10th Sep:

⭐ Learning from 1st In-sem:

\* Do not make assumptions. If you make an assumption, get it verified.

- Expert Judgement is not taken as input because it is a tool/technique.

&end smoothly,

- When we decide to ~~stop kill point~~, we take kill points.

11th Sep — Discussions on budget

Cult - Committe budget : 2.10 lacs ⟶ 15000/-
total

Teacher's Day Celebrations.

Metrics.

Objectives

1) Honour teachers.

Org. Event

↓

Performances ⟶ Gifts > 50%.

Food/Refreshments = 50 Rs/head

Backdrop - 3000/-

15000 ⟶ 12000 - - - - ⟶ O or next

The amount left to spend goes on decreasing after every expense.

⭐ Where to spend first should be based on

priority. Because as the expenses increase, the constraint on spending becomes stricter.

→ ~~Lesson learnt~~:

\* Tool: Causal Analysis.
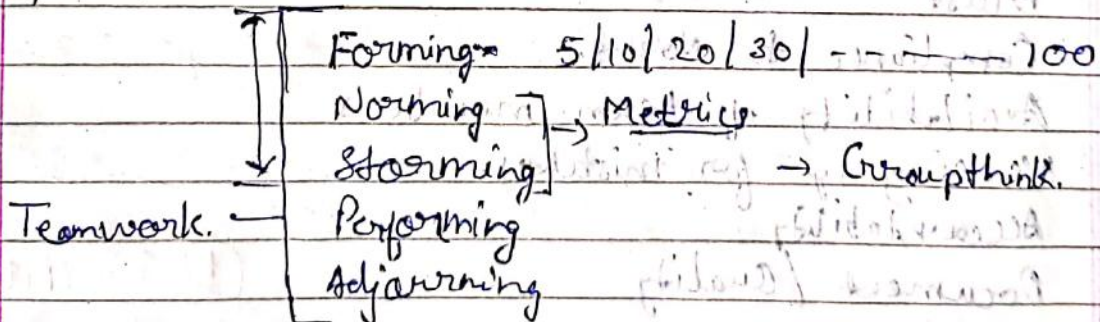
12th sep  SWOT Analysis.

| STRENGTHS | WEAKNESS |
|---|---|
|  | ← Internal |
| OPPURTUNITIES | THREATS / CHALLENGES |
|  | ← External |

-\* Team vs Group:
~~Every member has to~~ Team is formed for a specific ~~pro~~ purpose. ~~Every member~~ Team should be strongest person in the team.

Teamwork. —
- Forming → 5/10/20/30/ ----- 100
- Norming ⎤→ Metrics.
- Storming ⎦ → Groupthink.
- Performing
- Adjourning

⇒ Brainstorm & Analysis → SWE (Software Engineers)
                          ↘ PMs (Project Mangers)

→ While brainstorming we should give short amount of time. This increases the number of ideas that come out of the discussion.

Performing, Adjourning,

→ Commitment : Not all members are equally committed.

At If you are able to get workdone from people who are not as committed than you are a good project manager.

⇒ PM → metrics

1) e.g) Number of papers published.
So, to increase number, one starts publishing in small journals. So it destroys the original objective.

2) Better app metric is to check the which papers are published in good journals.

→ should be measurable

\* Metrics for judging Team work.
1) Efficiency
2) Thinking (Goodness)
3) Interaction (Goodness)
4) Making Contribution.
5) Timeline - work to be done before deadline.
6) Time spent on work activities
7) Goals.
8) Trust
9) Compliance to Norms.
10) Availability of team members.
11) Making up for mistakes.
12) Accountability
13) Document / Quality
14) Work Ethics
15) Attitude

① Qu-11ily
② eff)
③ SUPPORTIVE

(Group) → Team

→ Communication — ~~tests~~ helps every team members go through Forming, Norming, Storming, Performing and Adjourning.

difficult to achieve → Req skills: people should be able to adapt to situations. This makes work of PM easy.

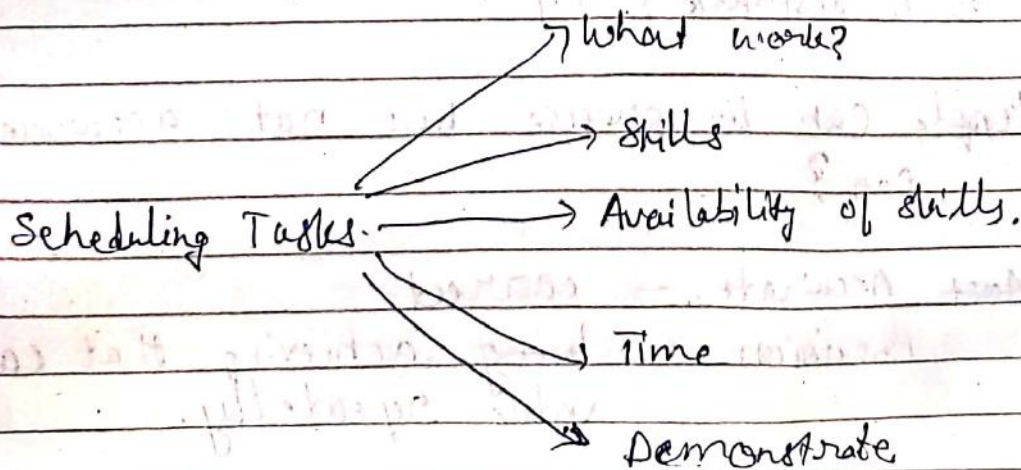Actual and easy to achieve → Σ skills = all round team.

If some skill is not there in the team, we will need to,

→ Develop skills → i) Req. Training. very imp

that is why, most organizations have a training department which spends some time on employee training.

Another type of training is (ii) Training on the job.

Employee alloted to a job and he/she gradually learns.

Scheduling Tasks ⟶ What work?
⟶ Skills
⟶ Availability of skills.
⟶ Time
⟶ Demonstrate

↳ Threshold.

→ **Slack:** The numbers of days on activity can be delayed ~~before~~ after which it starts to affect the project adversely.

→ **Critical path:** once slack is reached/crossed that activity goes into critical path.

⇒ Resource Levelling and Resource loading.

⇒ **Overheads:** If any activity takes 20 months for an employee to finish. It would not take 10 months if 2 employee do the same task. There are overheads which keep the required time little high.

   i) Integrating the individual work into a single package
   ii) Communication overhead.

eg)i) Formula 1 to cardiac surgery
  ᵒii) Machines used to do open heart surgery In Machines there is less chance of error.

H.W ⇒ Accurate vs Precision
  → People can be accurate but not precise. Is it desirable? eg?

  → People can be precise but not accurate. e.g?

  ~~Most~~ Accurate — correct.
  Precision — being achieving that correct value repeatedly.

**H.W:** Qualities/Tips of a good project manager.

**Q)** How to develop a strategy to choose a team as a project manager?

**24th September**

### Qualities of a Project Manager.

1) Leadership
   → Good team player
   → Taking responsibilities of failures.
   → Motivate the team members.
     (Praise in public, ~~so~~ and scold in private)
   → Resolves fights.
   → Communication skills.

   → Cares for the team.

Having likeminded people in a group is not good. But having people with same ~~targets~~ similar objectives is desirable.

**M.W =** Qualities and Real life example.
Completion date 27th September

27th September

## TEDx video.

How does it relate to discussion on ethics and values?

Does it make sense?

Does this make his life easy?

- Going with the flow. He is not expecting much from his life. No clear aim. Wants to live in his comfort zone.

- No risk assessment. No long term thinking.

1) i) Simplicity
   ii) Minimalism
   iii) Complacent

Q1) What is the idea that the speaker in the video wants to get across to?

2) what is your opinion/~~on~~ about civilised/un" society?

3) How you label the speaker in the video? Normal / Abnormal. Justify

4) What the values and beliefs of the speaker in the video? Do you agree with them? Justify.

5) What relationship does this video have with respect to ethics and values in the context of Software Project management?

1st October    SWOC    (Before 9th October).
              Info about the Program.

① Admission – Eligibility
             – Catchment Area.            Internal
                                            |
                                          SW|O-C
② Curriculum – Courses                      |
             – Academic Req.              External
             – Grade Rules.

③ Program O/Ps – Where they go.
                 What do they Do.

On BTech (ICT) honours minor CS

Communication ⟶ Interact → Transactional Analysis.

3 states                              How people reacts?

⟨Child –
  Parent –        Child–Parent          Child–Adult
  Adult –⟩        Adult → Adult.        Parent – Adult
                  Healthy               Not healthy
                  (Comn over longer     (Comn breakdown)
                   period of time)

            Child–Child               Parent–Parent
            humor                     Unpredictable
            (Nothing fruitful         (can either work or
             comes out)                degenerate)

Book - Games People play

Child → ① Emotional
② Irrational
③ Innocent
④ Playful / fun loving
5) Not serious.
6) Short Term memory.

Parent -
1) Caring / concerned.
2) Rational
3) Responsible.
4) Supportive
5) Decision making
6) Autocratic
7) Admonishing.
8) Experienced.
9) Mature.
10) Resource providers
11) Motivators.

Adult - Adult →
- Enthusiastic
- Rational
- Confused.
- Energetic
- Optimistic.

❊ Boss - Employee (Deadline)
Parent - Child (Employee being submissive).
Child - Child
Parent - Parent (Employee shouting a bit to show
that he worked).

If you want to get out of a state, you need to change behavior.

4-10

10       - Pleasure seeking ⟷ child.⎫ physical
EGO    - practical         ⟷ adult  ⎬ age!
SUPER EGO - ethical          ⟷ child
          ↓
      suggested by freud.

By berne
                    → Natural child
child ⟶  → Adapted child          → States (6).
                    → Rebellious child

              → Nurturing — I will also explain with
Parent                                    'Why' part.

              → controlling/punishing

Verbal and Non-verbal cues
        Person 1                    Person 2
        State 1                     State 2.
                                    └ gets influenced from
                                    person.

\#  Good transaction → no ill feeling created,
    Commⁿ for longer time.
    But we should also terminate commⁿ at some
    point.
\#  Complimentary transaction - healthy (no bad feeling)
\#  Crossed transaction - sometimes bad blood is created.
beyond wht is                        ∴ Can be used to terminate commⁿ
obvious \#  Ulterior ((names))
or evident
                          └ person can be in more than one
    hidden                state.

difficult to interpret the state...

\# Confused state - not thought about the 'why' ap...
(1) child (rebellious)   (3) Parent - controlling
(2) Adult   (4) Parent = nurturing.
   (5) adult.

11ᵗʰ Oct   Tips on Negotiation (On the lecture folder).

- Never accept (give in to) a deal immediately, even if it sounds good.
  The other party may feel surprised and feel that they price could have been bought been brought up/down.

- Never negotiate with yourself.
  Dont make It's a sign of weakness to lower your demand. Instead, the other person should make a counter offer.

- Never cut a deal down with someone who has to go to talk to boss.
  They can take a deal you are willing to & make and renegotiate.
  Immediate response will be a request/urge to talk to the & boss directly.

- If you can't say yes; say no.
  Just Nobody ever got broke for saying no.

- Just because it & seem non-negotiable, doesn't mean it can't be negotiated.
  e.g. Even quality can be negotiated The specified of quality by the requester has to be fulfilled.

- Do your homework before you negotiate.

- Instincts can ~~never be~~ never be a match for preperation.

- Rehearse, practice, and switch roles with your co-worker.

- @ Start negotiating with other person (entity) if offer made to 1ˢᵗ entity was not responded to by given time.

- Be nice. If you can't be nice; get away from the deal.
    e.g) A deal can be easily made if you are able to show benefits to the other side too.

- A dream is a bargain; not matter how much you want it.
    e.g) Don't give in to the deal on your dream.

- Nobody if going to put all the cards on the table.
    Whatever the person is saying, take it with a bag of salt.

- Always let the other side talk first.
    e.g Their 1ˢᵗ offer could surprise you, and be better than you expect.

15th October                    Conflict
                                    → Risk (Bad blood in team).

1) Race → Conflict

2) Demotivated Team.

* let us try to formulate a policy for,
  Incentive Scheme → Motivate the team. (Idea).

① Tasks assigned → Deadlines specified → Match/Beat the
                                                            deadline,

2) Leader Board.         ↓ ↓   / Less Speculation
                          → ↗ ↖
                        ↑ multiple sources of
                          info. for transparency. (Reliable)

⇒ B Any incentive schemes requires transparency.
  Because if someone has been consistently on top,
  but ¥ they do not come into the top at th
  list of beneficiaries in the end, it demotivates
  them.

                                    Transaction Analysis.
16th Oct    Manager          →late
            Parent - Child.              Class activity
                      ↘ → natural
            Controlling.                  }

1st    Bhumitra - Nishi
              (Boss)                        (Employee)
2nd    Rohit Bongaram  -  Rohit Chaku.

        Adult    vs   Adult.
           ↓
                              ↘ showed that coming late
                                was deliberate.
        Boss owned the
        fct that the
        environment is tox.

**Advice:** Even if you have a job in hand, it's very bad to leaves on prejudice.
 ↳ barn bridges.

3rd     Shikhar   vs   Mudra.
      (Emp)         (Boss)


      Child           Parent
      ⌈             ↳ nurturing.
      ⌊ tries to be ⌉       ↳ to.
        adult.   ⌋       controlling.
      ( by say asking       ( why did you
      about the presentation ).     at all come).

There should no bad feeling to linger in such situations.

" You are not a person whoo is usually late".

* Fix the objectives/purpose of the transaction.

Class exercise

⇒ Look before you leap
↳ long-term commitment.

⇒ Critical thinking ability ⟶ skills
↓ now everyone
everyone needs to develo
has

Reading (some time limit fix)
someone asks for tea.
want to
need to
see break
after something } You put a time limit (30 minutes).
is achieved Then you take the break (Refreshes you).
Productivity increases.