



PMINJ 2011 Annual Symposium

Deliver with WOW!!

May 2, 2011

A Sixth Sense for Project Management®

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Change Successfully



How It All Started ... Filling A “Blind Spot”

A Sixth Sense for Project Management®



Managing A Project Includes ...

Identifying Requirements

Addressing the various ***needs, concerns, and expectations of the stakeholders*** as the project is planned and carried out

Balancing the competing project constraints including, but not limited to: scope, quality, schedule, budget, resources, risk

Source: PMBOK 4.0 Section 1.3, registered trademark of PMI





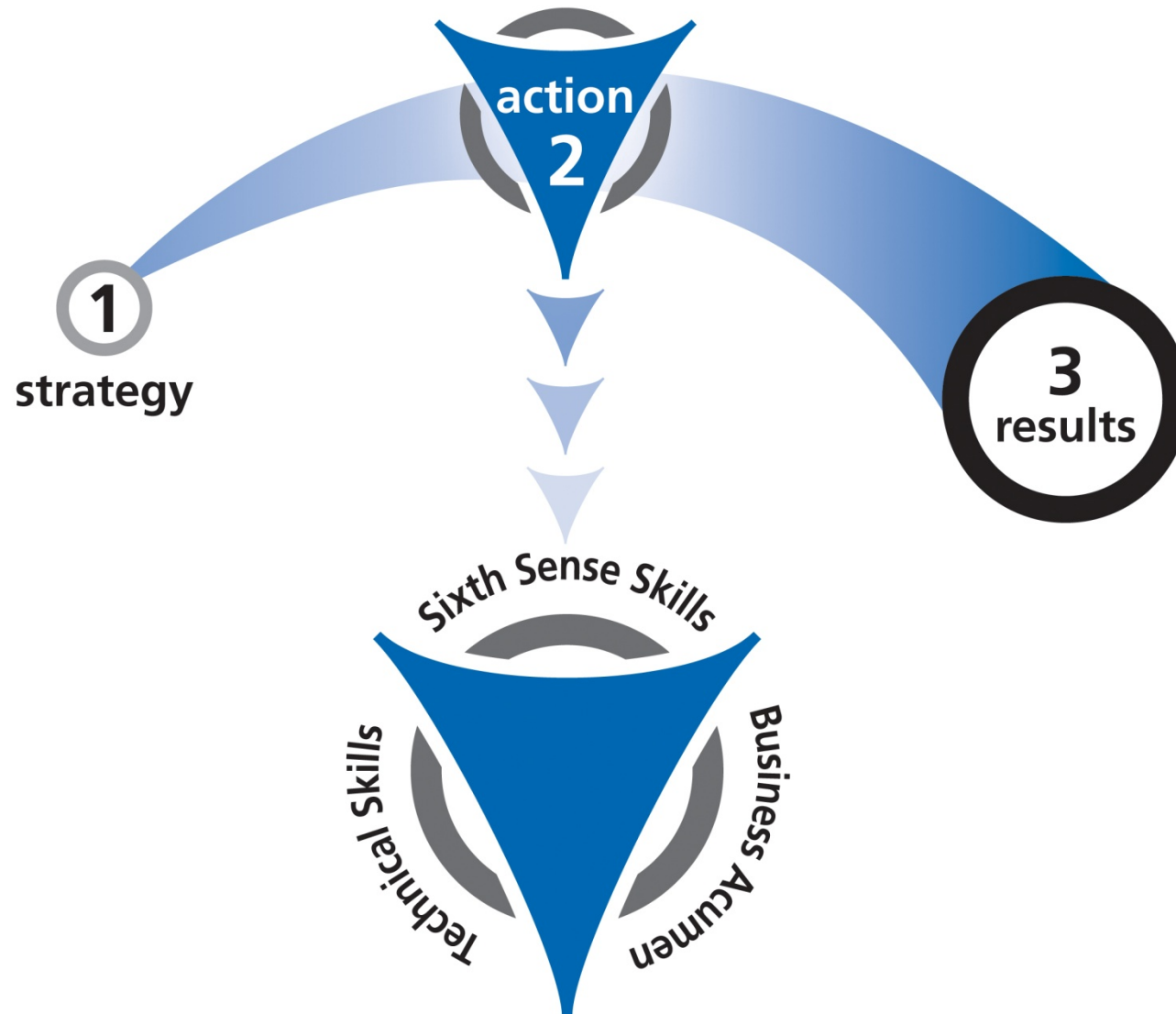
Managing a project is about results

After projects are completed, ultimate satisfaction of stakeholders is determined by whether the project has delivered the desired results .. Not cost and schedule performance

-Multiple Determinants of Project Success and Failure by Baker, Fisher, and Murphy, 1974



A Balanced Approach



Sources of Project Failure (partial list)

Planning and Initiating

- Lack of business ownership and accountability
- Insufficient or non-existent approval process
- Poor definition of project scope and objectives
- Unclear or unconvincing business case

Stakeholder Management & Team

- Insufficient attention to stakeholders, their needs and expectations
- Lack of senior management/executive support
- Inadequate visibility of project status
- Denial adopted in preference to hard truths
- People not dedicated to project; trying to balance too many priorities
- Project team members lack experience and required skills
- Team lacks authority or decision making ability

Source: compilation of research from Standish Group (CHAOS report), Gartner Group and RC research



Roeder Consulting Webinar Data: Project Managers Must Work Through Others



“Roeder Consulting, a Cleveland-based training firm, offers a free, live webinar each month on topics such as goal-setting and effective leadership.”



A poll of our global webinar audience showed 76% of respondents did not have ANY project stakeholders reporting directly to them



2011, Sixth Sense Most Important

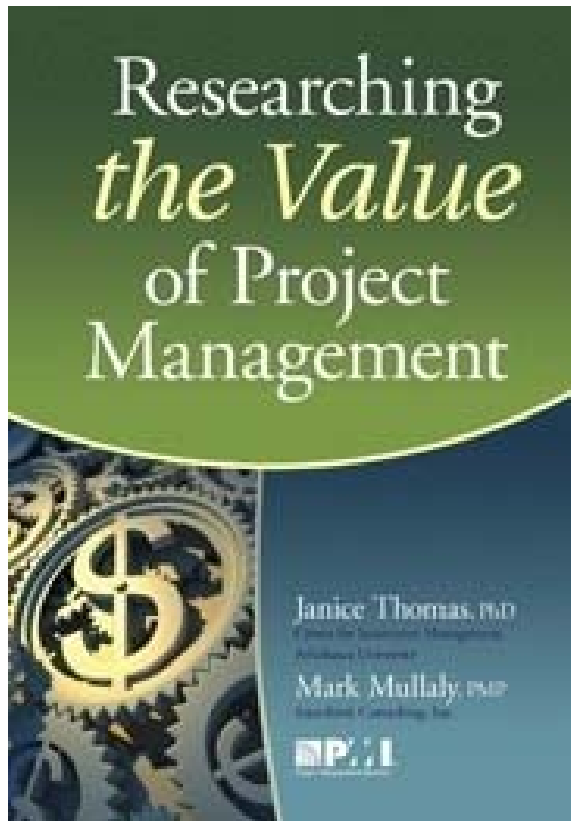


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Competency	“Important” and “Extremely Important”
Leadership	94.8
Ability to communicate at multiple levels	93.5
Verbal Skills	87.2
Written Skills	87.1
Attitude	85.3
Ability to deal with ambiguity and change	82.9
Work history	68.9
...	
PMP® Certification	15.4



2007, Sixth Sense Most Important



Research shows that Project Management, as a profession, delivers more value when ...

- *"Implementation ... is most relevant for the organization"*
- *Firms conduct more training than average on leadership, people skills*



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1987, Sixth Sense Most Important

“The primary problems of project managers are not technical but human.”

President of the U.S



One gallon of gas cost

89 cents

Stock market notables

↓ 22.6% on October 19

Top pop song

Walk like an Egyptian

Born

Tim Tebow, Maria Sharapova, Hilary Duff
(Justin Bieber?)

Quote Source: *What it takes to be a good project manager*, Barry Z. Posner, 1987

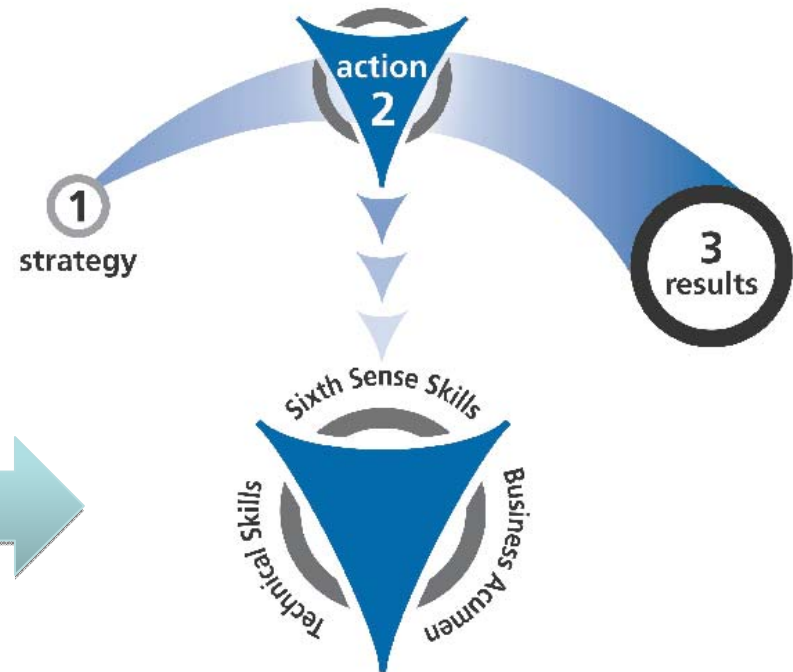
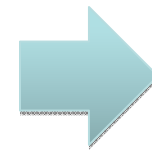
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PMBOK® Appendix G

“Effective project managers acquire a balance of

technical, interpersonal, and conceptual skills

that help them analyze situations and interact appropriately. “



Flip Conventional Wisdom – It's About The People Skills First



People Management Professional



A New Era In Project Management

- Many Projects Fail
- Lack Of Sixth Sense Is A Key Reason
- 40 Years Of Project Management Doctrine Offers Little On Sixth Sense Skills
- Project Success Calls For A Balanced Approach That Includes...

A Sixth Sense for Project Management®



Questions & Comments

A Sixth Sense for Project Management®



Six Disciplines Begin In a Moment ...



A Two-Year Effort Led To The Six Disciplines

Roeder Consulting ...

- Sponsored project manager surveys and discussions
- Studied scientific research and related articles
- Attended conferences - scientific and project management
- Captured expertise within the experienced Roeder Team
- Worked with various additional Subject Matter Experts

Research Was Synthesized Into The Six Disciplines:





AWARENESS

Tune Your Radar To
People and Situations

first discipline





WHOLE BODY DECISIONS™

Use Your Brain, Heart and
Gut To Make Great
Decisions
second discipline











ADAPTABILITY

Adapt but don't Break, be a
Chameleon With A Core™

fourth discipline



Sixth Sense Disciplines

	AWARENESS	Tune Your Radar To People and Situations
	WHOLE BODY DECISIONS™	Use Your Brain, Heart and Gut To Make Great Decisions
	CLEAR COMMUNICATION	Communicate Straightforward Thoughts, Words and Images
	ADAPTABILITY	Adapt but don't Break, be a <i>Chameleon With A Core™</i>
	DIPLOMACY	Unearth Common Ground and Negotiate Solutions
	PERSISTENCE	Melt Obstacles and Visualize Success



A Sixth Sense For Project Management® Is About More Than Projects

Human Resource
Executive Online®



ILLINOIS
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

everyday HEALTH ™ TODAY'S THE DAY



Executives Perform Better



- New Research: Executives must be self-aware and in tune to succeed ... being a “tough guy” does not correlate to results
- Awareness and Diplomacy Disciplines



Communication is Enhanced



- Professor Northcutt found technology is not always best tool for communication
- Clear Communication Discipline



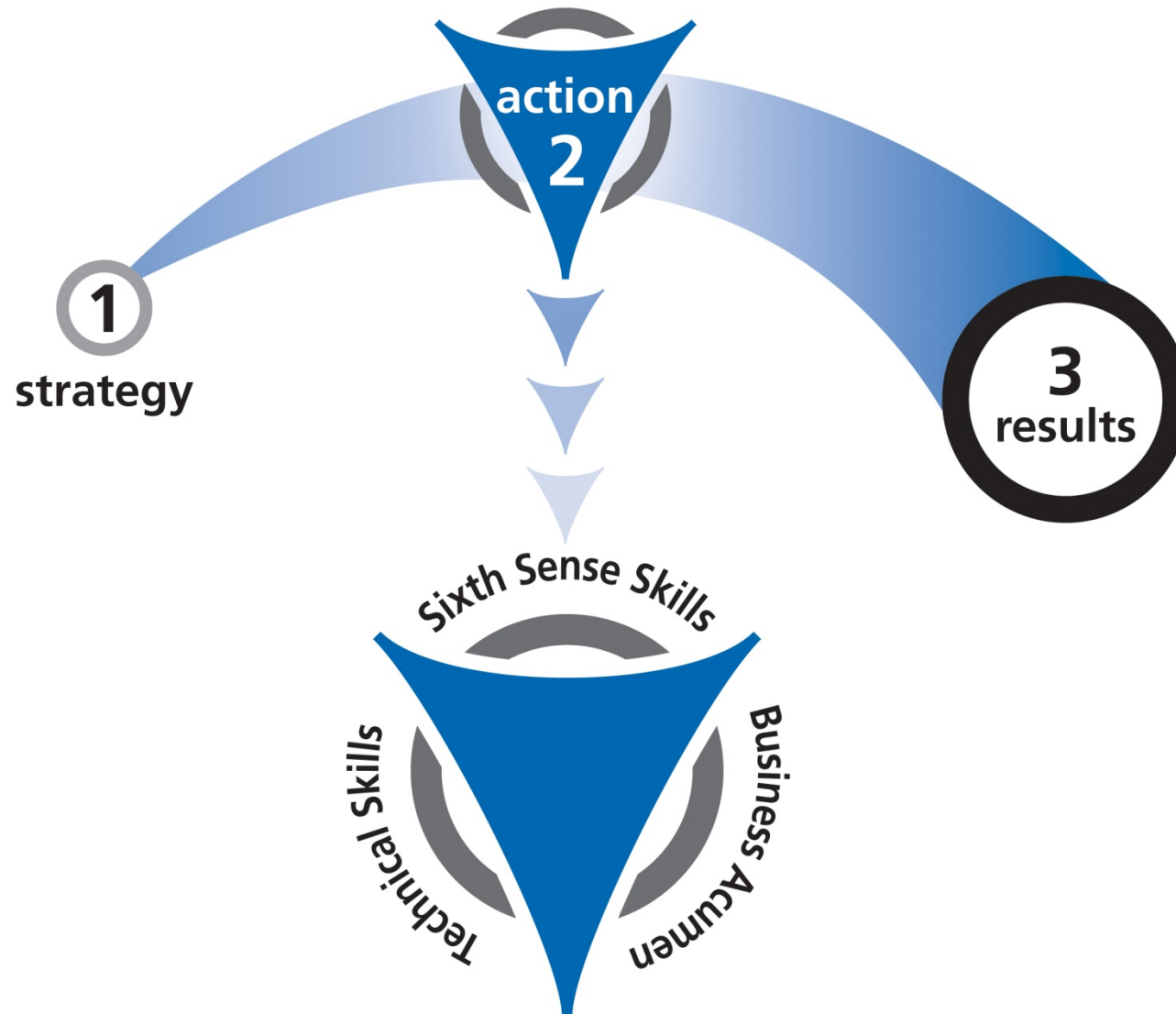
Relationships are Improved



- Paying attention to your emotional intelligence can pay off in increased self-confidence and better relationships.
- Awareness Discipline



Balanced Approach As A Tool For Life?



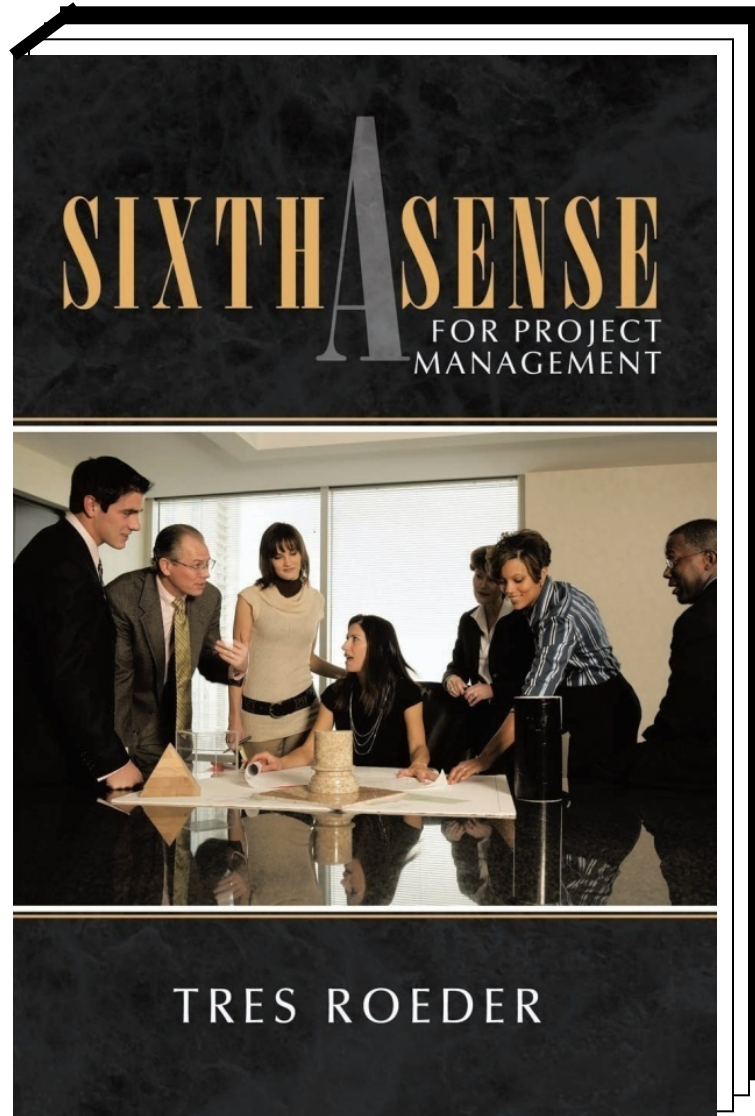
Join the Roeder Consulting Community!

Connect with us and Receive

- Valuable tips for project success
 - Short articles and features
- Announcements of upcoming events and webinars



Thank You!



Published Spring 2011, the book is here today...

“A must read for any project manager seeking practical advice on how to tackle the most difficult aspect of achieving change – aligning the people involved”

J. Neely, Vice President, Booz & Co.

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