



# "That Crazy Little Thing Called Change"

29 JUN

The title

## Highlights

### Change - a material difference

The Project Manager making a difference through leadership

### Management Vs Leadership

#### SITUATIONAL LEADERSHIP.

- enthusiastic beginner = directing leadership style
- disillusioned learner = coaching leadership style
- Capable but Cautious Performer = supporting leadership style
- Self-Reliant Achiever = Delegating Leadership style

- LEADERS move across these:
- changing + flexing [get out of the comfort zone]
  - using the right style to match the team members readiness [we have to change on a daily basis]
  - ability to assess your team members' ability [being conscious of who we're working with]

The ability to pick the right style for the right moment ↖ top challenge!

- take time to get to know your team.
- have frequent discussions
- celebrate small successes
- focus on the objectives of the projects
- be aware of unconscious bias

The Sponsor "How Hard can it be?"   
 > Actively Managing complexity in Technology Projects

"The Sponsor has to engage early with stakeholders... before PM is appointed"

PMO Role: Developing the complexity matrix with sponsors + the business

Maylor Turner Murray-Webster

a paper to read

Stakeholder Engagement WE STRUGGLE MORE WITH THIS ONE: PEOPLE!!

Complexity 3

- structural
- socio-political
- emergent

based on 32 questions

"do you have a complexity matrix?"

Remove, reduce or address

The Business User

don't just survive the change - need to thrive

activities should be based with this in mind

measure resilience as a component of business readiness

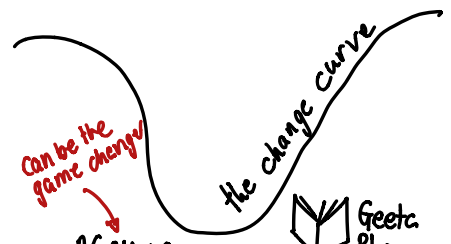
Invest for long-term performance.

Communication!

give people multiple different ways to learn about the change

Speak up with your concerns

Be open, honest transparent



### RESILIENCE.

- addressed at any level:
- corporate
  - project
  - individuals

The five pillars of resilience

- ENERGY
- FUTURE focus
- INNER DRIVE
- FLEXIBLE THINKING
- STRONG RELATIONSHIPS

Geeta Bharwaney 'Emotional Resilience'

WRAP: Workplace Resilience + Wellbeing