

Senior/Expert Leadership and Interpersonal Skills - 3 Days

Course U155 Overview

- You Will Learn How To**
- Adopt leadership traits that inspire loyalty and enthusiasm among team members
 - Distinguish the critical difference between management and leadership
 - Establish a methodology for cultivating strategic relationships with team members and stakeholders
 - Acquire an entrepreneurial mind-set to create structures and systems for accountability
 - Incorporate strategic thinking techniques to solve complex organizational issues
 - Develop awareness of federal and industry best practices to improve organizational performance
- Course Benefits** Skillful leadership traits are vital to successfully overseeing large-scale, high-visibility government programs and driving strategic missions. This course provides the leadership skills to build strong relationships and leverage the strengths of others toward the attainment of organizational goals. You gain the knowledge and skills to affect team dynamics, develop a strategy for managing stakeholders and improve organizational performance.
- Who Should Attend** Senior/Expert program and project managers, directors, sponsors and others seeking Level III FAC-P/PM certification.
- Workshop Course** Through a simulated case study, interactive discussion, self-assessment and role-play, you gain practical experience applying and refining leadership principles, techniques and best practices. Activities include:
- Evaluating complex leadership challenges
 - Recognizing management vs. leadership
 - Assessing your leadership attributes
 - Recognizing attributes of effective and ineffective teams
 - Analyzing "technical" leadership
 - Assessing stakeholder analysis
 - Employing active listening techniques
 - Leading change processes
 - Designing a model learning organization
 - Negotiating with internal stakeholders
 - Negotiating contractor claims

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Course U155 Outline

Leading the Complex Acquisitions Process

Projecting yourself as a leader

- Navigating leadership challenges throughout the acquisitions process
- Defining the science and art of program management

Differentiating between management and leadership

- Evaluating management activities
- Assessing leadership actions

Building a shared vision as a catalyst for change

- Balancing facts with emotion
- Guiding teams through leadership

Reviewing Leadership Models

Exploring modern leadership frameworks

- Identifying leadership attributes within your team
- Establishing self-awareness of your own values
- Leading with an entrepreneurial mind-set

Addressing external awareness

- Investigating local and national policies that can impact your agency
- Monitoring industry trends

Establishing an atmosphere of accountability

- Championing accountability within the government
- Steering accountability within the contracting community

Developing Your Team

Evaluating the team dynamics necessary to solve complex problems

- Describing characteristics of an effective team
- Implementing effective Integrated Product Team (IPT) structures
- Communicating with team members
- Empowering team members to proactively engage

Leading the technical community

- Identifying the behavioral qualities of technical experts
- Resolving conflicts regarding interface issues

- Managing the debate over technical soundness
- Leading the verification and validation process

Managing Stakeholders

Evaluating known/unknown stakeholders

- Mitigating difficult relationships early
- Maintaining professionalism throughout conflict

Creating your stakeholder strategy

- Evaluating strategy objectives
- Briefing the executive branch and Congress

Expanding channels of communication

- Employing active listening skills
- Encouraging outreach and regular communication

Leading Change

Adapting a process for driving cultural change

- Overcoming the political hurdles
- Leading a complex change effort
- Deploying best practices in change management
- Implementing a plan to drive performance and accountability

Sustaining change

- Evaluating progress
- Instituting regular evaluation

Steering a Learning Organization

Exploring contemporary quality initiatives

- Strengthening your organization's capability through continual learning, growing and reinvention
- Exploring the wisdom of groups

The value of information sharing

- Evaluating the benefits of seeking contrary opinions
- Converting project goals into project deliverables

Exploring modern negotiating models

- Deploying effective negotiating techniques
- Conducting principled negotiations

Implementing a Project Portfolio Strategy

Working with a multiple-project mind-set

- Transitioning from a competitive mind-set to a cooperative mind-set
- Defining the organizational objectives

The importance of financial tools

- Outlining common business tools
- Prioritizing projects to optimize goals