



## Project Leadership

What do you consider to be successful project leadership?

Are your project managers effective leaders of their teams and skilled in managing the expectations of the project's customers?

Whilst projects should be well *managed*, the project team members need to be *led* through the many challenges and issues they face. In our development workshops, we share methods of engaging and motivating the team, practise an approach to manage the many project stakeholders and explore ways of building the right working relationship with the project sponsor

**Our research has found that:**

- **Many project managers 'tick the right boxes' but often fail to engage and motivate their team**
- **The identification and management of stakeholders is often overlooked**
- **Many project managers are unaware of the impact of their personal style on leading the team**

**Symptoms that indicate that Project Leadership Development may be needed, include**

- **Project managers do not delegate the work motivationally**
- **Project team members are excluded from problem solving and decision making**
- **Projects have uncertain or weak commitment from the project stakeholders**

### What is successful Project Leadership?

In our experience, successful projects managers lead by

- ◆ actively engaging their team in the *thinking* as well as the *doing*
- ◆ upholding behavioural standards expected of the team
- ◆ creating a unthreatening, 'can do' climate and a 'flat' structure
- ◆ planning tactically to assure stakeholder buy-in
- ◆ establishing a solid working relationship with the project sponsor
- ◆ delegating in a motivational way to develop team members
- ◆ displaying resilience in challenging situations

### How do we develop the right knowledge and skills?

Once we have a clear understanding of your business needs, we tailor our programme to include the appropriate content and exercises. These broadly focus on:

- ◆ **Understanding self** – leadership style, communication, influencing
- ◆ **Engaging the project team** – inducting, delegating, supporting
- ◆ **Stakeholder management** - technique and practice
- ◆ **Leading the change** – managing resistance and project handover
- ◆ **Project communication** – techniques and approaches

### How is the Course delivered?

The course can be delivered either as

- ◆ part of a larger general development programme for a group of project managers (or aspiring managers)
- ◆ a planned event for a team of project managers held prior to the launch of a new programme
- ◆ one to one sessions to address individual or business requirements
- ◆ a series of short breakfast or lunchtime meetings

Following the above, project managers can then be supported through 1:1 coaching at project start-up and at selected stages across the project lifecycle.

### What is the value to your business?

- ◆ Your project managers gain confidence in leading the team
- ◆ Improved project delivery and benefits realisation
- ◆ Projects delivered which meet stakeholders' expectations
- ◆ Strengthened capability and development of project team members
- ◆ Reduced resistance to changes across your business