CRITICAL HUMAN SKILLS FOR PROJECT LEADERSHIP™
(A 2-day interactive workshop)

SYNOPSIS

Project Management is more to do with managing people than with managing technology. Interestingly far more projects get into difficulties on quality standards, time lines or output criteria for "human" reasons than for "technology" reasons. The "Human Skills" in technical projects are often critical to success but not always recognized or developed systematically.

Another and even better reason to focus on and develop the "Critical Human Skills" is for the potential they give for synergizing the strengths of team members and creating an atmosphere conducive to high quality output. Research shows that teams with no "Stars" but highly developed "Human Skills" are often more productive and satisfied, than teams with a lot of "Stars".

SCOPE

This program was initially designed for Software Development Project Leaders of a large banking corporation; to help them with people issues that impact their projects so critically. It has subsequently been broadened to make it applicable to any Technical Project Team.

METHODOLOGY

Using a combination of conceptual presentations and role plays, exercises and questionnaires, participants are able to develop skill sets to deal with leadership issues in creative ways that enhance their own effectiveness as well as that of their teams. They are able to understand the balance between Task and Maintenance roles and to examine their own values and skills in motivating team members.

TYPE OF INTERACTION

Highly interactive, Participative Action Learning based, with small group discussions and process presentations. Individuals learn to observe human processes in group dynamics and to initiate interventions for moving the group to "Performing".

SAMPLE MODULES

- Understanding Group Dynamics and Stages of Group Development

- Understanding the issue of Trust and Credibility and how it impacts leadership

- Understanding Motivation and how to motivate team members

- Understanding Team Roles and own strengths as a team member

- Understanding the sources of Conflict and ways of resolving them