

Transformational Leadership & Project Management

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March 18, 2014



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Building Professionalism and Excellence in Project Managers

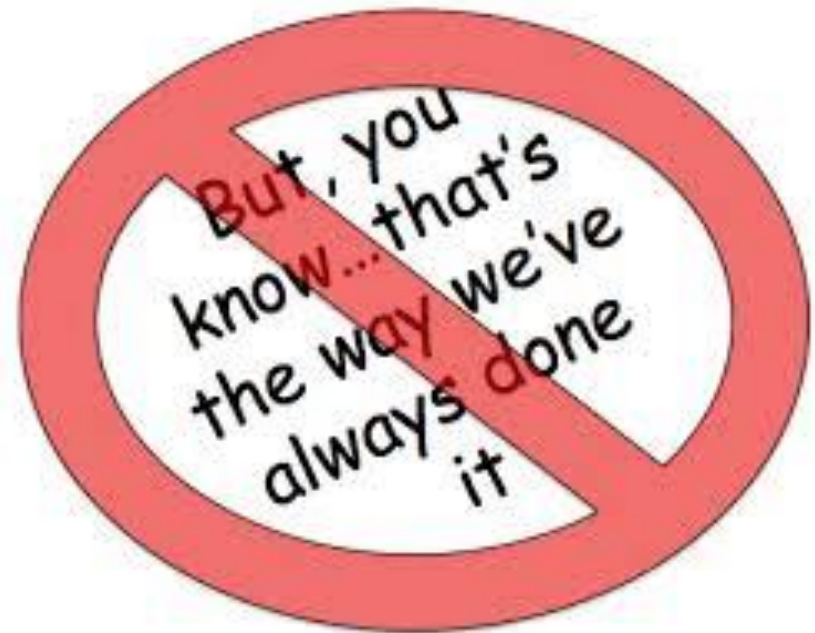
Define
Real Life Examples
Apply

Who is an Outstanding Leader?



What words would you use to describe an outstanding leader?

Transactional Leadership



Transactional Leadership



Transactional Leadership



Transformational Leadership



A Transformational Leader is one who

- Is change oriented
- Motivates others to perform beyond expectations
- Commits to a vision/shared goals
- Solves complex problems



A Transformational Leader is one who



- Displays...
 - Authentic integrity
 - Inspires trust
 - Models moral behavior, ethics
- Is respected and trusted by “followers”

4 I's

- Idealized Influence
- Inspirational Motivation
- Intellectual Stimulation
- Individualized Consideration



– Behaviors

- Talks about values, beliefs, purpose
- Collective mission and trust
- Generates alignment

– Attributes

- Sets aside self interest for the groups needs
- Instills pride and respect
- Perceived as trustworthy and a role model



Idealized Influence



- Articulates a vision
 - A new, desirable future state
- Speaks with optimism and enthusiasm
- Communicates high expectations
- Expresses complex ideas in simple ways



- Re-examines assumptions
 - Gets others to look at problems in new ways
- Seeks different perspectives
 - Encourages non-traditional thinking
 - Appeal to follower's intellectual curiosity



- Listens and coaches
- Recognizes differing needs, abilities, & aspirations
- Helps others develop & reach full potential
- Truly cares about others



- ✓ Idealized Influence
- ✓ Inspirational Motivation
- ✓ Intellectual Stimulation
- ✓ Individualized Consideration



“Good leaders do inspire confidence in themselves...

but a truly great leader inspires confidence within the people they lead to exceed their normal performance level.”

Idealized Influence & PM

- Admired, respected, and trusted
- Persistent and determined
- Willing to take risks
- Shows high moral and ethical behavior



Inspirational Motivation & PM

- Gives meaning to followers' work
- Arouses team spirit
- Illustrates attractive future state
- Clearly communicates expectations



Intellectual Stimulation & PM

- Stimulates followers to be innovative by
 - Questioning assumptions
 - Reframing problems
 - Approaching old problems in new ways
 - Not tolerating public criticism of follower mistakes
 - Encouraging followers to try new approaches



Individualized Consideration & PM

- Acts as coach and mentor
- Supports new learning opportunities
- Accepts individual differences
- Sees followers as whole human beings





**Is there a match:
your outstanding leader qualities and TL?**

New Ideas?



Thank You!



Project Management Training

- Fundamentals – in classroom and online
- Simulations
- Risk Management
- Agile
- Online assessments
- Project Management
- Risk Management
- Communication Skills
- Leadership and Management Skills
- Extensive work with government agencies

Idealized Influence

- Serve as a role model for followers
- Admired, respected, trusted
- Seen by followers as persistent and determined
- Willing to take risks
- Can be counted on to do the right thing
- Demonstrate high standards and ethical moral conduct

Inspirational Motivation

- Give meaning to followers' work
- Arouse team spirit
- Demonstrate enthusiasm and optimism
- Illustrate attractive future state
- Clearly communicate expectations that followers want to meet
- Committed to goals and shared vision

Intellectual Stimulation

- Stimulate followers to be innovative and creative by questioning assumptions, reframing problems, approaching old situations in new ways
- No public criticism for mistakes
- Followers included in addressing problems through new and creative solutions
- Followers encouraged to try new approaches
- Sees problems from many different angles and encourages other to do so as well

Individualized Consideration

- Pay attention to follower needs for achievement and growth
- Act as coach and mentor
- Support new learning opportunities by building a supportive climate for growth
- Accept individual differences
- Sees followers as whole human beings rather than just employees
- Uses delegation to enhance follower skills
- Monitor performance to see if followers need additional direction/support