

Gestion de Project

- Next courses :
 - **W2045 – 06 NOV :**
 - **1 hour for EXAM1 (Critical path / Costs & EVM : Exercices done during chapters 3 & 5)**
PRENEZ VOTRE CALCULATRICE !!!! Respectez vos groupes
 - **Chapter 6**
 - W2046 – 13 NOV with 1 hour for EXAM2 (QCM on all chapters starting Chapter2 up to Chapter 6 – NOT INSIDE : Chapter 7 – Risks Management)
 - W2067 – 20 NOV MS Project

Summary of 09OCT20

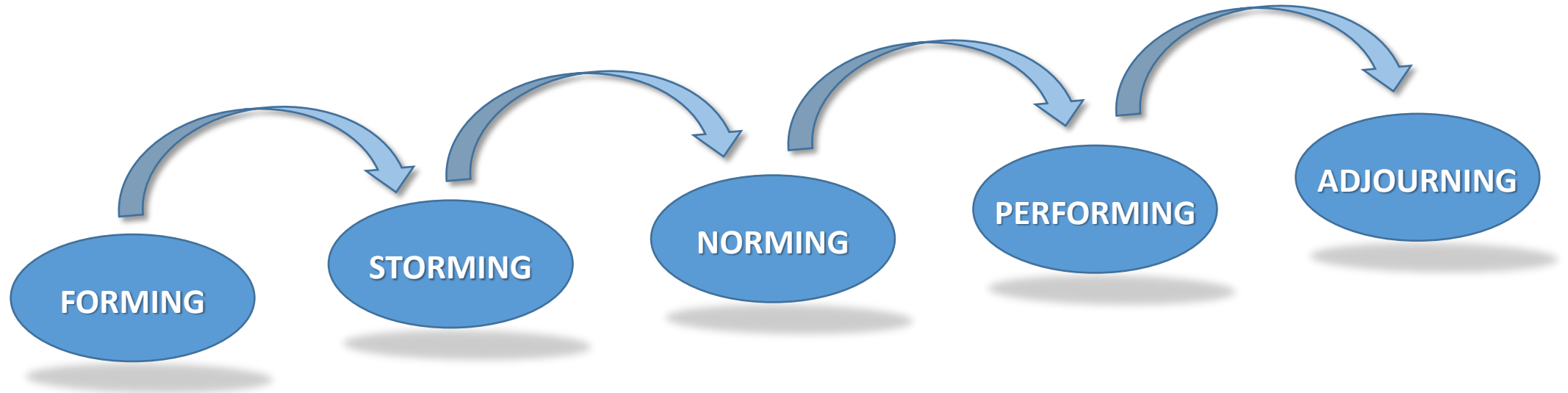
Chapter 4 : Resources Management

- Project manager needs to *DEVELOP and MANAGE* his Project Team
 - ⇒ **Develop his Project Team**
Improving the competencies and interaction of team members to enhance Project Performances

 - ⇒ **Manage his Project Team**
Tracking team members performance, providing feedback, managing and resolving issues and conflicts, encouraging collaborative decision making

Chapter 4 : Resources Management

- Develop Project Team : Bruce Tuckman teamwork theory



Chapter 4 : Resources Management

- **Motivation** : Several motivational theories are recognized in Project Management :
 - **Abraham Maslow** - *five-stage Hierarchy of Needs* (Physiological / Safety / Belonging / Self-esteem / Self-actualization) → the lower level needs to be satisfied to go to the next level
 - **Douglas McGregor —Theory X and Theory Y**
 - Theory X : Employees are lazy /have to be micro-managed
 - Theory y : Employees are self motivated / Enthousiatic, creative” – Taking initiatives - managed by “delegative style”
 - Ouchi – **Theory Z** : increasing employee loyalty to the company by providing a job for life with a strong focus on the well-being of the employee, both on and off the job. According to Ouchi, Theory Z management tends to promote stable employment, high productivity, and high employee morale and satisfaction.