

PMI Chicagoland
January 8, 2020

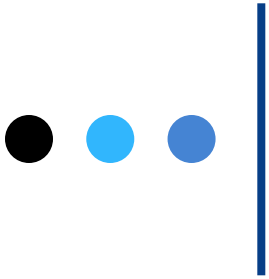
New Year, New You: Project Manager Reset

Presented by:
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Of



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Reset



Action word

“to start (something) anew: to refresh (something) by making a new start or creating a new version”

Source: Merriam Webster Dictionary

New Year, New You: Project Manager Reset

Self-Awareness



New Year, New You: Project Manager Reset

Blind spots

“unrecognized weakness or threat that has the potential to undermine a leader’s success”

Robert Shaw, Author Leadership Blindspots



Most Common Project Manager Blind Spots

Lack of effective communication

“The effectiveness of communication is not defined by the communication but by the response”

Milton Erikson



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Understanding barriers to communication



Most Common Project Manager Blind Spots

Using vague language

- ✓ Sometimes
- ✓ Often
- ✓ Frequently
- ✓ A few
- ✓ Several
- ✓ When you get a chance
- ✓
- ✓

vague

Not clearly expressed; stated in indefinite terms..
Not having a precise meaning.. Not clearly defined,
grasped, or understood; indistinct; slight.

Most Common Project Manager Blind Spots

Being a Mr./Ms. know it all

Listen intently and remove personal “filters”



Most Common Project Manager Blind Spots

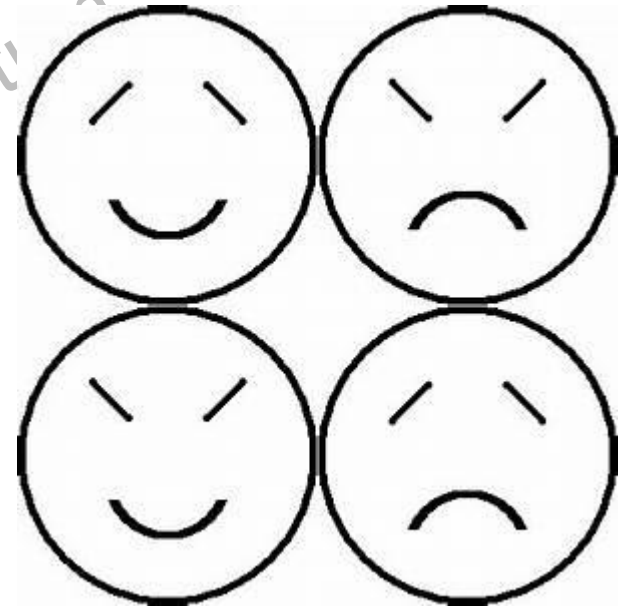
Temperament

Approachability

Mood

Intensity

Adaptability



Most Common Project Manager Blind Spots

Not seeing things clearly/accurately

- ✓ How else can I look at this?
- ✓ What am I missing?
- ✓ How is s/he seeing this?
- ✓ Why do they ... ?
- ✓ What does s/he need?
- ✓ How am I feeling right now?
- ✓ What can I learn from this?
- ✓ What is best to do now? Fight fire with fire?



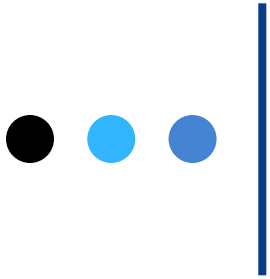
Most Common Project Manager Blind Spots

Getting caught up in negativity, blame, complaining

✓ 1:3 rule

✓ Turn complaints into requests





New Year, New You: Project Manager Reset



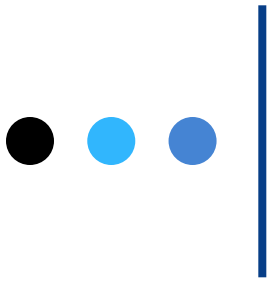
Complaint: A statement of displeasure, annoyance, pain, etc. that tends to produce defensiveness, confrontation or continued frustration

Request: A statement of a desired result that is specific, actionable



Differences Between A Leader And A Non Leader

<u>Leader</u>	<u>Non Leader</u>
<ul style="list-style-type: none">✓ Focuses on fixing the problem✓ Knows the “main thing” and eliminates confusion✓ Always reaches for improvement✓ Develops him/herself and others✓ Confronts and handles problems✓ Embraces, makes change positive✓ Flexible✓ Collaborator✓ Never settles for mediocrity✓ Recognizes increase in responsibility & loss of some “rights” & freedoms✓	<ul style="list-style-type: none">✓ Focuses on who or what to blame✓ Isn’t always able to eliminate confusion and often adds to the confusion✓ Can become complacent✓ Develops him/herself✓ Can avoid and disregard problems✓ Likes the status quo✓ Rigid✓ Can be more of a dictator or democratic ruler✓ Often settles for mediocrity✓ Recognizes increase in responsibility✓



Leaders Give Up Past “RIGHTS”

Leaders give up the right to:

- Join employee “pity parties”
- Blame
- Focus on the past
- NOT have a solid, positive working relationship with their boss, coworkers, teammates – NO MATTER WHAT
- Let circumstances dictate actions
- NOT guard their integrity
- NOT fail
-
-



Leaders Give Up Past “RIGHTS”

... Continued



- Right to lower the minimum acceptable performance by allowing people who are “falling” stars to stay on the team

20%	Super Stars
50%	Middle Stars
30%	Falling Stars

New Year, New You: Project Manager Reset

Virtually EVERYTHING we think and do is influenced by whether we are ...

Open minded?

Close minded?

Solutions focused?

Blame focused?

Learner?



Judger?



New Year, New You: Project Manager Reset

Are you open minded or closed minded?

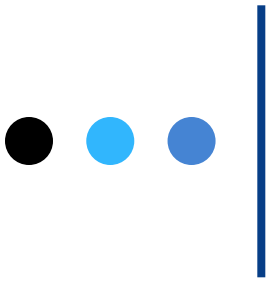
Are you solutions focused or blame focused?

Are you a question person or an answer person?

Are you a judger or an learner?

Are you willing to reset or do you want to keep
“hoping” for different results?





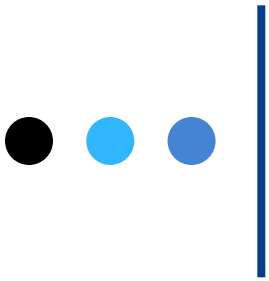
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New Year, New You: Project Manager Reset

Change how you communicate

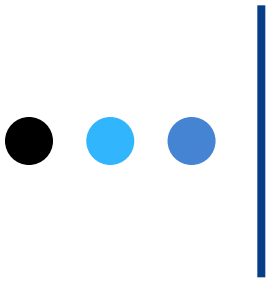
Stop being a Know-it-all

Watch your temperament? (Approachability, Mood, Intensity, Adaptability)

See things clearly/accurately

Stop negativity, blame, complaining





THANK YOU

Thank **YOU** for allowing me the privilege of spending this time with you.

It has certainly been my pleasure!

Please do not hesitate to call me if I can be of assistance to you, your company or other professional associations to which you belong in delivering soft skills training, coaching or the development and implementation of strategy.

*Please feel free to connect
with me on LinkedIn*



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