

# Leading Project Teams

## Learn to Lead in Hades

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### Introduction

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Courage has been defined as grace under pressure. Leading projects requires much grace. Leaders: are the example. Leaders preach opportunities, create better ways, remove barriers, and celebrate victories. Leaders influence by their being, by what they do, and by how they do it. Projects are a tough environment: deadlines, late deliveries, poor performance, incomplete communication, emotional strain, dishonesty, personal agendas, and blame. All human frailties permeate the project world.

Leaders see the vision, paint the vision, imprint the vision on the hearts of the project team.

Leaders do not accept the status quo – they seek a better way. Relentless improvement and the search for excellence are marks of true leaders. They encourage and reward risk taking – and they protect those at risk.

Leaders give the glory to the team – again and again.

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**Leadership is the key to extraordinary project success.**

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Learn in a simulated environment with real team members how you lead and how to lead better. See yourself react to the stress of deadlines, incomplete communication, and emotional strain. Receive feedback from your team members on what you do and how to do it better.

### Learning Outcomes

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Understand the role of leadership in the Project Environment using the Project System and Project Leadership.

Write the values and behaviors of project leaders in preaching opportunities and revealing the mountain top; equipping others for their work and responsibilities; always questioning the way things are and generating better approaches; providing position, permission, power, and protection so others can act; and celebrating success in a thousand ways.

Leadership is the art of communicating: asking for excellence, preaching the possibilities, living the example, empowering and protecting other's actions; and recognizing all contribution.

Leadership surrounds the project system. Examine how communication, values, vision, culture, recognition, rewards permeate all nooks and crannies of a project.

### Learning Objectives

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- ◆ Understand the thousand ways leadership surrounds and permeates the project system.
- ◆ Value the importance of leading.
- ◆ Differentiate leading from managing.
- ◆ Realize the importance of intentional communication.
- ◆ Learn to lead by communicating at all times in many channels.

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- ◆ Maintain relationships – they make or break projects.
- ◆ Experience the fragility of team work.
- ◆ Use the skills of leadership – visioning, enabling, ever improving, and instilling courage.
- ◆ Be a team of project leaders – richly add value through personal leadership.

### Outline

Time	Duration	Activity	Outcome
8:00	30 minutes	Introduce workshop	Introduce People, Instructors, Workshop.
8:30	75 minutes	Exercise One Examples of Leaders	Participants will recall an experience of a leader. Give examples of good, bad, and ugly leaders and leadership found in the project environment.
9:45	10 minutes	Break	
9:55	50 minutes	Exercise Two Vision	Leaders instill a vision of the project product, the project process, and the project measures of success. Participants write visions statements for their projects.
10:45	75 minutes	Exercise Three Enable Role Play	Leaders enable teams by removing road blocks, bottlenecks, productivity reducers Participants discuss the value of project teams, what are the inhibitors of team work, how to remove these deductions. As a leader of a project team on a specific project, create methods to increase team work and to eliminate the production inhibitors. Conduct a Role Play
12:00	60 minutes	LUNCH	
1:00	90 minutes	Exercise Four Simulation Improve	Participants discuss examples of process improvement in their project environment. They create compelling reasons for improving the product, the project, the project process.. They then relate how they will stress improvement in their next project. <b>Experience the impact of leadership on the project system</b>
2:30	10 minutes	Break	
2:40	75 minutes	Exercise Five Instill	Participants will recall vivid examples of instilling courage and celebrating success. Learn how to risk being all that a leader can be.
3:55	45 minutes	Exercise Seven	Each team member will write commitments for their personal change to lead the next project team.
4:40	20 minutes	Closure	Certificates

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### Leading Souls – the spirit

	<b>Purpose Why?</b>	<b>Process How?</b>	<b>Results What?</b>	<b>People Who?</b>
<i>Mission</i>	<i>Imprint the Vision</i>	<i>Enable Teams to Act</i>	<i>Ever Improve Success</i>	<i>Instill Courage</i>
<i>Planning</i>	<i>See the Possible</i>	<i>See the Potential</i>	<i>Value Learning</i>	<i>Be the Model</i>
<i>Executing</i>	<i>Paint the Picture</i>	<i>Risk Action</i>	<i>Challenge the Quality</i>	<i>Celebrate Victory</i>
<i>Controlling</i>	<i>Assess Understanding</i>	<i>Search for Limits</i>	<i>Measure Improvement</i>	<i>Assess Risk Taking</i>