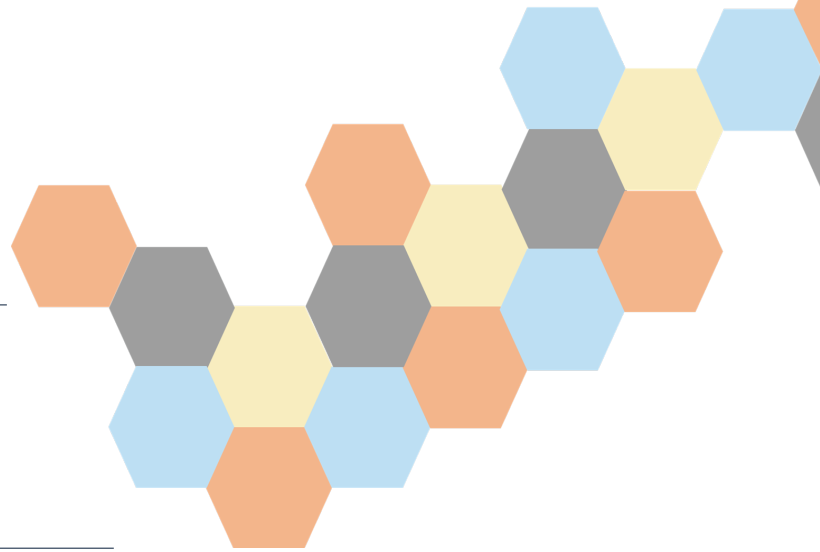pmcollege®

Developing the Adaptive Leader

Instructor-Led Training (Virtual or On-site)

Course Length: Virtual: Four 3-hour sessions;
On-site: 2 Days

Professional Development Units (PDUs): 12

Benefits: Support the growth of project managers by building a tailored learning program.

How It Works

These modules are Virtual Instructor-Led Training (VILT) sessions are led by one of our talented facilitators during a scheduled time using the AdobeConnect platform. Session materials, including certificate of completions, are distributed to participants using PM College's learning management system (LMS). Participants achieve 12 PDUs or Contact Hours.

Course Overview

Being a leader requires a variety of skills, tools, and talents. With PM College's *Developing the Adaptive Leader Series*, leaders can choose what soft skills to focus on and hone. These 3-hour modules can be scheduled individually or combined with other modules to build a more comprehensive program.

Course Outline

Relationship Assessment

Stakeholder relationships are a major challenge for the project leader especially in the virtual environment. Understanding your leadership style and the leadership styles of others using the Strength Deployment Inventory will equip the leader to more effectively interact with project stakeholders.

- Gain a working knowledge of Relationship Awareness® Theory and Strength Deployment Inventory®
- Assess your leadership style
- Identify the characteristics of each leadership style
- Facilitated discussions/ exercises
    - What is important to my leadership style
    - How to identify and interact with other leadership styles

Conflict Management

In today's business world, project leaders are often challenged with identifying stakeholders' potential problematic behaviors in the virtual project environment. This module presents tools and discussions for recognizing situations and approaches for managing conflict.

- Determine the difference between motivation, intention, and behavior

- Identify when personal strengths become weaknesses
- Identify behaviors under conditions of conflict
- Discuss the changing focus during conflict
- Identify difficult stakeholders
- Discuss a plan for coping difficult stakeholders
- Facilitated discussions/ exercises
    - Create a strategy for dealing with difficult stakeholders

Communication within the Team Environment

Communication is always a major challenge for the project leader. This challenge is magnified within the virtual environment. Through the use of discussions and lecture, participants will gain a better understanding of recognizing and managing communication issues.

- Understanding communication
- Managing dysfunctional meeting behaviors
- Determining when to hold a difficult conversation
- What to do if the difficult conversation goes badly
- Interpreting and using body language
- Using voice for impact
- Facilitated discussions/ exercises
    - Develop a plan for the difficult conversation
    - Practice/ role play/ coaching for the difficult conversation

Effective Stakeholder Engagement

Inadequate stakeholder engagement is a major cause of troubled projects. This module explores the causes and potential solutions to effectively identify and manage stakeholders.

- Identify project stakeholders
- Identify items to consider when analyzing stakeholders
- Perform a stakeholder analysis
- Determine key stakeholders and analyze their impact on the project
- Contrast roles of the project manager versus the project sponsor
- Develop a Stakeholder Engagement Assessment Matrix
- Identify questions to ask the stakeholders
- Facilitated discussions/ exercises
    - Identify organizational stakeholders
    - Determine questions to ask the key stakeholders

For more information or to schedule a course, contact info@pmcollege.com.
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