



*Distinctive approaches - enhanced capabilities*

# Increasing Your Perception as a Leader

PMI Adelaide – June 2015

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# The 5 Most Widely Held Myths About Leadership

- A rare ability
- Only for the charismatic
- Requires the highest title/position
- Requires control, coercion and manipulation
- Requires extensive education



# What is a Leader?

## Leadership Qualities

- Encourages risk taking
- Instills trust in a team
- Challenges team members
- Ask WHY questions
- Strives for improvement and advancement of skills
- Motivates
- Coaches

## Managerial Qualities

- Performance evaluation
- Management of promotions
- Career counseling
- Terminations
- Looks for quantitative results
- Controls resources

# PMI Talent Triangle



## Choosing a leadership style

- Should be consistent for a given project
- Must be natural for your personality
- Needs to be complimentary to the team
- May need to be modified at times based on the project situation and the personalities involved

# Acting Like A Leader

- Lead by example
- Be supportive
- Be honest
- Make decisions!
- Provide 'safe' opportunities to take risks
- Embrace diversity
- Be inspirational



# Acting Like A Leader continued...

Be willing to do things differently

- Your way is not the only way
- Support team members regardless of the outcome
- Learn from the mistakes as a team
- Get out of your comfort zone
- Trying harder, but doing the same things, rarely changes the result

# Acting Like A Leader continued...

## Team expectations of a leader

- Provide clear goals and objectives
- Remove barriers for team members
- Be a sounding board
- Communicate your expectations
- Hold team members accountable
- Contribute and/or hold back





Understand people's tendencies

- Action oriented
- Social
- Planner
- Questioner

# Taking It 'Home'

- Assessment instrument available
- Template communication plan available
- Be aware of your own tendencies
- Deal with people in their natural approach

# How To Communicate With Mindavation

**THINK ACT!** - On the back of your business card write the following letters as you see fit

- **A** – means you want to be added to our mailing list to receive our regular Newsletter and course updates .
- **C** – means you want Mindavation to contact you for some reason. We'll give you a call!
- **T** – means you want the electronic version of the Mindavation template discussed during this presentation (it's free!)