

YOU ARE WELCOME TO TODAY'S LUNCH AND LEARN EVENT

- Mute – During the presentation, all attendees are automatically muted in order to preserve the quality of the audio for all attendees.
- Questions – During the session, questions and comments can be submitted through the Question Box on the right side of the screen . We will try to address your questions and comments at the end of the presentation, time permitting.
- Your Host and Presenter: John Udo, PMP MSc.



TOPIC

**Attaining Project
Management
Excellence Through
Leadership**

Presented by

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PURPOSE

The purpose of this webinar is to discuss how the project manager can work toward achieving excellence in the project management efforts by practicing effective leadership skills in addition to strong management skills

SCOPE OF THE WEBINAR

- **PROJECT MANAGEMENT EXCELLENCE**
- **PROJECT MANAGEMENT SYSTEM**
- **MANAGEMENT VERSUS LEADERSHIP**
- **COMPARISON AND CONTRAST**
- **LEADERSHIP SKILLS THAT PROJECT MANAGERS MUST HAVE**
- **CONCLUSION**

Definition of Project Management

“Project Management is the discipline of initiating, planning, executing, controlling, and closing the work of a team to achieve specific goals and meet specific success criteria”

(PMBOK Guide, Sixth Edition)

What is Project Management Excellence

“Project Management Excellence is a situation whereby the quality of the project management system is extremely good and outstanding”.

(Howard Birnberg, Executive Director, Association for Project Managers)

“Project Management Excellence is improving your Project Management system to enable you achieve better client service, reduced staff turnover, high profits and improved communication”.

- Howard Birnberg,

PROJECT MANAGEMENT SYSTEM

“The entire set of processes, principles and procedures for how to complete a project, as well as the associated project management technology or software”

-Howard Birnberg

The 10 keys to Project Management Excellence

- Access to information.
- Dedication to service.
- Excellent communication skills
- Continuous improvement
- Staff development
- Roles and responsibilities
- Technical excellence
- Technology use
- Leadership skills
- Documentation excellence

The GPM Deutsche Gesellschaft für Project Excellence Model (KOMPETENZ):

Project Excellence refers to “those projects that stand out from other projects through their exceptional performance”.

Excellent projects are professional, innovative and well thought out in how the principles and methods of project management are applied.

FIVE ENABLEMENT CRITERIA FOR PROJECT MANAGEMENT EXCELLENCE

- **Leadership**
- **Objectives and Strategy**
- **People**
- **Partners and Resources**
- **Methods and Processes**

“These are considered the factors that make exceptional results not only possible, but also repeatable” (GPM Deutsche Gesellschaft für Projektmanagement e.v.)

RESULTS CRITERIA

- **Customer satisfaction**
- **People satisfaction**
- **Satisfaction of other interested parties**
- **Objectives fulfilment.**

THE PEOPLE SKILLS

The essential soft skills that the project manager must have include:

- Motivation
- Communication
- Conflict management
- Ability to build trust
- Decision making
- Organisation (i. e. self organisation, organisational awareness and organisational skills)

MANAGEMENT DEFINITIONS

“Management is the organisation and coordination of activities of a business in order to achieve defined objectives”

(The Business Dictionary)

Management Definitions by Scholars

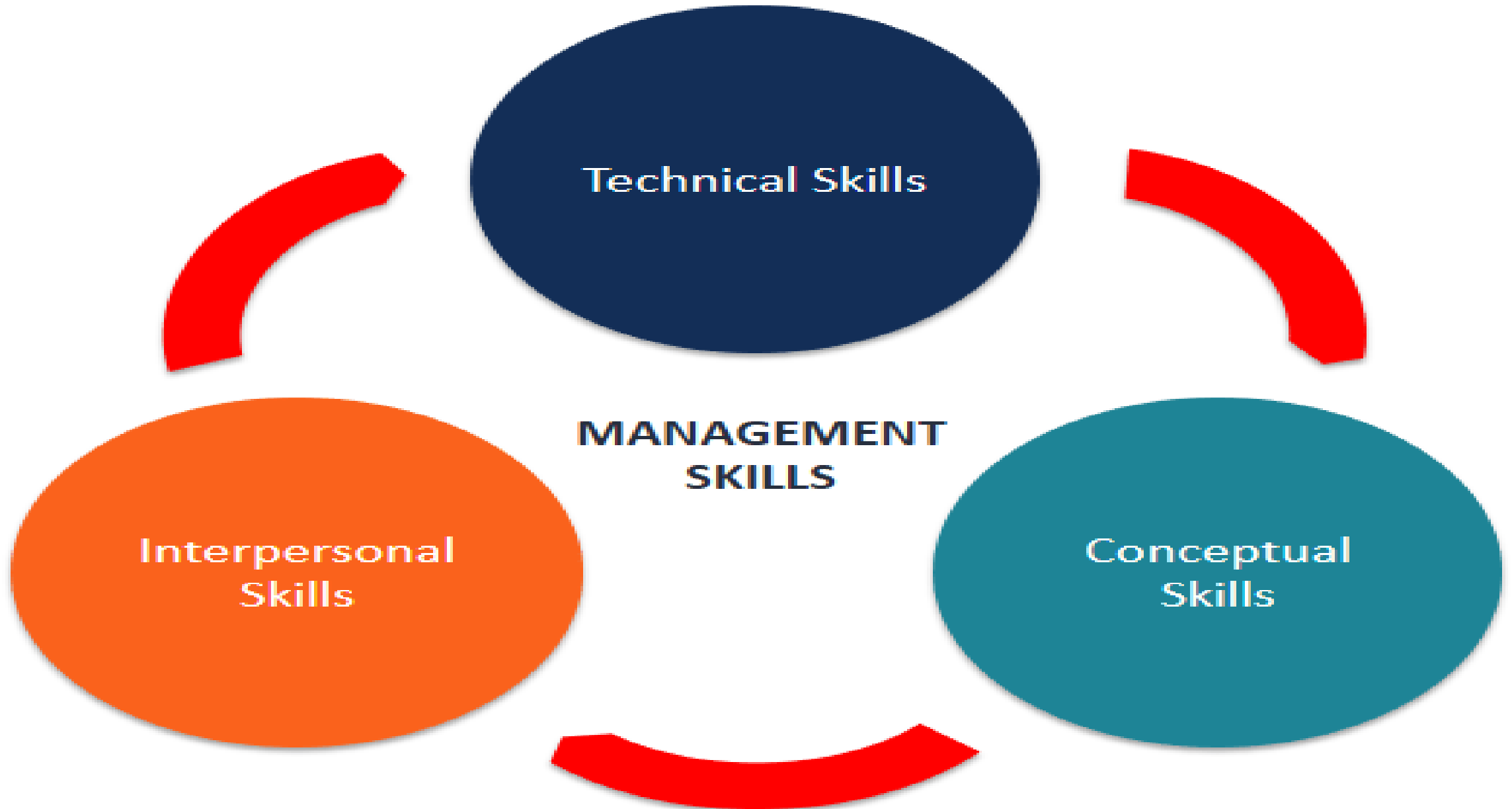
“Management consists of the interlocking functions of creating corporate policy and then organizing, planning, controlling, and directing an organization’s resources in order to achieve the objectives of the policy.”

(James A.E Stone)

“Management is the art of getting things done through people” (Mary Parker Follet).

In other words, management is the art of implementation.

Three Basic Types of Management Skills



Dictionary definition of Leadership

“Leadership is the action of leading people or an organisation, and the state or position of being a leader”

LEADERSHIP DEFINITIONS BY SCHOLARS

“Leadership is defined as the process of influencing the activities of an organized group toward goal achievement. It is the art of motivating a group of people to act towards achieving a common goal, and the leader is the inspiration and director of the action”

- Rauch & Behling (1984, p. 46)

“Leadership revolves around vision, ideas, directions, and has more to do with inspiring people as to direction and goals than with day-to-day implementation. A leader must be able to leverage more than his own capabilities. He must be capable of inspiring other people to do things without actually sitting on top of them with a checklist”.

(John Sculley)

“Leadership is the art of motivating a group of people to act towards achieving a common goal”.

(Rauch & Behling)

“The leader is the inspiration and director of the action”

- Susan Ward

- “Leadership is doing the right things,
Management is doing things right” – Bob Willard

Essential Leadership Traits

- Ability to communicate
- Ability to inspire, influence, supervise and motivate the team
- Ability to delegate responsibilities
- Ability to listen to feedback
- Strategic thinking and strategic planning
- Time management
- Flexibility to solving problems

DIFFERENCES BETWEEN LEADER AND MANAGER

- Leader influences his subordinates to achieve a specified goal, whereas a manager is a person who manages the entire organisation.
- Possesses the quality of foresightedness while a manager has the intelligence.
- Leader sets direction, but a manager plans detail.
- Manager takes decision while a leader facilitates it.

DIFFERENCES BETWEEN LEADER AND MANAGER

- Leader has followers while the manager has the employees.
- Manager avoids conflicts. On the contrary, a leader uses conflicts as assets.
- The manager uses transactional leadership style. As against this, transformational leadership style is used by the leader.
- Leaders promote change, but Managers react to the change.

DIFFERENCES BETWEEN LEADER AND MANAGER

- A leader aligns people, while a manager organizes people.
- Leader strives for doing the right things. Conversely, the manager strives for doing things right.
- The leader focuses on people while a manager focuses on the Process and Procedure.
- Leader aims at the growth and development of his team-mates while a manager aims at accomplishing the end results.

DIFFERENCES BETWEEN LEADER AND MANAGER

- Leaders give freely
- Leaders are open and transparent
- Leaders encourage others to do better
- Management is more about processes, and leadership is primarily about people and attitude.

COMPARISON TABLE

MANAGERS	LEADERS
Standardization	Innovation
Maintain	Develop
Problem Solving	Possibility Thinking
Views: Short Term	Views: Long Term

MANAGER	LEADER
Enacts Culture	Shapes Culture
Reactive	Proactive
How and When	What and Why
Doing things right	Do the right things
Plans Details	Sets Direction
Initiate	Originate
Goals/Objectives	Vision
Rules	Values

Leadership Skills of Project Management

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- The ability to share a clear vision and inspire others
- communication and interpersonal skills
- Positive attitude and enthusiasm
- Integrity
- Competence
- Cool, calm disposition

Leadership Skills of Project Management

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- Problem solver
- Team builder
- Excellent delegator (i.e. delegation of authority and responsibilities)
- Excellent decision maker

KEY TAKEAWAYS

- Project Management Excellence is attainable when the project management processes, principles, procedures, tools and techniques are properly applied.
- The Project Manager bears the sole responsibility for the successful attainment of the project objectives.
- Leadership, on the part of the project manager, has been identified as “The Number One Factor”, among other key enablement criteria for attaining project management excellence.

KEY TAKEAWAYS

- Project Managers who demonstrate competence in the key leadership skills and qualities, in addition to strong technical skills will definitely bring success to the projects they lead.
- A strong, dedicated team leader is synonymous with successful project management.
- Let us try to be those “Great Project Managers” with the Right Ingredients that can ensure PROJECT MANAGEMENT EXCELLENCE, THROUGH LEADERSHIP.

FOOD FOR THOUGHT

“You manage things, you lead people”

(Theodore Roosevelt)

“Management is efficiency in climbing the ladder of success,
Leadership determines whether the ladder is leaning against
the right wall” (Stephen R. Covey)

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END

THANK YOU ALL FOR ATTENDING

Please chat in questions and comments on the chat control panel.

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END

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