



Team Leadership for Project Managers

BASIC INFORMATION

Course Title: Team Leadership for Project Managers

Course Duration: 2 Days (1 day of training, second day comprises individual skill assessment and feedback)

Audience: Project Managers

PDUs: 14

Prerequisites: CA-PMM Boot Camp for Project Managers or CA-PMM Express Training for Project Managers or equivalent

WORKSHOP DESCRIPTION

Project Managers face a complex challenge in launching and guiding a project team to a successful conclusion. This workshop introduces a team effectiveness framework and provides PMs with a physical toolkit of diagnostics, action ideas and research to lead the project team to success.

PMs will acquire tools, techniques and skills that enable them to (1) develop and drive team direction and goals, (2) ensure the team is resourced with the right expertise and experience as the project progresses, (3) establish and maintain clear roles, processes and project structure, and (4) develop camaraderie, pride and a high-performance team ethic. PMs will also take away coaching skills and best practices. This workshop emphasizes the people side of team leadership and complements technical training around project planning and execution.

On the second day, each participant returns for a 45-minute individual skill demonstration with the facilitator. In this one-on-one session, the participant demonstrates key skills acquired and then receives targeted feedback from the facilitator. This unique format results in much higher retention of the training material, ensuring a solid return on investment for the course and the individual PM.

GOALS

- Organize and focus your efforts as a team leader to ensure project team success and pride
- Acquire skills and tools to lead and manage each domain of project team effectiveness
- Develop coaching skills to ensure maximum contribution from each project team member throughout the life of each

project

OBJECTIVES

Each attendee will:

- Recognize the critical importance of a holistic approach to project team leadership, i.e. both the technical and human aspects
- Be able to focus leadership actions in the appropriate domain of project team effectiveness by learning how to:
 - Clarify and re-communicate the project team's charter, adapting it over time as necessary
 - Know when to re-focus the team on the charter to drive coordinated action across deliverables and tasks
 - Analyze skill/experience needs and staff the project for success
 - Work with the team to develop the right roles, processes and work structures
 - Develop operating principles and norms that drive high-performance, camaraderie and mutual support during the project
- Build capability in coaching by learning how to:
 - Understand each project team members motivation, work style and communication needs
 - Use questions to drive the coaching process, ensuring each individual owns their own development and performance
 - Give constructive project performance feedback with a coaching mindset
- Receive individual feedback for improvement in key areas of team leadership as a project manager.