PMI Adelaide Chapter presents

Project Manager or Project Leader.

Which one are you?

Presented by

Rex Buckingham

Event sponsor

Monday 19th April 2021

Acknowledgment of the Land

- We would like to acknowledge the Kaurna People of whose land we meet on today.

- We also pay respects to their Elders past and present and extend that respect to other Aboriginal and Torrens Strait Islander people, if present, here today.

Agenda

Event open	**6.00pm**
Introductions/housekeeping	**6:05pm to 6:10pm**
Presentation	**6:10pm to 6.50pm**
Q&A	**6.50pm to 7.00pm**
Close	**7:00pm**

AnnMarie Colangelo
Director of Events

PMI Statistics

PMI Fact File

TOTAL MEMBERS
627,346
...in 214 countries and territories

PMI has 306 chartered and 7 potential chapters

CERTIFICATIONS
Total Active Holders of:

Certification	Description	Count
CAPM®	Certified Associate in Project Management	46,357
PMI-ACP®	PMI Agile Certified Practitioner	36,839
PMI-PBA®	PMI Professional in Business Analysis	4,188
PMI-RMP®	PMI Risk Management Professional	6,309
PMI-SP®	PMI Scheduling Professional	2,176
PMP®	Project Management Professional	1,038,797
PgMP®	Program Management Professional	3,002
PfMP®	Portfolio Management Professional	896

*Taken from PMIToday December 2020

Project Management Institute.
Adelaide, South Australia

Who are PMI Adelaide, SA Chapter?

- *Run by <u>volunteers</u>, we provide the means for members to meet with peers from various industries and improve their project knowledge and skills through events, special workshops, marketing, newsletter publications and an annual project management conference.*

2003
Established

20
Number of events per annum

+1700
Number of LinkedIn Members

~300
PMI Adelaide Members

~10,000
Members Across Australia

Project Management Institute.
Adelaide, South Australia

Chapter Sponsors and Partners

PMOAus.com company Brief and Upcoming Programs

William Tan

PMI® Authorized Training Partner Instructor

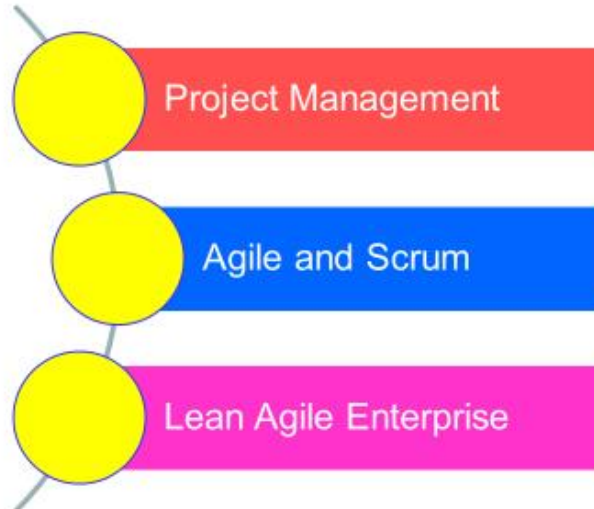PMP, PMI-ACP, CSM, PSM, SAFe® Program Consultant

Master and Bachelor of Engineering (Hon)

Our Mission is to -

Elevate Lean-Agile, Scrum, Scaling and Project Management Expertise of Organisations, Individuals and Communities in Australia and New Zealand.

Training, Coaching & Consulting

- Project Management
- Agile and Scrum
- Lean Agile Enterprise
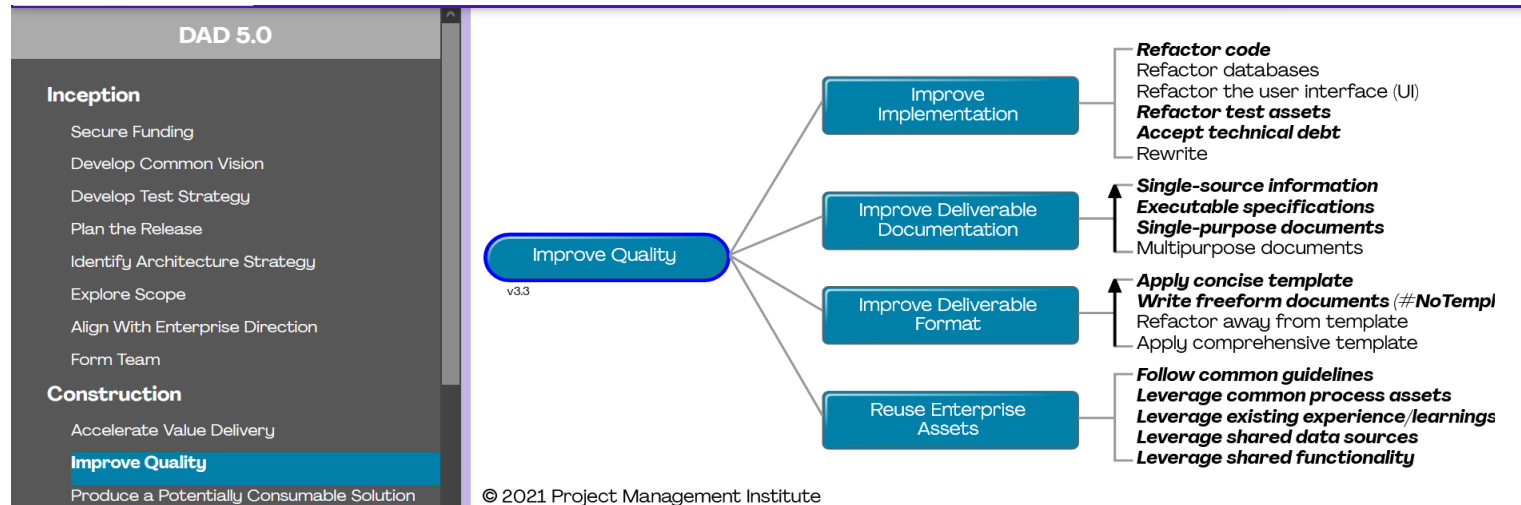
Upcoming Programs

- Disciplined Agile Scrum Master (DASM) Boot Camp
  - 2 days, 14 PDUs, 31 May - 1 Jun 2021 in Adelaide
  - Principles, guidelines and DA tool kit
  - Context counts: Choose your way of working (WoW)!

- Leading SAFe® 5.1 Boot Camp (2 days, 15 PDUs)
  - Leading enterprise business agility
- SAFe® Scrum Master (SSM) 5.0 Boot Camp (2 days, 15 PDUs)
- And more…

Thank you!

We support your Lean-Agile and Project Management journey!

Contact us for more info:

- www.pmoaus.com
- admin@pmoaus.com
- william@pmoaus.com

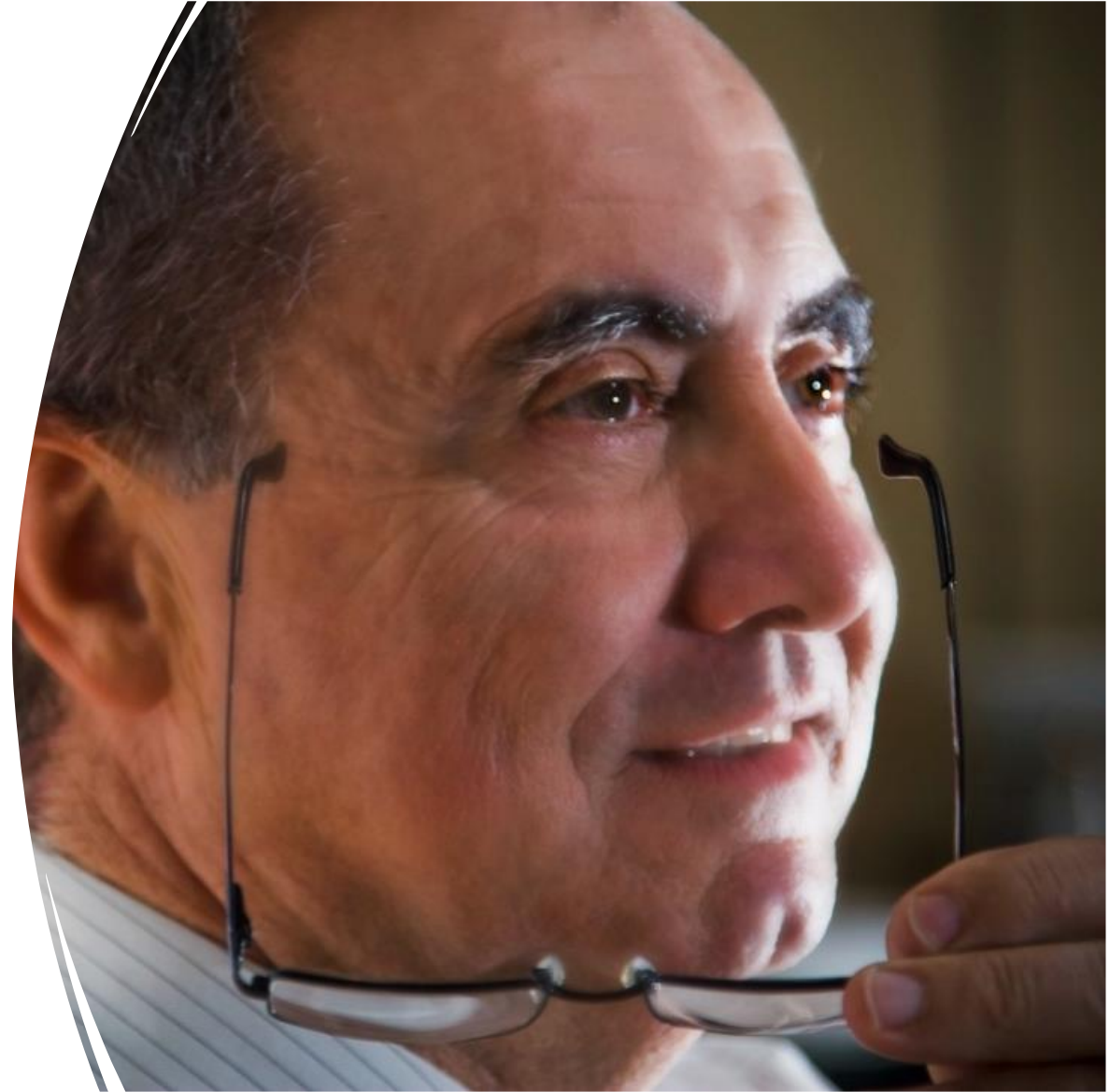Project Manager or Project Leader.
Which one are you?

Rex Buckingham

Rex at 15 had no academic qual's, a severe stutter, no accomplishments what-so-ever! In lowest overall performer category, year after year.

From his first 'job', as a result of wonderful Leadership, two grades ahead of where he left school, achieved 3rd to top.

Stutter almost completely disappeared within six weeks of starting.

People live up to or down to, *others and their own,* expectations and that is always self fulfilling!

Rex Buckingham
Principal
0407827173
www.LeadershipThinking.Academy

Leadership Behaviours, Coaching, Agility, Cultural Alignment, Change and Recruitment

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Adelaide, South Australia

Todays workshop

- What is project MANAGEMENT and what is project LEADERSHIP?

- What is their purpose in a project; how do you attach to that?

- What are the key behaviours in both these roles and why is that important? Can you be both?

- Interactive Exercise

- Discuss tools to finesse your work as a Project Manager or Project Leader

- A special offer to workshop attended guests

Techniques & Technical & Theories

- This workshop / webinar / face-to-face is definitely not about Gantt and Pert charts, about the 50/50 or even the 100% rules, neither about Earned Value, or the myriad of soft ware solutions or other technical stuff **– it's all about you and people and, people and you!**

- How you might engender an improved environment where people are not nervous to contribute, where they can feel free to disagree and have the tools and confidence not to be aggressive or emotional in doing that. Where group and preemptive think has no place.

- That is not to say you have a *'train wreck'* at all, just that things can always improve with focus

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Learning points

1. Understand the differences between Project Management and Project Leadership.

2. Better understand where you are as a Project Manager and Project Leader and ways to transition

3. Take home concepts & tools to help you be at your best as a Project Manager and Project Leader.

4. Make this 'your' presentation by participating before during and after.

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What is Project MANAGEMENT and Project LEADERSHIP?

Many books, many learnings, many clever people, much experience and yet still so many projects not achieving optimal outcomes!

PROJECT MANAGER	PROJECT LEADER
A **project manager** is a person who has the overall **responsibility** for the successful initiation, planning, design, execution, monitoring, controlling and closure of a **project**. ... The **project manager** should make sure they control risk and minimise uncertainty.	**Project leaders** are more concerned about leading people during a **project**. ... A **project leader** possesses a clear vision, is courageous, has integrity, honesty, humility and clear focus. ... **Great leaders** help people reach their goals, are not afraid to hire people that might be **better** than them and take pride in the accomplishments of those they help along the way

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Can one person be both Manager & Leader?

- Yes and no.

- Not necessarily.

- Perhaps not today but tomorrow?

- Learning point – it is YES when the individual understands that their role is to act as a facilitator not the solution.

Are you a Project Manager or Project Leader?

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You will see in these words that 'Command & Control', even 'Master Servant' orientation is present. As if there is only one person?

Interactive Exercise

Using your mobile phones, to record your entries , in no more than 3 words.

1. What are two elements in your projects that you want to improve?

2. In your next project, what should you make sure is was clear from the start?

3. What are some techniques you want to take away from today's workshop?

Tools
Concept 1 - ALALA

Ask and listen and then ask again about what you heard; listening, then ask again, *listening,* not just waiting for the person to stop talking.

Then don't respond by shooting down what you have perceived as the input.. hold back from TELLING

You are doing this to increase connection and gather real expectations – everyone counts.

Tools - Concept 2

Be aware of 'habit responses'.

This is where the individual uses a response that separates them from you, disconnects, pushes away.
This will be a practiced habit/pattern between you both and will have a preordained outcome – not Leadership
Just push past this response that you have received, be prepared with a response which is not your habit – but a positive reinforcement to the objective.

You are doing this so people are not dismissed from the process through what might seem as disinterest. People count.

Why am I using the prosthetic photo's – because it can be like getting a new arm, or brain, to get past our own habits!

Tools / Concept 3

- The law of expectation.

- "People live up to or down to our expectations"
- "People live up to or down to their own expectations"

  and that is self fulfilling

- This is where Leadership comes in; where those extra team members you thought you needed arrive, same people, just expected more of 'Developing Through Leadership Thinking Behaviours'.

People really count and it is
up to the Manager and Leader
to make sure they are
at their very best;
that's your responsibility!

Tools - Concepts 4, 5, 6

Knowing what should be done and knowing how to do it are two very different things. These tools will help!

Hold back

Hold back from negative judgment – *your negative judgement of another, points to where your Leadership is needed now.*

Hold back

Hold back from Criticism – that's hard on the person, soft on the problem

Don't hold back

<u>Don't</u> hold back from Feedback – that's soft on the person and hard on the problem.

Tools - Concepts 7

More is achieved where this no defensiveness

Where right and wrong are explored

Where good & bad are just concepts

Look to make your work environment conducive to

Intelligent Disobedience

Emotional intelligence

Beware of Intellectual intelligence – that can breed 'group and pre-emptive' think.

Edward deBono's Six Thinking Hats can help, as can a clear understanding of Maslow's Hierarchy.

Qualities/behaviours of a Leader:-
not just words but need to be observable

Aspirational quality	Current state	Actions to achieve change
Ability to actively listen		
Desire to listen and interact		
Skill to evolve a conversation		
Capacity to hold back telling		
Belief in the lower hierarchy		
Problem solve through effective questions		
Holding back on judgement		
Avoiding being defensive		
Avoiding criticism behaviours		
Engaging in positive feedback		
Encouraging Intelligent Disobedience		
Using Emotional Intelligence		
Establishing clarity		
Being a facilitator not the solution		

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The Guiding Lights
1+#=>Σ#

- I am the facilitator not the solution!

- One plus a number MUST equal greater than the sum of that number!

- **Management** is about knowing what needs to be achieved and **Leadership** is about the skills of empathy, clarity, discipline to that agreed, selflessness but not self sacrifice – a team working together, being the best they can be because everyone matters.

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Special offer to attendees to today's workshop

- As part of the purchase Rex's book, **Develop Though Leadership Thinking** , the buyer receives **1 Hour free with Rex, in person, zoom or phone as agreed.**
  This allows 'us' to focus on you and your circumstances, and translate concepts to ensure they are within your reach .

  Visit https://leadershipthinking.academy to purchase the book

- Additionally, by purchasing the "**Develop Though Leadership Thinking**" book you gain a **33.3% rebate on face-to-face time for any courses you or your team engage in.**

- *See the book as a manual, a guide, a motivator, a reference. See it as Necessary.* Grandson William was paid nothing to pose.

- Do you have more questions? Feel free to contact me via email at
  https://leadershipthinking.academy/project-management-institute-questions-answered

PMI Adelaide Chapter - Upcoming Events

Monday 31/5/21- SA Water Collaborative Contract Modelling

Monday 7/6/21- Beer and Brains Networking event

For more PMI Adelaide Chapter events visit our website - *www.pmiadelaide.org*

PMI Project Management Institute® Adelaide, South Australia

Q & A

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events@pmiadelaide.org

Thank you for attending

and

Thanks to our speaker this evening
Rex Buckingham

and tonight's event Sponsor
William Tan from pmoaus.com