**M10 – Special Topic**

There are a multitude of issues facing the project management world in today’s climate. So much so that it is difficult to just pick two from the list of nine provided in the two articles. The vast number of this have been present for a while, expounding their growing importance. Its also fascinating to note that so many of the issues facing the project management world, are in fact, also the same issues facing business in today’s globalized climate. Project Management is truly a microcosm of business! Which makes sense, seeing how the large portion of how business is done in todays modern world revolves around projects. As noted previously, it was difficult to choose just two of these transcendent topics to focus in on, but I settled on leadership from the “The 4 Big Issues In Project Management Today”[[1]](#endnote-1) and Training, training, training from the article “5 Trending Topics in Project Management”[[2]](#endnote-2). I focused on these two because they are intertwined in many ways, and are important across any industry for a successful project and causally a successfully business. Training applies to both employees and leaders, who constantly need to learn, as does leadership, because in today’s business world, it is imperative that everybody leads.

When thinking about training, I often hark back to the adage “By failing to prepare you prepare to fail”. It is a quote often attributed to Benjamin Franklin, a founding father, nearly three centuries ago and it still rings true today. Preparation is so essential in the outcome of a successful project. So is the ability to adapt. In life and business, things hardly ever go according to plan, that is why it is so important to be able to adapt. In order to adapt, one must have the awareness of how the plan has failed or changed, what needs to be done to remedy, and execution. A large part of this knowledge can be attributed to trial and error. Failure can often be the best teacher. However, if one wants to lead, or delegate, or teach colleagues and co-workers how to take on their own responsibility, and successfully complete the project without the leader’s constant guidance, those with knowledge must be willing to train. Training must not only be applies to preparation, but an increase in knowledge and awareness of the project, and the project management cycle. By creating junior subject matter experts who are aware, the project is more likely to result in success. This is because all employees will have the knowledge of potential pitfalls and the subsequent training on how to handle these challenges. Training is essential to give leaders the confidence to be able to delegate, and individuals the confidence to be able to complete tasks and work on their own. Deliverables are a major part of today’s project management, so if each individual has the awareness of how to overcome challenges for the project, and each deliverable, it will greatly increase the likelihood of success. Training of awareness is one issue, but so is training of execution. By having real potential scenarios and walkthroughs of these scenarios, training of how to execute can be added to an employee’s portfolio. This gives the employee or project team member the experience via training on how to execute solutions during crises or the normal course of deliverables during the project management cycle. I think its no mistake that the topic was titled Training, training, training in the article with the emphases on training being repeated two extra times. Training must occur across all levels, and across all deliverables. It also needs to be segmented into awareness, business knowledge, execution and practice, and even re-training! The emphasis on training thus helps the project reach a successful completion and boosts the confidence of all employees.

The other topic of note that I thought was interesting was leadership. When one thinks of leadership it is easy to view it as a top-down approach. While this is true, leadership can be held and conveyed from all members of the team. By each member taking individual and collective responsibility, each member can increase their leadership skills and also help with their own knowledge in the project. It is highly unlikely that one project manager or top executive leader has a subject matter knowledge on every part of the project, so if certain subject matter experts expand their leadership on lower levels and smaller deliverables, it would go a great way to go creating a successful project. People also come to leadership through different ways. So if a team member is learning leadership theoretically or academically it can be a great way for that team member to apply the knowledge they’ve learned for the betterment of the team. Leadership also comes through experience and on-hand knowledge. By assessing areas where an individual can mentor, train, or take the lead, individuals can help a project to fulfillment. Leadership can truly come from every level, but as it has been for the history of business, if leadership at the top is good, then a team can truly be successful. From my experience, an integral part of good leadership if either from the top or the bottom, is the art of communication. It is important for leaders to remain level headed, not lose their emotion, and speak with maturity and professionalism. Mistakes happen in any project or business, but reacting over emotionally or with public humiliation or manipulation, never works. It is important for leaders to be humble, good teachers, and great communicators. I have learned that teaching and learning can be very subjective. It is not important to teach something how we would learn it, but how the team member would learn it. This requires a leader to really apply themselves to their team members and colleagues to get the best out of them. It is true, a team and project is only as valuable as its weakest link, and if tis weakest link is strong or being mentored to be stronger, it is important that the leader acknowledges this an helps. In todays modern workplace, having experience cancel culture and all the improvement in communication styles, it is important for leaders of all shapes and sizes to have proper empathy and compassion, but also the ability to drive the best out of their team by having high but realistic expectations.

Leadership and training are two of many topics that face project management and the business world today. They can be viewed as two things that are intertwined together. Good training takes proper leadership and vice versa. By having training and leadership across all levels and team members, project managers and businesses can best direct their projects and deliverables into timely, on budget, and successful completion!

**Appendix**

1. . *The 4 Big Issues In Project Management Today*  by Elizabeth Harin, 2014; <https://www.strategyex.co.uk/blog/pmoperspectives/the-4-big-issues-in-project-management-today/> [↑](#endnote-ref-1)
2. . *5 Trending topics in Project Management: How the Industry is Evolving* by Elizabeth Harrin, 2019;

   <https://www.thebalancecareers.com/project-management-trending-topics-3860816> [↑](#endnote-ref-2)