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**Align strategy, tactics, and operations to  
achieve excellent results.**

**Integrate systems, resources, and processes  
for consistency of results.**

**Nurture innovation and perpetual**

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in projects: management, consulting, process  
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Engineers and Ford Motor Company adopted our  
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Channel Entertainment, FedEx Logistics, Tenth  
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Special Olympics.*

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PETERS & company  
Project Management and Engineering Inc.  
70 North Main Street  
Zionsville, Indiana 46077-1546  
Phone 1.888.873.0086 or 317.873.0086  
Fax 317.873.0052  
[www.projectleader.com](http://www.projectleader.com) ✦ [petco@projectleader.com](mailto:petco@projectleader.com)

ProjectLEADER® Training ✦ ProjectMAGIC® Consulting ✦ ProjectMAN® Simulations

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# Learning to Lead Projects

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**ProjectLEADER®**

# LEARNING TO LEAD PROJECTS

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,

Leadership is the key to extraordinary project success

dishonesty, personal agendas, and blame. All human frailties permeate the project world.

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.

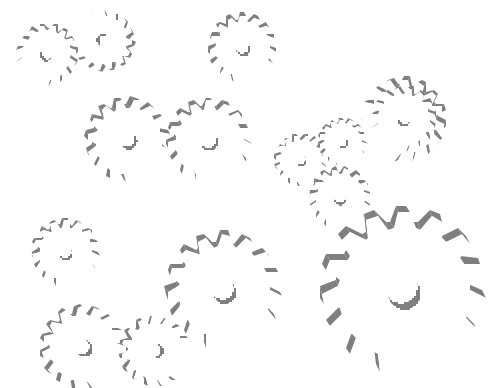
## PRACTICAL LEADERSHIP – LEADING PEOPLE AND TEAMS

THE LEADERSHIP WORKSHOP FOR EXCEPTIONAL PERFORMANCE

Many times, ‘hooting and hollering’ until something happens becomes the acceptable standard for leadership. Learn your leadership style. Learn other styles of influencing people. Learn to reach people at their maturity level to get things done. Get the just formed project team geared up to deliver the required results. Identify the readiness level of an apprentice, a newly minted mechanic, a skilled mechanic, or master mechanic. Be ready to adjust leadership methods as circumstances and tasks change. Understand what makes each team member tick. Reach out and get everyone moving in the right direction, at the right speed, doing the right things.

Practical Leadership puts people on the road to project success.

Most leaders know the value of knowing themselves. To improve success and ensure lasting performance change, leaders must first know the readiness levels of their people and, second, adjust their leadership style to influence them. Learn to diagnose the readiness levels of followers. Then learn to use a host of combinations of supporting behaviors and task behaviors to influence performance and get the required results.



## PRACTICAL LEADERSHIP – LEADING PEOPLE AND TEAMS LEARNING OUTCOMES

- Know and understand leadership theory and the responsibilities of leading.
- Identify your personal preferred leadership style.
- Diagnose the readiness level of people and teams.
- Know the power of employing other leadership styles.
- Be able to use different leadership styles at the right time in the right way.
- Improve project performance throughout the organization.

## DEVELOPMENTAL LEADERSHIP – MENTORING PEOPLE AND TEAMS

THE LEADERSHIP WORKSHOP FOR RAPID GROWTH

Build incredible project teams by mentoring. Develop a mentoring approach that enhances project team results and improves individual performance. Practice mentoring skills of teaching, coaching, and counseling. Identify the project leader core competencies underlying the desired performance. Increase the eleven core competencies in the practice of project leadership. Recognize and diagnose project management performance for project teams and individuals. Locate the performance variance in progress, the project process, or in results.

Mentoring grows project management skills.

Mentoring enhances specific project management skills of all people in a targeted organization. At the same time, grow mentoring skills of a group of six-to-eight individuals. Mentoring includes helping individuals, project teams, and the organization grow in project performance. Half-day workshops train the mentors and improve project management skill sets. The mentors are responsible to continue enhancing project management performance.

## DEVELOPMENTAL LEADERSHIP – MENTORING PEOPLE AND TEAMS LEARNING OUTCOMES

- People become skilled project managers in less time.
- Experienced project managers hone their skills and become more effective leaders.
- The organization finds and improves the five per cent of activities that will improve fifty per cent of the project delivery process.
- Project managers become skilled at helping others grow.
- Project managers become skilled at helping project teams and the project organization grow.
- Project managers teach, coach, counsel, and confront to develop exceptional people and teams.
- The organization delivers more projects in less time with increased client satisfaction.

## LEARNING TO LEAD IN HADES<sup>K</sup>

THE LEADERSHIP WORKSHOP FOR INCREDIBLE RESULTS

Project Leaders see the vision, paint the vision, imprint the vision on the hearts of the project team. They do not accept the status quo – they seek a better way! Relentless improvement and the search for excellence are marks of true leaders. Leaders encourage and reward risk taking – and they protect those at risk. Project Leaders give the glory to the project team – again and again!!!

Leadership permeates the project system. Learn to embed communication, values, vision, culture, recognition, and rewards in all nooks and crannies of a project.

Project leaders are the message of excellence.

*Project Leaders:*

- Internalize the values and behaviors of excellence.
- Preach opportunities and reveal the mountaintop.
- Equip teams for their work and responsibilities.
- Improve project process by always questioning the way things are and seek better approaches.
- Provide position, permission, power, and protection so others can act.
- Celebrate success in a thousand creative ways.

Leadership is the art of communicating. Leaders ask for excellence, preach possibilities, live the example, empower and protect others’ actions, and recognize each contribution to project success.

## LEARNING TO LEAD IN HADES<sup>K</sup> LEARNING OUTCOMES

- Value the importance of leading.
- Differentiate leading from managing.
- Realize the importance of intentional communication.
- Learn to communicate at all times in many channels.
- Imprint the vision.
- Enable teams.
- Improve systems and processes.
- Celebrate success!
- Ensure quality in the leadership permeating the project and its organization.