

## Leading for the Right Results

### Program Overview

**Level:** Foundation

**Length:** 2 Days

**PDU/Contact Hours:** 15

Effective leadership is crucial to being able to mobilize energy toward producing the results we desire to have in our personal lives, in our projects, and as a business. Project leadership is particularly challenging as it cuts across organizational boundaries and shakes up traditional structures for making decisions and holding people accountable. This program provides practical guidance and application techniques for making leadership real for you, whether you are a project manager, a core team member, or a functional team leader.

On the first day, we will examine leadership from the perspective of our individual journey, as a basis for understanding how we respond to the world and how others respond to us. We will introduce team leadership and examine it in context of your organization's projects and customer environment.

Participants will practice developing a social and situational "radar" that helps them read situations, interpret others' behaviors, and connect with team members and customers. They will practice techniques and gain new tools for maximizing team performance for emergent teams that come together to deliver rapid outcomes.

During the second day, self reflection exercises along with peer coaching and feedback will be used to support individual learning. We will then expand the notion of leadership to the larger organizational context and learn how to build effective networks for influencing decisions and transforming ideas to meaningful action.

We will define strategic leadership in context of every leader's work, and practice a model of leadership judgment and critical thinking to real-life project and customer situations.

### Workshop Style

This workshop can be delivered in two consecutive days but we highly recommend scheduling two one-day sessions a few weeks apart to give participants time to practice what they have learned. Participants will be encouraged to actively contribute to the scenarios, simulation(s) and discussions with their real life project and leadership experiences.

### Program Objectives

This hands-on program will help you:

- ◆ Discover the power of your own energy and emotions in affecting project and customer outcomes.
- ◆ Increase your leadership influence by connecting with project team members and with customers on an emotional and factual level.
- ◆ Build effective emergent teams.\*
- ◆ Adjust your leadership style to fit the situation and to move your team and project forward.
- ◆ Delegate effectively and empower people to do the right things right.
- ◆ Gain confidence in facilitating decision-making and having the right conversations with internal stakeholders and customers.
- ◆ Inspire everyone in your team to take ownership for the overall success of the project.
- ◆ Craft a plan for personal growth and organizational support that you can put to immediate work in your job.



\*Emergent Teams = term used to note teams of temporary nature that come together to deliver specific customer and business results within a defined timeframe, i.e., project teams and "working groups" or extended teams within a project. Often led by someone who does not have formal position authority over the team members, but must hold them accountable for deliverables and outcomes.

## About Our APP Methodology

*mScholar project management learning solutions are based on our Accelerated Project Performance (APP) methodology.*

*APP incorporates project management best practices and project leadership into a holistic approach to project success. It provides a standard process and set of related tools that integrate the technical, business and human aspects of project management.*

*With APP as a foundation, you'll increase the project management capability of your organization so that more projects can be delivered on time, within budget and with the right level of quality.*



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## Program Outline

### Session 1: Inspiring the Right Action – Self and Team

#### Making the Leadership Choice: Self Mastery

- ◆ Developing self-confidence and self-direction by discovering your leadership core
- ◆ Increasing personal adaptability by learning and applying different leadership styles
- ◆ Changing other people's behavior by changing your own reaction
- ◆ Dealing with pressures and deadlines: personal challenge and balance
- ◆ Self-reflection exercise

#### Getting People to Follow

- ◆ Leading emergent teams: a working model for getting temporary teams to perform and produce the right outcomes
- ◆ Delegating and empowering others to deliver the right results (and what to do when it doesn't work)

- ◆ Customer as a project team member – what's different and strategies for success
- ◆ Getting the most out of meetings
- ◆ Practice with real life project and customer scenarios
- ◆ Emergent team health check & leaders' toolkit
- ◆ Action plan for enhancing your capacity as a leader (homework exercise included)

### Session 2: Leading for Sustainable Success

- ◆ Improving team decisions
- ◆ Giving and receiving effective feedback
- ◆ Trust and Integrity
- ◆ Building organizational networks for getting things done
- ◆ Leading organizational change
- ◆ Real-Life Simulation Exercise

From "Leading for the Right Results"

**Emotional Intelligence (EQ) is at the core of effective leadership.**

