### Discussion Forum Assignment

**As the Team Leader you are offered a project that needs to be completed in half the number of days than what is actually needed, which means unpaid overtime needs to be done by your team. Most of your teammates are married and have young kids.**

**As a Team Leader would you go to the management about the issue of completion time or would you persuade your team members in doing extra work and convince them of completing the project within the stipulated time? Reason your views.**

According to Sommerville (2011), a successful project needs to deliver software that meets predetermined requirements to the customer on time and within budget, while keeping the development team happy and motivated. If I were in the above scenario, my choice , indeed my obligation, would be to speak to management. There are several reasons to discuss the project with management over simply asking the team to push harder to make the deadline.

First, the project is at risk if the deadline is unrealistic (Sommerville, 2011). In this situation, it is likely that the project will fail if the deadline expectations of the customer or upper management are not aligned with the reality of the person-hours of effort required by the project. If I know that the project deadline cannot be met by the current staff by the deadline, it is my responsibility to notify management or the customer at the outset. Letting them know that the project may be delayed manages their expectations and can help them to plan around the delay. Also, discussing this with management or the customer can give them the opportunity to allocate more staff to the project if they are not willing to extend the deadline. A reorganization of staff, or even an addition of temporary or permanent staffing, can be a way to ensure that the project is completed on time. However, if they do not know that the project is at risk, no corrective behaviors will be taken. This is why discussing the risk to the project immediately is paramount.

Second, the quality and/or performance of the software being developed is at risk. Rushing a project to completion and Increasing the effort put in by each staff member by two-fold is likely to result in errors. Poor judgements and less time on error detection are likely to result from not giving staff the appropriate time to debug code and assess its validity. Any overlooked requirements of the software or errors can put the project at risk (Sommerville, 2011).

Lastly, the development team and greater organization are at risk if I ask them to do double the work for the same pay. In the short-run, I might be able to convince the team members to put in double effort on this project, but this will have long-lasting negative outcomes. One consequence of making the team double their effort is that, the staff will not be happy, which reduces motivation and productivity. Another consequence is that unhappy, unmotivated staff are more likely to leave the organization and cause increased turnover. An unhappy employee finding another job in the middle of a project can cause a project to fail. This is one example of how “poor people management is an important contributor to project failure” (Sommerville, 2011).

Getting the team members to allocate more effort to the project seems the simple solution to the problem. However, asking the team to do this can result in a rushed, unhappy, and unmotivated team. This can result in high organization turnover and lower quality or failed projects. When there is an unrealistic deadline, the deadline needs to be extended or more staff resources need to be allocated to the project.

References

Sommerville, I. (2011). Software Engineering. Edition 9. Retrieved from <http://my.uopeople.edu/mod/url/view.php?id=57311>