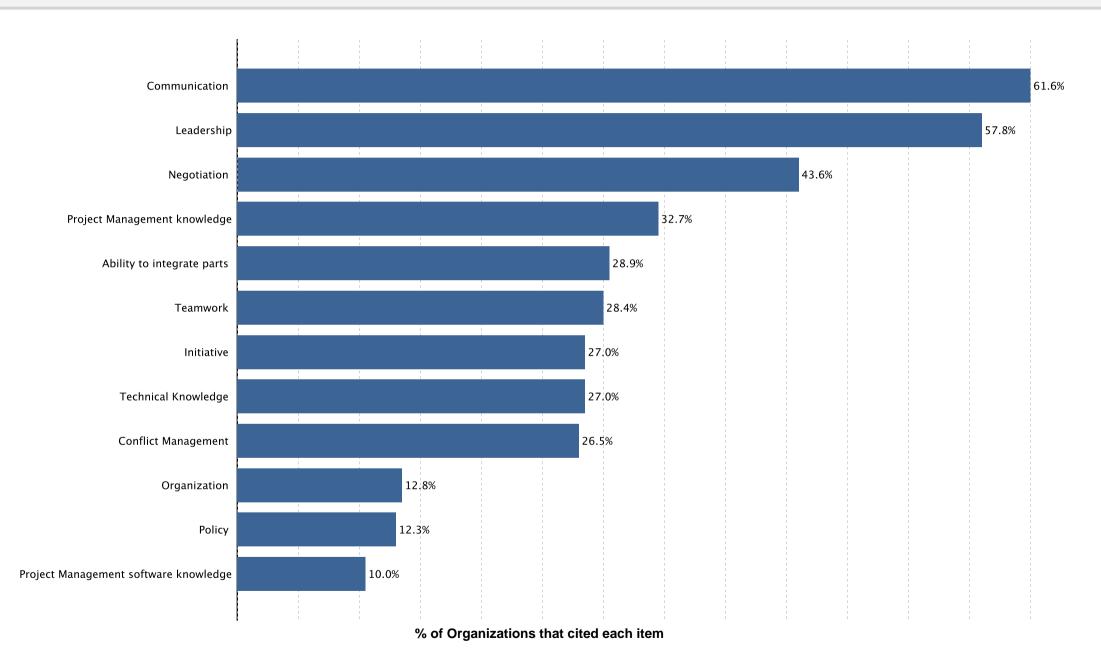




Below US\$ 3,000 - 30%
 Between US\$ 3,000 and US\$ 4,999 - 32%
 Between US\$ 5,000 and US\$ 7,999 - 22%
 Between US\$ 11,000 and US\$15,000 - 3%
 Over US\$ 15,000 - 4%

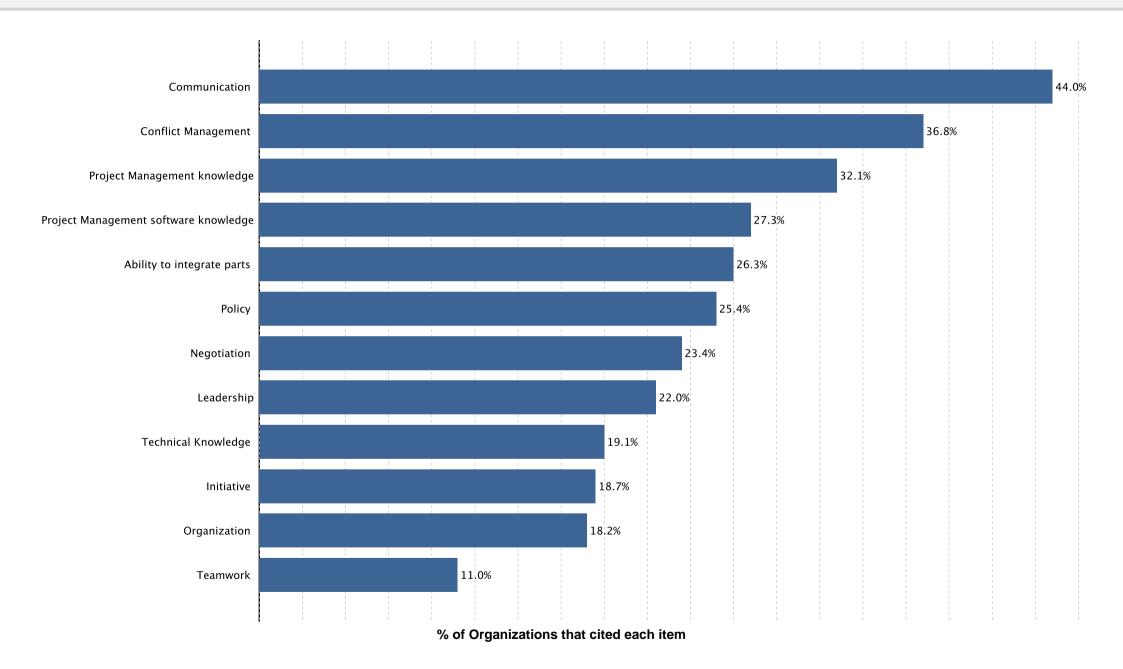
60 - Most valuable competencies to manage projects





61 - Main shortcomings of project managers

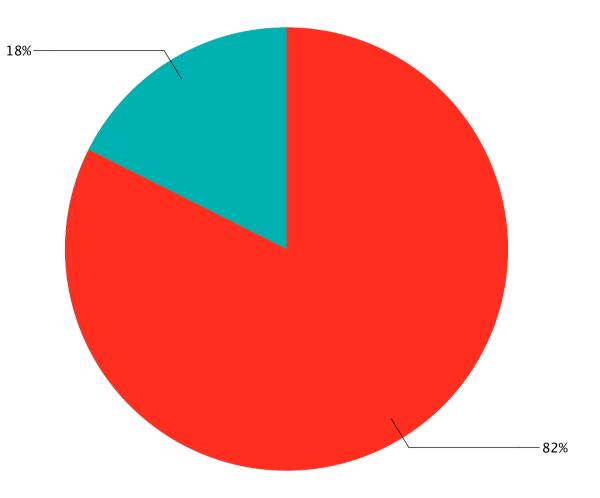






This section aims to examine what technologies are being used by support professionals in Project Management and Organizations and to what extent can collaborate for results.



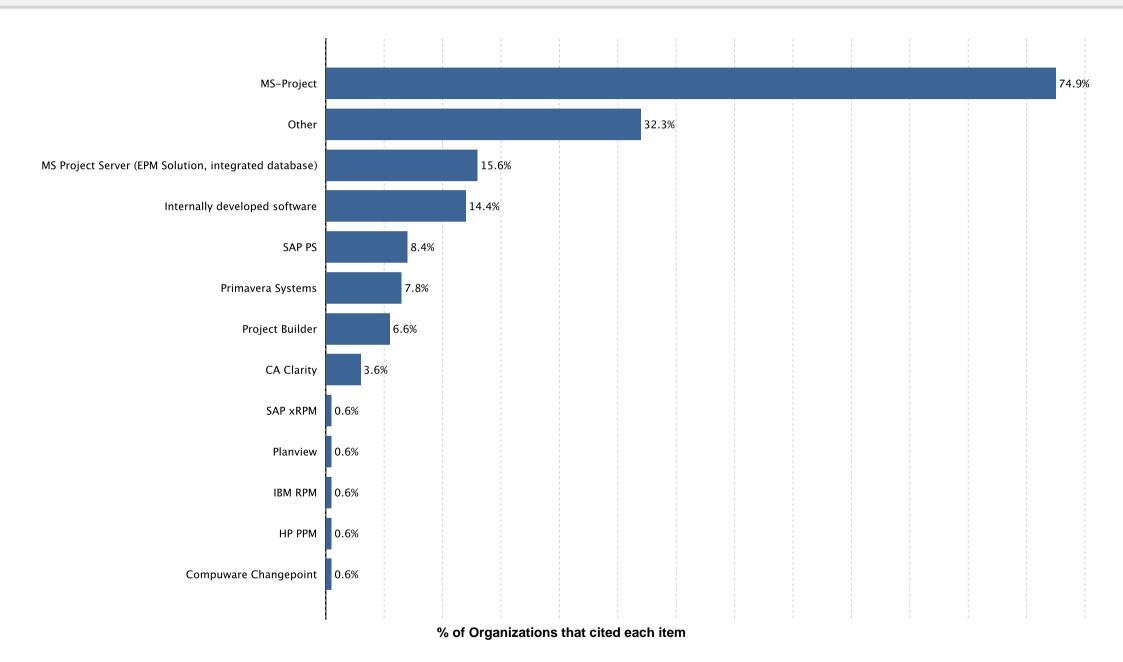


● Yes - 82% ● No - 18%



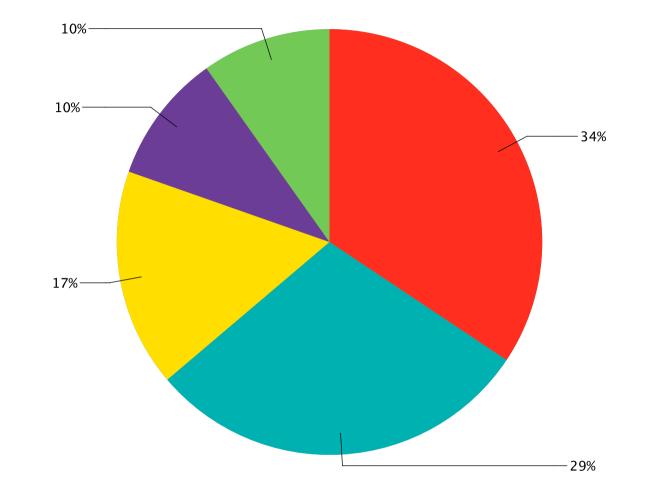
63 - Project Management Software most used





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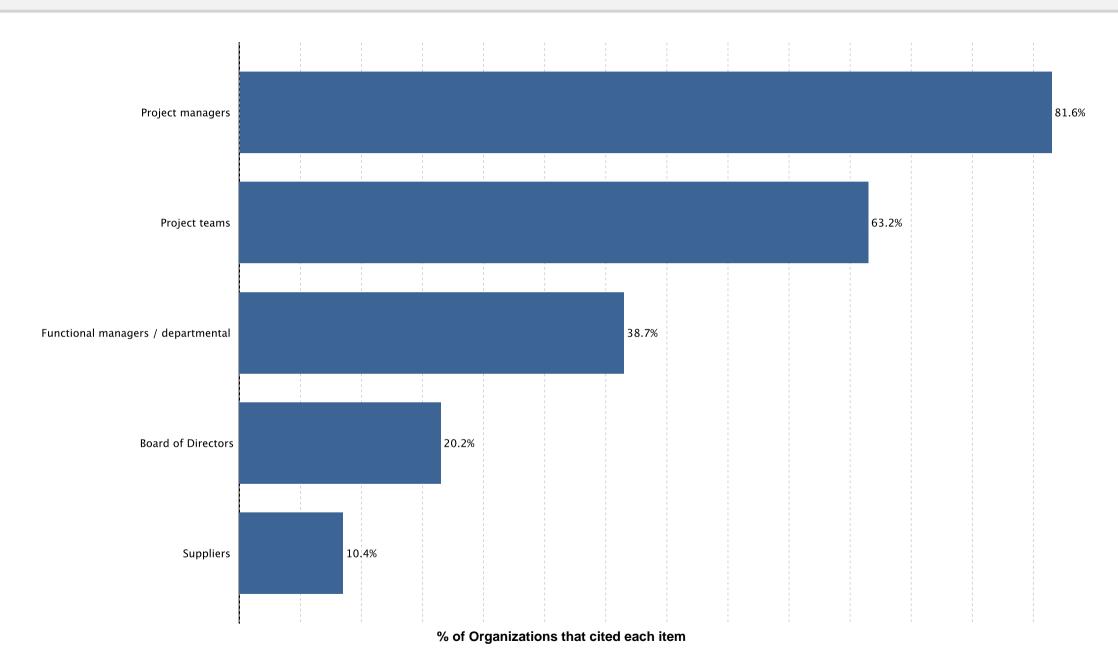




It is used in 100% of the projects - 34%
 It is used in between 76% and 99% of the projects - 29%
 It is used in between 51% and 75% of the projects - 17%
 It is used in between 25% and 50% of the projects - 10%
 It is used in less than 25% of the projects - 10%

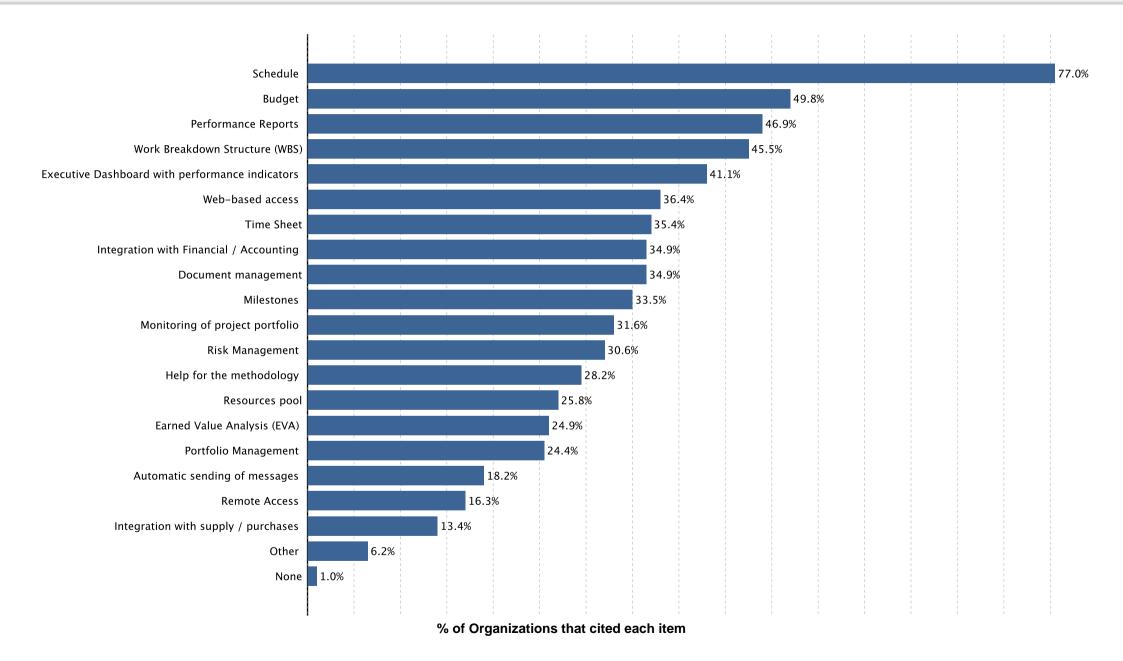
65 - Users of Project Management Softwares



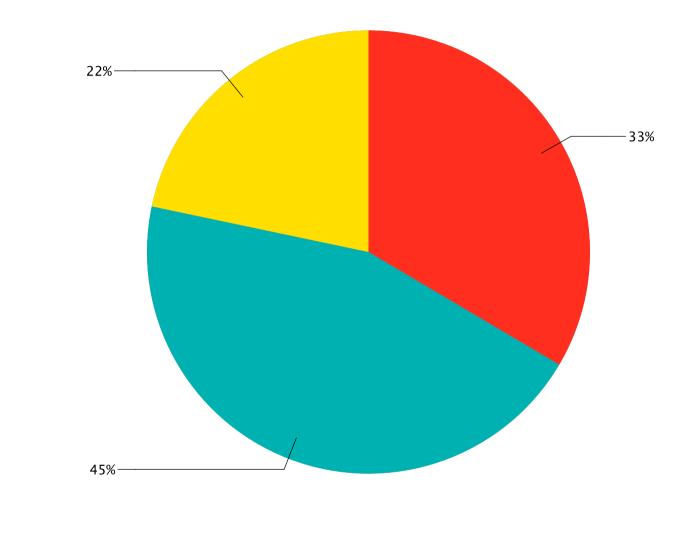


66 - Most important features in a Project Management Software







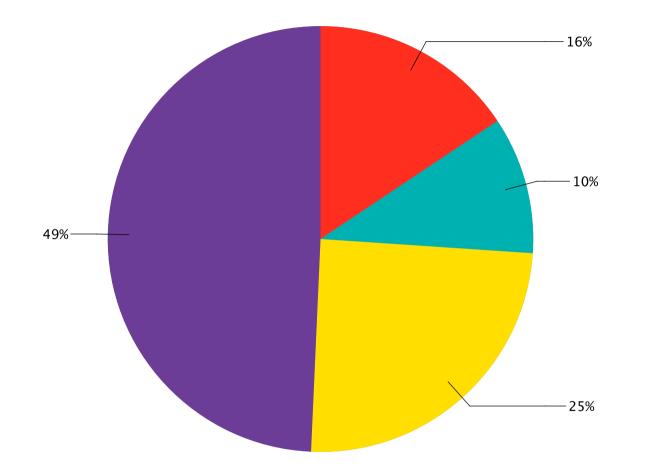


● Yes, we do - 33% ● We do not use, but we intend to do - 45% ● We do not use and do not intend to do - 22%



This section aims to examine theproject management performance and the benefits perceived by organizations also identifying the main problems, needs and critical success factors.



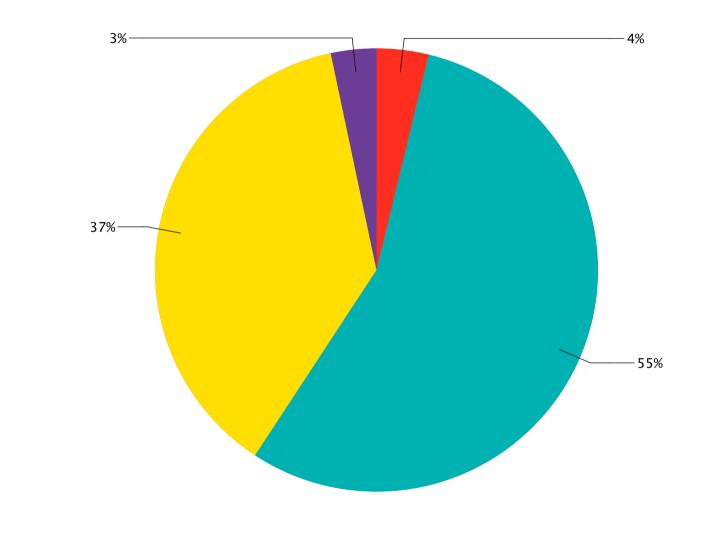


• We do it for all those involved in the project – 16% • We do it but only for the manager – 10% • We don't do it, but we intend to do – 25%

• We don't do it and we don't intend to do - 49%

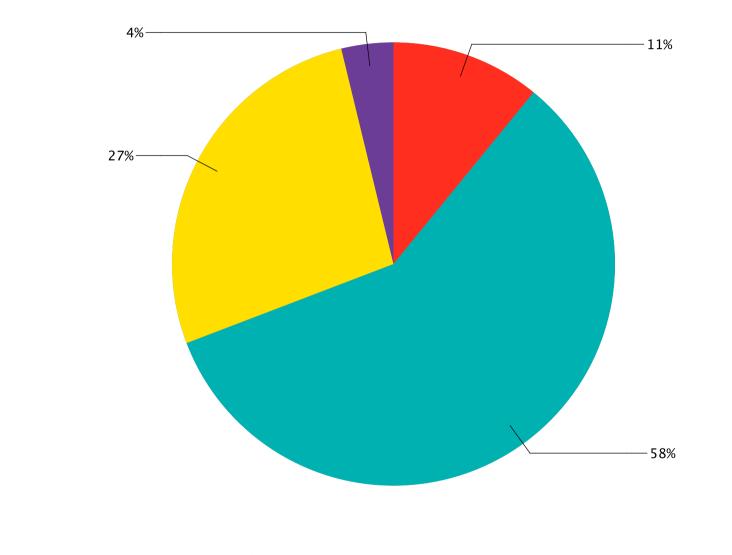
69 - Frequency of projects undertaken have achieved goals of time, cost, quality and customer satisfaction (internal or external)





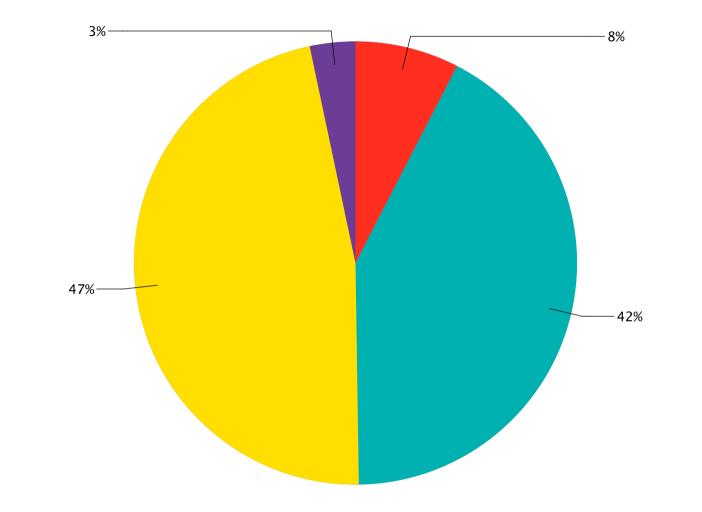
● Always – 4% ● Most of the time – 55% ● Rarely – 37% ● Never – 3%





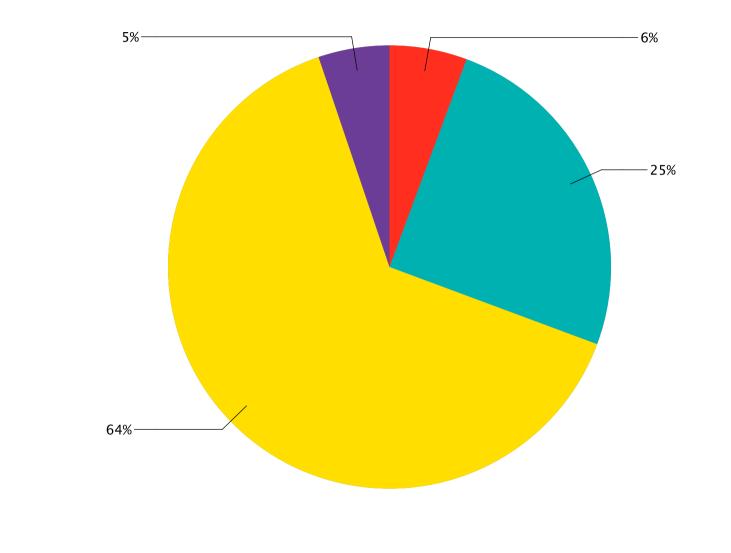
● Always – 11% ● Most of the time – 58% ● Rarely – 27% ● Never – 4%





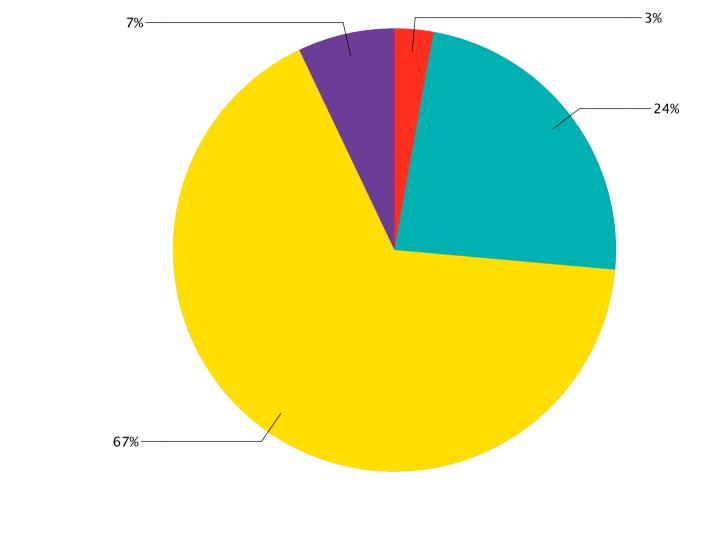
● Always - 8% ● Most of the time - 42% ● Rarely - 47% ● Never - 3%





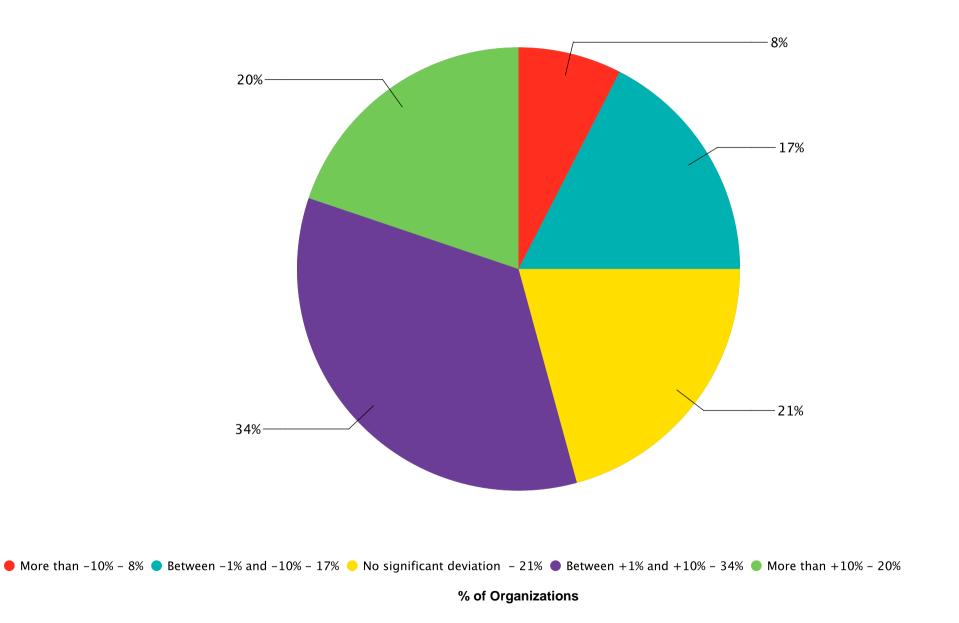
● Always - 6% ● Most of the time - 25% ● Rarely - 64% ● Never - 5%



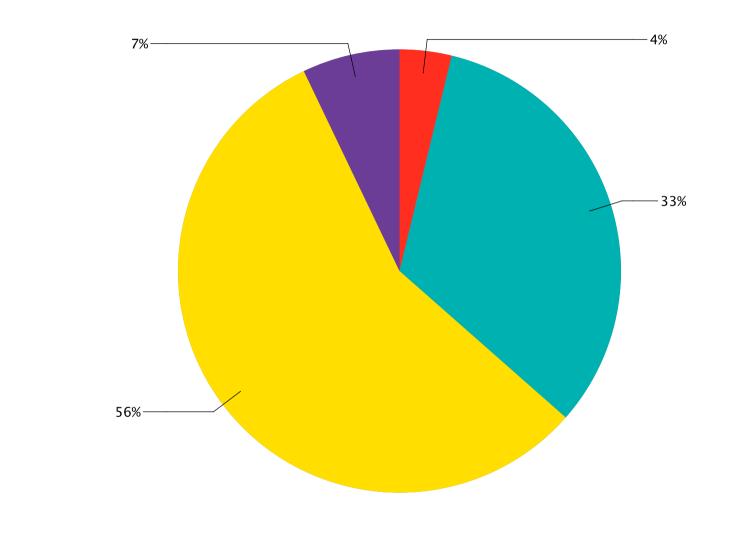


● Always – 3% ● Most of the time – 24% ● Rarely – 67% ● Never – 7%





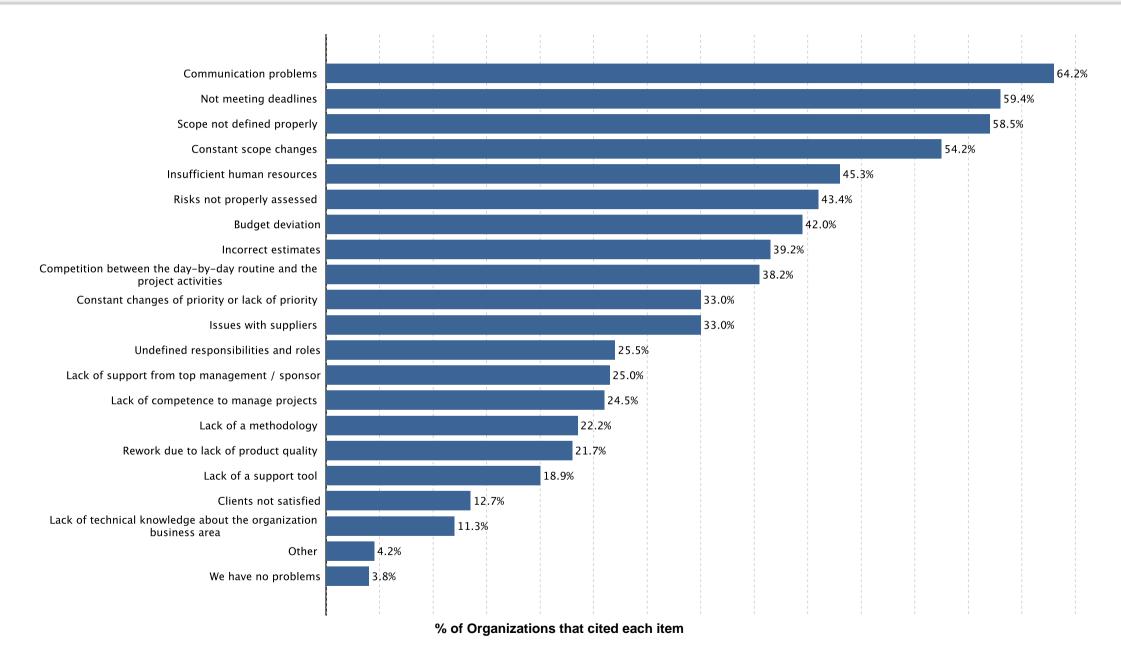




● Always - 4% ● Most of the time - 33% ● Rarely - 56% ● Never - 7%

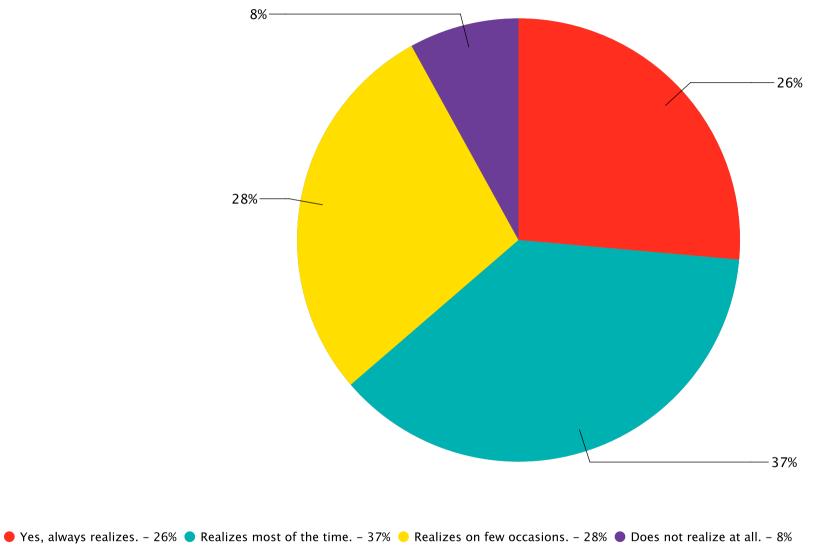
76 - The most common problems in projects



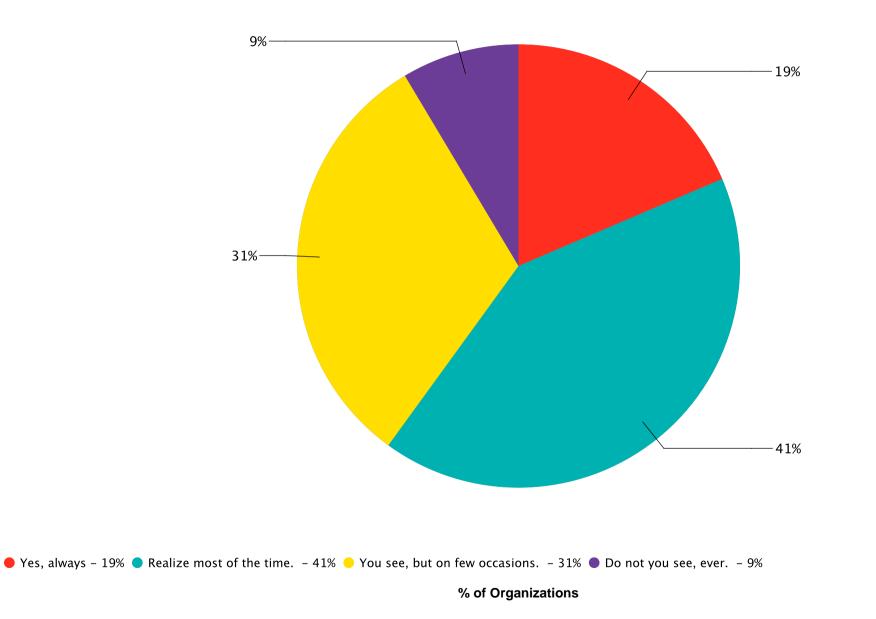


77 - The level of awareness of Top Management about the benefits of the implementation **PMSURV** of Project Management practices



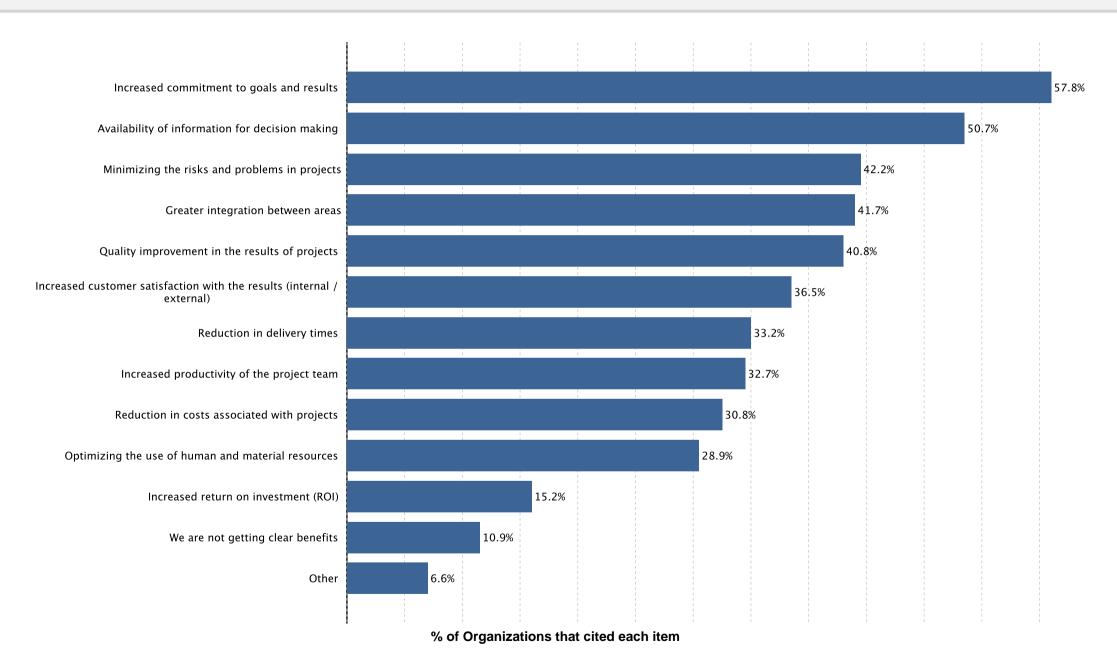






79 - Benefits attributed to Project Management





80 - Areas for investment in the next twelve months



