Managing people and Organizing teams

1. Introduction
2. Role of project manager
3. Skills and Qualities
4. How to build a team (or) Becoming a team.
5. Hackman and Oldham's Job characteristics model.

Introductions-

1. It is the task or a kind of work which is performed by project managers.

2. Project managers- He/she is a person act as intermediate between management and project team

3. To train and motive the employees in order to optimize workplace productivity and promote professional growth.

4. A project manager mainly focuses on team
    * Team Selection
    * Team Development
    * Team Motivation.

5. A project manager should help resolve conflicts that may arise between management and Project team.

Project manager manages performance appraisals (Evaluating & documenting how well an Employee is carrying out his or her job)

6. Team :- At least 2 people working towards common goal Each having specific roles & reaching the target.

7. Types of team :-

Jelled teams-
group of people so strongly knit that the who its production is greater than that of the same people working in unjelled formed team. Not only that but also the Enjoyment that people derive from their work is greater than what they get from unjelled team.

Agile team:-
group of people (Employees, contractors, freelancers) responsible for Executing an Agile project.

②
Role of project manager:-

=> Identify factors that infuluence peoples behaviour in project

=> Select and Induct new staff into a project
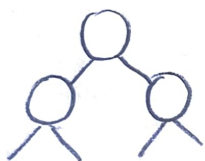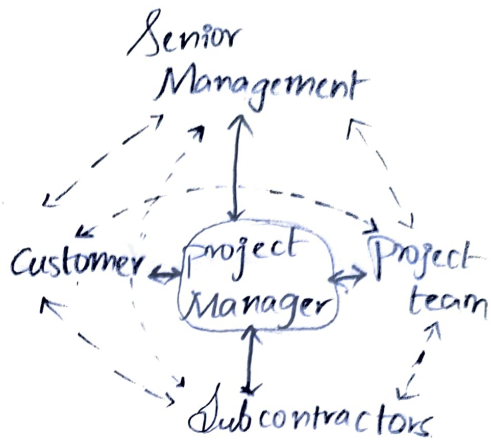
=> Increase staff motivation

- Improve group working
- Use the most appropriate leadership styles.
- Project manager spends 50-90 % of his/her time on communication
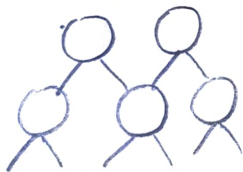- He communicate with
  - Senior Management
  - Project team
  - Customer
  - Sub contractors

Management => Heighest level of managers in an organization immediately below the board of directory

Project manager

project team ⇒

customers => Person who signed contract with company

subcontractors => Carried out work for a company as part of larger project.

③ Skills and Extra Qualities includes:-

Patience

Ability to relate

Interest in others

good judgement ⟨ good decision making capability

More observant

Actively listening to all.

An open mind ⟨ People can respect project manager

Can come to Pro.M at any point of time & discuss

Employee think that their thoughts are valued & worthy

Accountability- (Responsibility)

Supportiveness — Supporting Employee at their lowest part.

Flexibility

Clear communication

Trust worthy

Team oriented

Organization Oriented.

④ How to build a team or Becoming a team:-

Team cohesion :-

.Frequent & free communication

.Trust building

. Easy opportunities for team to succeed together.

Establishing goals:-

- Agreeing together a strategy for achieving the goals
- Team member must understand their role and responsibilities.
- Agreeing about work process & on how to accomplish them.

Selecting real roles:-

- Roles & responsibilities should be defined and assigned together to all team members.

Feedback:-

- goals must be tracked and progress & feedback is reported and motivated.

Norming	Storming
Supporting	selling
Performing	Forming
Delegating	Directing
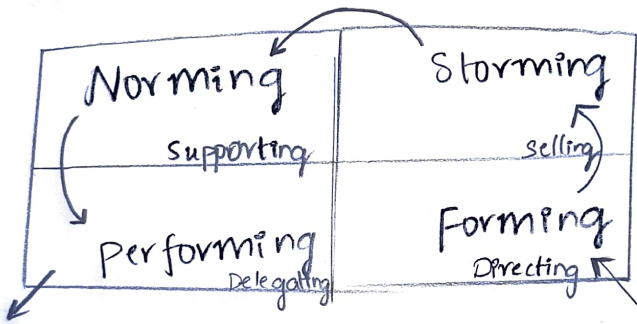
⑤ Hackman & Oldham's Job characteristics model:-

In the 1960s, Organizational psychologists and management theorists started to realize that a production-line approach to in been declining. After this research Ha J. Richard Hackman and Greg oldham created job characte -ristic model in 1975. This was based on idea on maintaining & motivating employees.

Characteristics include:-

Skill variety :- Do task vary? & challenging? or easy?

Task identity :- Do task have defined beginning middle & end?

Task significance: Does people feel that their role has meaning?

Task autonomy: Is it give degree of freedom for the employee?

Job feedback: Are employees receiving feedback on their performance?