

Skill-up Session 1: Project Leadership



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Project Leadership Defined

The application of knowledge, experience, skills, tools, and techniques to project activities in order to meet project requirements and objectives



<https://www.pmi.org/>

- Project leaders help turn “ideas into action”

Leadership quotes

- Leadership and learning are indispensable to each other

John F. Kennedy

- People ask the difference between a leader and a boss. The leader leads, and the boss drives.

Theodore Roosevelt

- Leadership is the art of accomplishing more than the science of management says is possible.

General Colin Powell

Soft Skills for Project Leadership

- What are the top five leadership skills that a project leader should have in order to make the project team effective and efficient?

<https://www.menti.com/f2081fb7>

Soft Skills for Project Leadership

- A number of studies on effective project leadership reveal these common themes:
 - Good communication
 - Flexibility to deal with ambiguity
 - Work well with project team
 - Motivation
 - Stress Management
 - Team Building

Providing Feedback

- Criticize privately
- Praise publicly

Effective Delegation

- Delegation
 - Handing parts of a project off to a competent team member
- Don't micro manage!
 - It shows disrespect to people's ability
 - People will back away from their responsibility and let you take it



The three A's of leadership

► Accountability

- Accountability is a responsibility to account for and/or explain actions undertaken
- Never make someone accountable for something that they cannot control.
 - Accountability without Authority!
- The big question is how to get someone to be accountable for something that is an inherent risk?
 - Remove blame and reward the attempt

► Authority

► Autonomy

The three A's of leadership

- Accountability
- Authority
 - Authority is the power or right to give orders or make decisions
 - Self-Authority is taking the lead and moving ahead with projects
 - Authority must be bounded and defined to be effective
- Autonomy

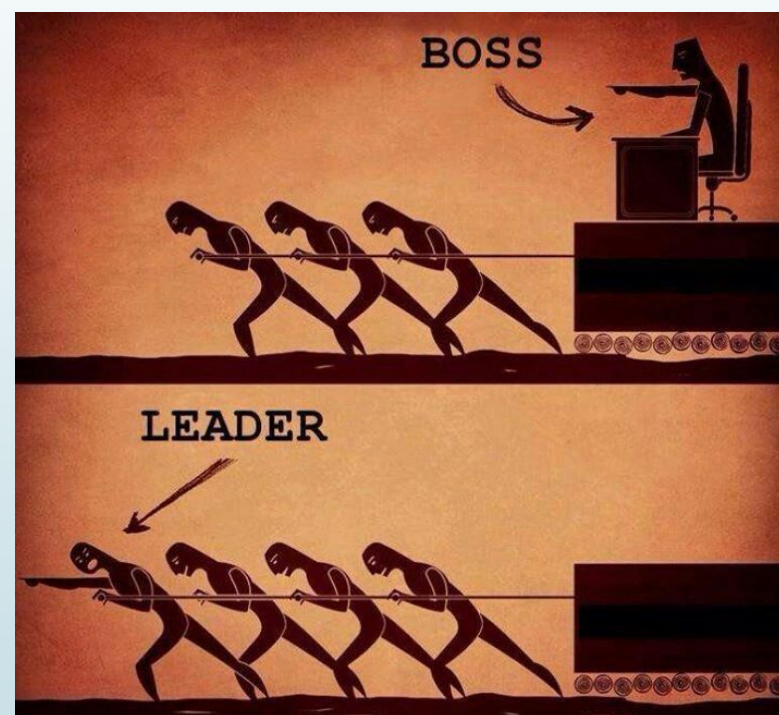
The three A's of leadership

- Accountability
- Authority
- Autonomy
 - Autonomy is the desire, ability and authority to make decisions and act in the interest of the project without direct supervision.
 - The more autonomy someone has the easier they are to manage

Cultivating Leadership attributes

- Guiding vision
- Passion
- Curiosity
- Integrity
- Honesty
- Trust
- Risk
- Dedication
- Charisma
- Listening

Let's Rank them: <https://www.menti.com/f2081fb7>



<https://supplychainmanagement.files.wordpress.com/2017/11/leaders.jpg>

Attributes of a Leader

► Guiding vision

Effective leaders know what they want to do, and have the strength of character to pursue their objectives in the face of opposition and in spite of failures. The effective leader establishes achievable goals.

► Passion

Effective leaders believe passionately in their goals. They have a positive outlook on who they are, and they love what they do. Their passion for life is a guiding star for others to follow, because they radiate promise!

► Curiosity

Leaders are learners. They wonder about every aspect of their charge. They find out what they need to know in order to pursue their goals.

Attributes of a Leader

- **Integrity**

Because they know who they are, effective leaders are also aware of their weaknesses. They only make promises they can follow through on.

- **Honesty**

Leaders convey an aura of honesty in both their professional and their personal lives.

- **Trust**

Effective leaders earn the trust of their team and act on behalf of their team.

Attributes of a Leader

► Risk

Effective leaders take calculated risks when necessary to achieve their objectives. If a mistake is made, the effective leader will learn from the mistake and use it as an opportunity to explore other avenues.

► Dedication

The effective leader is dedicated to his or her charge, and will work assiduously on behalf of their team. The leader gives themselves entirely to the task when it is necessary.

Attributes of a Leader

► Charisma

This may be the one attribute that is the most difficult to cultivate. It conveys maturity, respect for your team, compassion, a fine sense of humor, and a love of humanity. The result is that leaders have the capability to motivate people to excel.

► Listening

Leaders Listen! This is the most important attribute of all, listen to your team.



General Suggestions

- Being responsible sometimes means pissing people off.
- The day people stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help them or concluded that you do not care. Either case is a failure of leadership.
- Never neglect details. When everyone's mind is dulled or distracted the leader must be doubly vigilant.

General Suggestions

- Keep looking below surface appearances. Don't shrink from doing so (just) because you might not like what you find.
- Organization charts and fancy titles count for next to nothing.
- Fit no stereotypes. Don't chase the latest management fads. The situation dictates which approach best accomplishes the team's mission.

General Suggestions

- Great leaders are almost always great simplifiers, who can cut through argument, debate and doubt, to offer a solution everybody can understand.
- Part I: Use the formula $P=40$ to 70 , in which P stands for the probability of success and the numbers indicate the percentage of information acquired.
- Part II: Once the information is in the 40 to 70 range, go with your gut.
- Have fun in your command. Don't always run at a breakneck pace. Take leave when you've earned it: Spend time with your families. Corollary: surround yourself with people who take their work seriously, but not themselves, those who work hard and play hard.

Recipe for being a Leader (sort of)

- Listen effectively
- Encourage teamwork and participation
- Empower team members
- Communicate effectively
- Emphasize long-term productivity
- Make sound and timely decisions
- Treat each person as an individual
- Know yourself and your team
- Protect your team
- Have vision, courage and commitment

you're the best . . .

THX *many thanks*

..... GRAZIE
muchas gracias

THANK YOU

danke  MERCI

so thoughtful

YOU ROCK
GRATEFUL thanks a
MILLION

.. you're swell