

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