

## Journeyman Leadership and Interpersonal Skills - 3 Days

### Course U163 Overview

- You Will Learn How To**
- Adapt contemporary leadership models to the needs of your agency and program
  - Affect beneficial change to your program by applying the transformational leadership model
  - Align government programs to agency goals with strategic thinking, creativity and entrepreneurship
  - Develop the skills to build and sustain high-performing project teams and an acquisition workforce
  - Increase stakeholder support for your projects
  - Negotiate with contractors to increase the probability of success for your program initiatives
- Course Benefits** Managers of federal acquisition projects must be leaders who can drive change, inspire teams and manage stakeholders. Throughout this course, you learn the anatomy of high-performing project team structures, how to apply influence skills to improve the trust of internal and external stakeholders, and practice proven methods for negotiating within the acquisition environment. You also gain the skills to better align programs with agency goals and objectives.
- Who Should Attend** Project/Program managers and functional managers responsible for moderate to complex government projects. Imperative for any acquisition professional seeking a Level II FAC-P/PM certification.
- Workshop Course** Through an immersive, simulated case study, you gain practical leadership experience implementing a mid-scale project management plan. Activities include:
- Aligning projects to agency goals and objectives
  - Selecting sources
  - Building a product-based work breakdown structure
  - Building an Integrated Master Plan
  - Establishing Integrated Product Development Teams
  - Conducting use case analysis
  - Determining award fees
  - Negotiating service contracts
  - Negotiating contractor claims

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### Course U163 Outline

#### Introducing the FAC-P/PM Program

- Clarifying the FAC-P/PM initiative
- Describing acquisition reforms
- Establishing a culture of accountability
- Identifying program and career imperatives

#### Becoming a Transformational Leader to Affect Change

##### Applying governmental leadership in context

- Providing a vision
- Comparing management and leadership
- Addressing external drivers
- Leveraging team dynamics
- Projecting and communicating your values
- Navigating through the political landscape

##### Applying a successful change process to your programs

- Implementing the change process steps
- Changing individuals through effective transformational leadership

#### Aligning Your Programs to Organizational/Agency Goals

##### Applying project portfolio management techniques

- Incorporating strategic thinking to project prioritization
- Encouraging entrepreneurship
- Addressing risk
- Engaging stakeholders

#### Creating organizational objectives

- Reviewing government agency goals
- Developing goals

#### The importance of financial tools

- The pros and cons of return on investment
- Exploring net present value
- Dissecting future cash flows

#### Achieving Success through Organizational Teamwork

##### Leading high-performing teams

- Establishing urgency
- Coalition with stakeholders
- Achieving a clear vision
- Communicating vision and strategy
- Turning strategy into action
- Communicating short-term wins across the organization
- Consolidating documents
- Working within your organization's culture

#### Improving organizations and teams

- Analyzing organizational frameworks
- Establishing Integrated Product Development Teams (IPDT)

#### Developing the acquisition workforce

- Coaching for desired performance
- Evaluating employees through the appraisal process

#### Influencing Stakeholders

##### Increasing project support

- Determining desired outcomes
- Applying influence techniques

#### The power of influencing strategies

- Applying active listening and logic
- Relying on personal appeal
- Leveraging assertiveness and bargaining

#### Negotiating for Results

##### Applying the Negotiating Framework

- Determining interests vs. positions
- Comparing relationships and desired outcomes

##### Applying game theory

- Analyzing "The prisoner's dilemma"
- Analyzing "Playing Chicken"
- Establishing a culture of fairness

#### Determining the Best Alternative to a Negotiated Agreement (BATNA)

- Applying BATNA
- Defining the zone of possible agreement

#### Leading Negotiations

- Negotiating claims
- The Truth in Negotiation Act