

Project Leadership

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Project Leadership

Lecture 1 Introduction to Project Leadership

PMG 511

Master in Project Management

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Learning Outcomes

1. What is a project?
2. Leadership vs Management.
3. Leader vs Manager.
4. Impact of leadership on project.
5. Major project leadership skills.

What is a project?

- Projects are used as a means to achieve an organization's strategic goals.
- Projects are a great opportunity for organizations and individuals to achieve their business and non-business objectives more efficiently through implementing change.
- Projects help us make desired changes in an organized manner and with reduced probability of failure.

What is a project?

- A Project is made to produce some kind of a tangible or intangible result (a unique product, service, benefit, competitive advantage, etc.). It usually includes a series of interrelated tasks that are planned for execution over a fixed period of time and within certain requirements and limitations such as cost, quality, performance, others.
- Projects often are associated with unknowns, complexity, and uncertainty.

Characteristics of the Project

Temporary

- Defined beginning and end
- Defined scope and resources

Unique

- Specific set of operations designed to accomplish a singular goal
- Not a routine operation

Product or service

- The output is to create a product or perform a service

Project Charter

- Established with a project charter or a contract

Project management or project Leadership?



What is management?

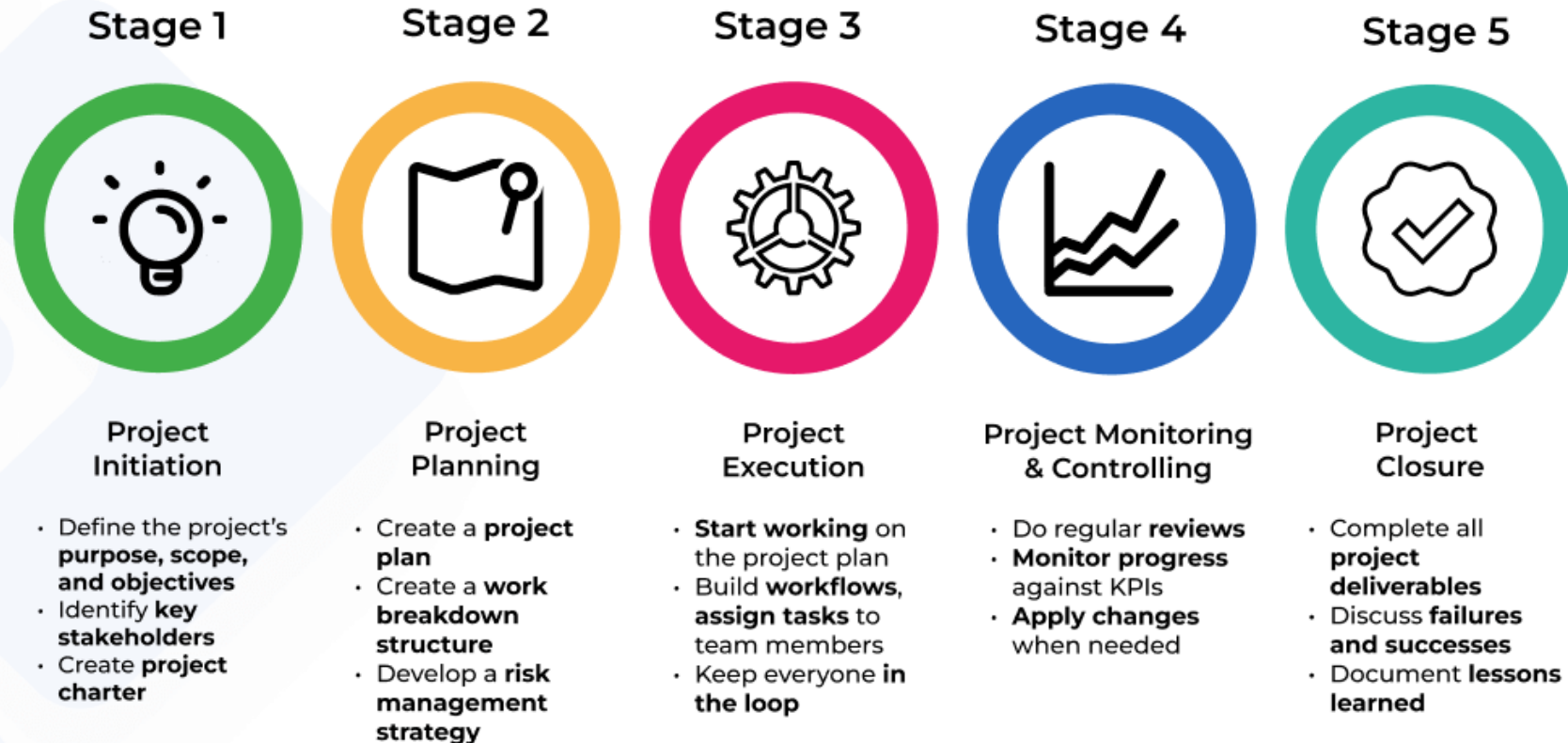
- The process of getting things done effectively and efficiently with and through people.
- **Effectiveness:** doing the right things.
- **Efficiency:** doing things right.

What is management?

- *“Is the Process of Getting Things Done through the Efforts of Other People”*. Harold Koontz.
- *“Is the processes that are based in a simple rule: the POLC rule – Planning, Organizing, Leading and Control. It also involves overseeing projects, resources and business enterprises”*. Mary Cushing Nile.

Project Management

PROJECT MANAGEMENT PROCESS STAGES



Project Management

- Project management occurs in a team setting; it is concerned with making decisions about processes and functions.
- Successful projects depend on both the effectiveness of the project team, the leadership and management of that team.

Project Management

Who is the Project Manager?

- The person assigned to lead the team that is responsible for completing the project objectives.
- Variations of this title could be: Project Director, Project Planner, Project Coordinator or Project Leader
- Project Managers must pay attention to many different aspects of a project simultaneously including time, resources, team members, results and reports.

What is Leadership?

- Leadership is a soft ability; often more **art** than science.
- Leadership is the process of leading a group and **influencing** that group to achieve its goals.



What is Leadership?

- Leadership requires the development of specific and unique soft skills along with the more typical hard skills that were listed in your job description.
- Soft skills are key traits that often apply to communication, decision-making, leadership abilities, attitude, instincts, and work ethics.

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What is Leadership?



Components of Leadership

The word leadership evokes:

- Responsibility.
- Burden.
- Honor.
- Duty.
- Calling.
- Ability.



Importance of Leadership

- **Create a Vision:**
 - Creating an inspiring vision of the future.
- **Motivation:**
 - Motivating and inspiring people to engage with that vision.
- **Managing:**
 - Managing delivery of the vision with providing guidance .
- **Coaching:**
 - Coaching and building a team, so that it is more effective at achieving the vision with an effective planning.

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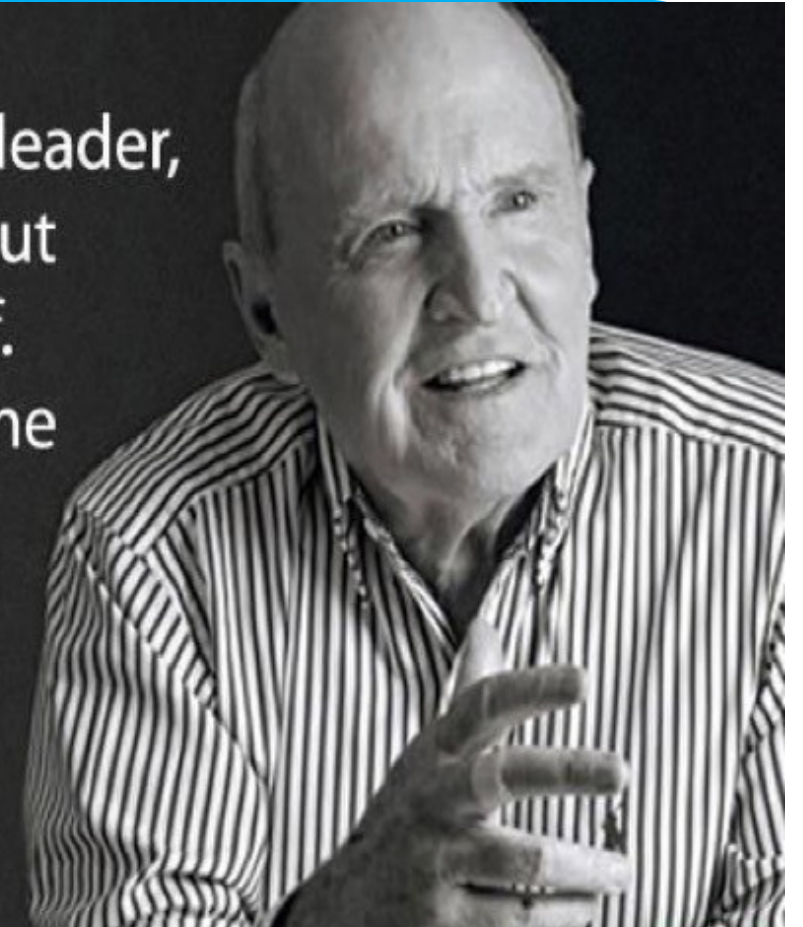
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Importance of Leadership

Being a leader isn't simply about hitting targets and delivering goods, it's also about projecting the right attitude and inspiring others to do their best work

Before you are a leader,
success is all about
growing yourself.
When you become
a leader, success
is all about
growing others.

- Jack Welch



Project Manager or Project Leader?



A project **MANAGER** is responsible for...

- Implementing product strategy, including product improvement, feature prioritization, and costing.
- Setting deadlines and ensuring that projects remain on schedule.
- Tracking the deliverables sprint and providing updates to relevant stakeholders.



A project **MANAGER** is responsible for...

- Ensuring the project is sticking to the agreed-upon budget.
- Managing every moving part in relation to milestones, including schedules, documentation, staffing and, sometimes, HR concerns.
- Establishment of quality assurance unit to control quality.



A project **LEADER** is responsible for...

- Communicating with team members, including relaying briefs, connecting daily tasks to larger goals, and providing context and support.
- Ensuring the team remains focused and on track, including addressing any conflicts or bottlenecks.

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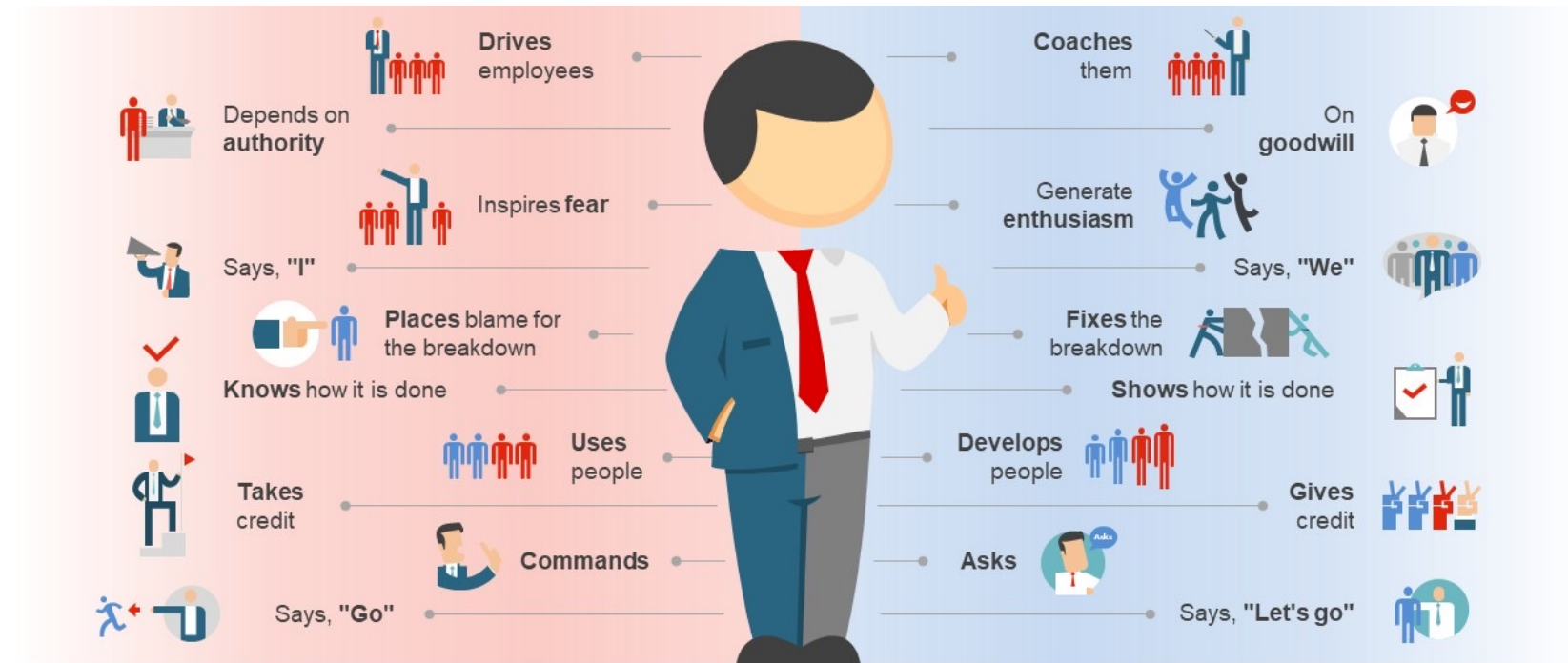
A project **LEADER** is responsible for...

- Creating a vision around the project to provide team members with a sense of purpose and motivation.
- Offering less tangible and more emotional support to help a team stay focused on the ultimate goal.
- Fostering a workplace atmosphere that helps bring out the best in his or her team.



Project Manager or Project Leader?

MANAGER VS LEADER

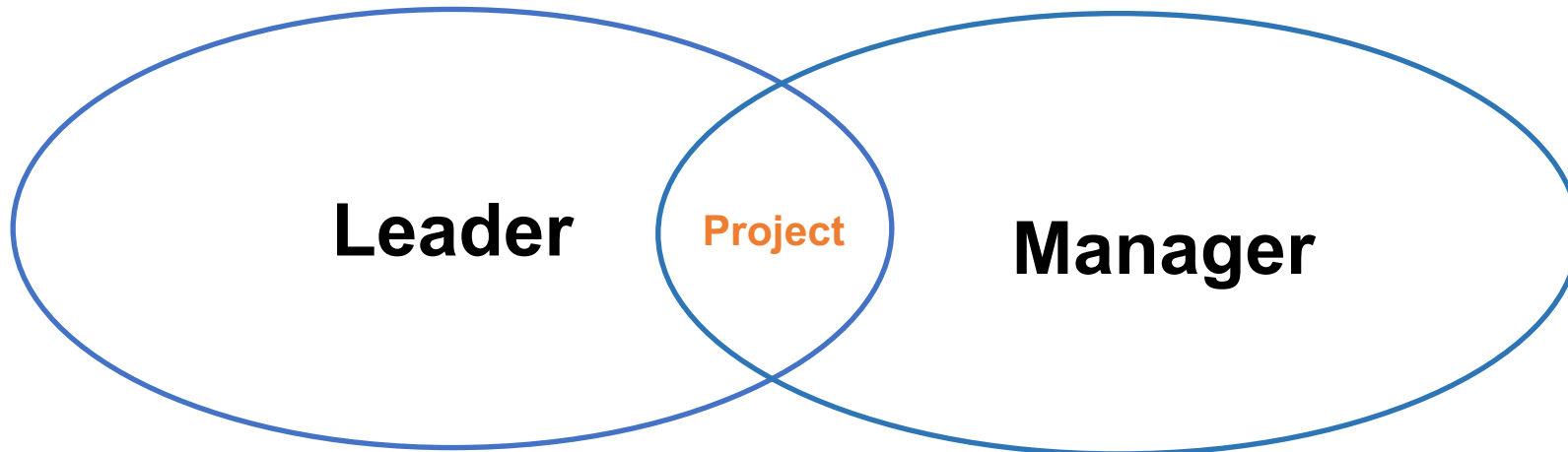


Manager vs Leader

MANAGER	LEADER
Goals and objectives Telling how and when Shorter range System, resources and structure structure Autocracy Restraining Maintaining Conforming Imitating Administrating Controlling Procedures Consistency Thinks in the box	Vision Telling what and why Longer range People and human nature Democracy Enabling Developing Challenging Originating Innovating Directing Flexibility Thinks outside the box

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01**Manager vs Leader**

- Not every manager is a leader, and not every leader is a manager.



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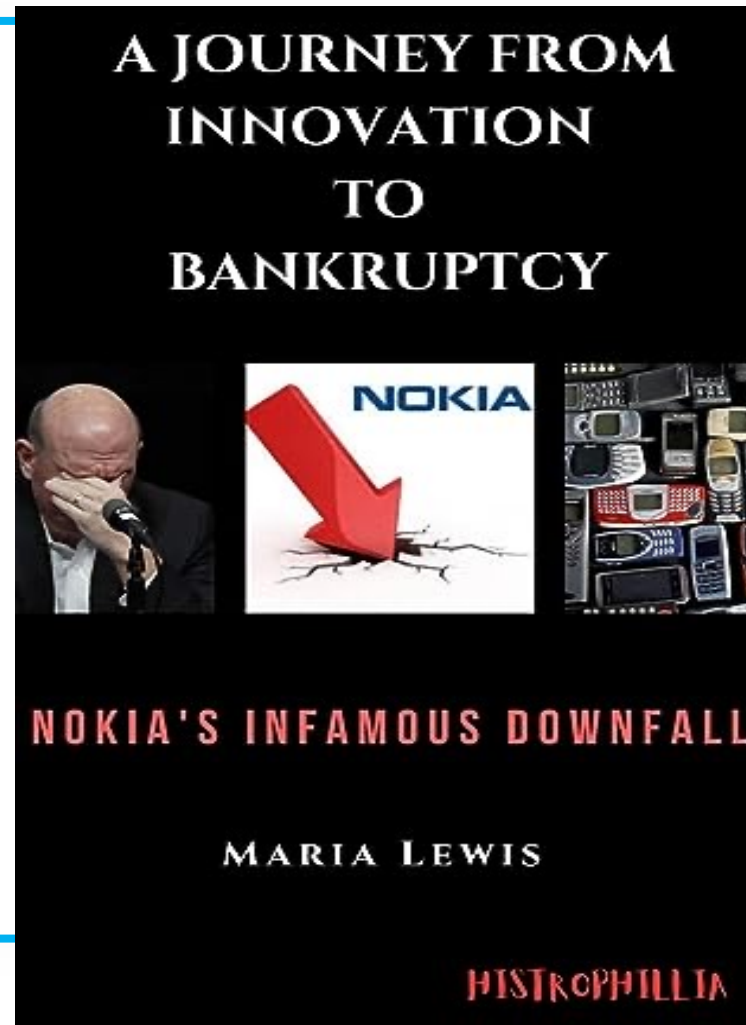
A Project Without Positive Leadership

- May well under-perform.
- May miss strategic opportunities.
- Stifle innovation.
- Underutilize team members.
- Fall short of its project goals, quality performance and productivity.

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A Project Without Positive Leadership



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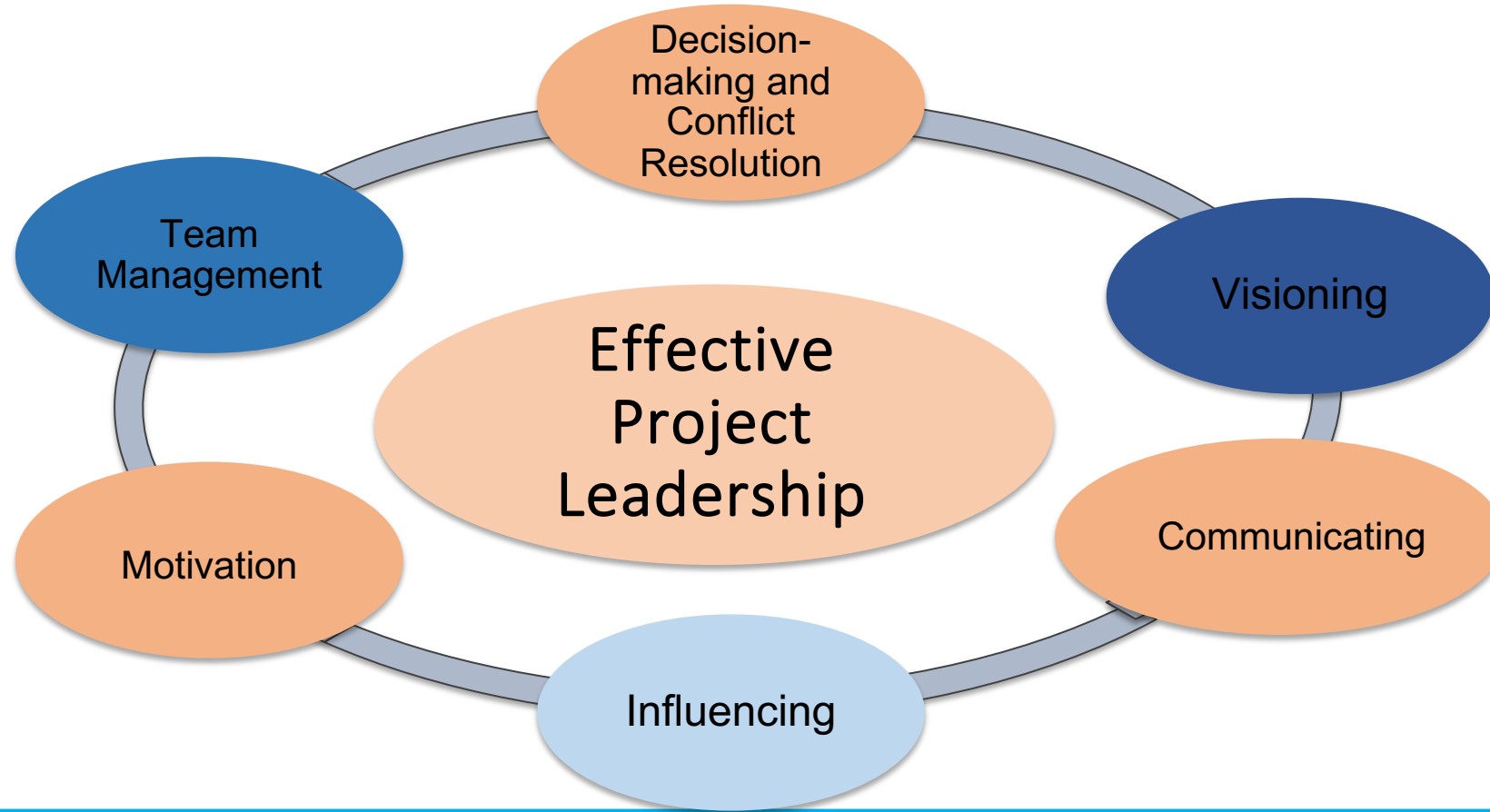
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Leadership Traits and Soft Skills

- L - Listener, Lovable.
- E - Energetic, Effective.
- A - Alert, Assertive.
- D - Determination, Diligence.
- E - Empathy, Eagerness.
- R - Responsible, Realistic.
- S - Self respect, Self control.
- H - Honesty, High hopes.
- I - Interest, Impartial.
- P- Patience.

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Major Project Leadership Skills



Team Management

- Successful project leaders are responsible for the daily mechanisms of team harmony.
- Successful project leaders make sure the whole team stays focused and works smoothly together towards a shared vision.
- Successful project leaders discuss, decide and do real work.
- Successful project leaders recognize that their team has been putting in extra hours on a project, might come up with a special reward—like a special team dinner together, or a day off post-project—to both demonstrate appreciation and encourage continued hard work.

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Decision-making

- Successful project leaders are successful decision-makers.
- Successful project leaders often have to make challenging decisions, such as what direction to move their project in.
- Successful project leaders understand how to balance emotion with reason and make decisions that positively impact themselves, their employees, their customers and stakeholders, and the project.
- Successful project leaders also know when to move quickly and proceed with the available information, versus when to take more time and gather additional information.

Conflict Resolution

- Conflict resolution is at the core of being a successful a project leader, it is an ongoing job duty of a leader.
- A successful project leader is patient listener and assess the problem realistically without getting emotional or biased.
- The impact of conflict in the workplace can result in a disruption of the effectiveness of the project and slow the achievement of its goals.
- A successful project leader believes that facing conflict head is the best thing for both sides.

Communication

- A successful project leader is an effective listener.
- Communication can include persuading team members to collaborate in a way they're not accustomed to, negotiating with project stakeholders on timelines and expectations.
- A successful project leader can be adept at transferring ideas, aligning expectations, inspiring and motivating any action, and he can also spread his vision. Leaders can build the values and trust that enable effective working relationships and goal accomplishment.

Motivation

- A successful project leader must be a self-motivated.
- A successful project leader must have a way of motivational factors for others. they must understand the basic needs of employees, peers and his superiors.
- Leadership is used as a means of motivating others.

Influencing

A successful project leader must have these 4 keys of influencing skills:

- **Organizational Intelligence:** leaders understand how to get things done and embrace the reality of working within organizational politics to move teams and initiatives forward.
- **Team Promotion:** leaders cut through the noise to promote themselves — while also promoting what's good for the entire organization.
- **Trust-building:** because leadership often involves guiding people through risk and change, trust is essential.
- **Expanding Networks:** no leader is an island. They are empowered by their connections with others.

Conclusion

- There is a common belief that leadership is vital for any successful project.
- Leader is expected to have an honest understanding of who is in his team, what they know, and what they can do? And what is his duty?
- An important thing about leaders is that the followers and the results will decide whether the leader is successful or not.
- This chapter developed a picture of the special purpose of leadership for projects, with adapting and spotting the difference between project leader and project manager. And what skills needed by the leader in the project toward his team to keep the project on course.

Conclusion

A leaders is:

- Role model.
- Visionary.
- Technically competent.
- Decisive.
- A good communicator.
- A good motivator.
- Stands up to top management when necessary.
- Supports team members.
- Encourages new ideas.

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Leaders in our Lives





Thank You