

Project Leadership: Building High-Performance Teams - 4 Days

Course 346 Overview

- You Will Learn How To**
- Build and sustain high-performing project teams through enhanced leadership skills
 - Develop a strong team identity and empower others to act through vision and purpose
 - Foster positive and productive team communication and effectively manage conflict
 - Increase productivity by challenging your processes and motivating your people
 - Manage both internal and external influences that affect your team's performance
 - Maximize your project leadership abilities when you return to your organization

Course Benefits To ensure project success, project managers must be leaders who identify and meet team needs in order to achieve project objectives. In this course, you transition to a leader who can inspire a diverse team to work together and deliver customer success. At the end of your classroom experience, you take away a project leadership best practices handbook and a personal development plan for use back at the office.

Who Should Attend Team leads, project/program managers and anyone responsible for achieving organizational goals through teamwork. Project management experience at the level of Course 296, "Project Management: Skills for Success," or Course 340, "Project Management for Software Development," is helpful.

RealityPlus™ Throughout the course, you practice the roles of project leader and team member during an immersive case study. You develop a leadership style to build successful high-performance project teams. Experiential and PC-based activities include:

- Applying the LSM model and leadership best practices
- Distinguishing the stages of team development
- Developing team ground rules
- Maximizing team participation in delivering project outcomes
- Creating team direction and purpose
- Applying conflict style analysis with role playing to minimize project disruption
- Identifying what your project team needs to transition to high performance
- Building a personal project leadership action plan

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Course 346 Outline

Introducing Leadership Theories and Approaches

- Defining high-performing, winning teams
- Recognizing the challenges and complexities of project management
- Identifying the attitudes and actions of successful leaders
- Embracing the role of situational vs. positional leadership
- Redefining leadership with the Leadership Services Model

Assessing Your Leadership Skills Measuring yourself against the Leadership Services Model

- Exploring your motives and priorities
- Appraising your values and attitude
- Soliciting 360-degree feedback
- Working with a mentor and personal board of directors
- Examining your support network and sphere of influence

Managing your emotional intelligence

- Developing your self-awareness and social awareness
- Applying emotional intelligence to project management

Building a Team Identity and Purpose

Fostering a team state of mind

- Considering the stages of personal and team development
- Turning hard work into an enjoyable experience

Defining the future

- Clarifying and communicating your vision and goals
- Collaborating on project objectives
- Empowering others to act

Developing Productive Teams

Crafting a healthy, winning culture

- Agreeing on standards and ground rules
- Encouraging feedback and nurturing the emotional intelligence of your team
- Creating psychological safety through mutual respect and trust

Overcoming communication barriers

- Clarifying roles, responsibilities and boundaries

- Learning the language of leadership
- Turning conflict to your advantage

Optimizing Efficiency through Motivated Teams

Thinking outside of the box

- Challenging the process
- Making decisions efficiently and effectively

Examining the art and science of motivation

- Balancing personal needs with organizational goals
- Adapting leadership to individual work styles
- Building ownership through delegation
- Managing virtual, remote and global teams
- Recognizing the importance of physical space

Monitoring External and Internal Risks

Combating the dangers of outside influences

- Assessing the organization's capacity for change
- Balancing project constraints and avoiding burnout
- Managing project subjectives and office politics
- Dealing with daily distractions and disruptions

Guarding the team from itself

- Managing underperformers
- Recognizing the perils of Groupthink
- Defending the team against your own shortcomings

Sustaining High Performance

Recognizing success

- Celebrating success and failure
- Building morale
- Applying "Lessons Learned"

Reaching the next level

- Assuming responsibility and holding each other accountable
- Achieving autonomy and self-management
- Setting smart challenges
- Taking calculated risks

Building a Project Leadership

Best-Practices Toolkit

- Beginning with the end in mind: Defining your success

- Mapping the leadership services to the project life cycle and applying it to your projects
- Generating your personal leadership action plan
- Creating your customized project leadership framework and defining next steps