Moderator

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PROJECTinsight
Project & Portfolio Management Software
Things to Know...

- All participants will be on mute
- Questions are welcome
  - Please use the questions box to ask questions
  - The moderator will select questions
  - All questions will be answered today or by email at info@projectinsight.net
- Webinar recording available in the PI Community
Goals of the Advanced Series

- Expand your knowledge of more complex tools and techniques
- Build leadership skills to manage people more effectively
- Identify practical ways to begin using advanced techniques
- Explore other methodologies or techniques that enhance project management competency
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Project Management Institute
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Carly is a Master Certified Coach working with technical managers to bring a leader mindset to the way they work.

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Objectives

- What are mental models?
- How do mental models work, and influence our perceptions?
- Strategies for increasing team outcomes
Poll

What do you love most about being a Project Manager?

- Problem solving
- Using my subject matter expertise
- Collaborating with others to get a result
- Coaching others to better performance

PROJECTinsight
Initiate Project Intelligence®
People are hired for their technical expertise (SME)

And fired for their lack of people expertise (behavior & attitude)

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Shift from SME to PPE

Move from thinking like a

Subject Matter Expert - Managing

To thinking like a

People Performance Expert - Leading
Mental Models

“a set of beliefs, or a way of thinking, that determines one’s behavior, outlook and mental attitude.”

- = our Mindset

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**Mindset Shifts**

- **How a SME Thinks**
  - Focuses on the problem
  - Is critical of others not like them
  - States directives and wants others to ‘do it my way’
  - Hears feedback as criticism
  - Wants certainty
  - Operates from fear/consequences
  - Defines identity by expertise

- **How a PPE Thinks**
  - Focuses on the solution
  - Looks for what to upgrade
  - Appreciates others not like them
  - Sets expectations and let’s others figure out ‘their way’
  - Welcomes feedback as growth
  - Is comfortable with uncertainty
  - Operates from vision/possibility
  - Holds expertise as their contribution

*PROJECTinsight*

Initiate Project Intelligence®
Make a Mindset Shift

- Why make the shift – WIIFM?
- What stops PMs from making the shift?
- How to make the shift?
Mindset Shift to Make

- Incorporate a coaching conversation approach into your work style...
  - Inquiry before Advocacy
  - Context before Content
  - Curiosity before Expertise

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Bad Astronomy

Scientists are from Mars, the public is from Earth

The American Geophysical Union blog has a link up to a very interesting table, and I feel strongly enough about this topic that I want to share it with you. It's a list of words scientists use when writing or otherwise communicating science, what the scientists mean when they use that word, and most importantly what the public hears.
Mindset shifts for increasing team outcomes

From...

...my expertise is who I am, to...?

...I am a project manager to...?

...I need to solve the problem to...?
What’s Next

Offer for 5 of today’s participants

- 30 minute telephone, skype or in-person coaching session (if local to Irvine, California) with Carly Anderson, Master Certified Coach
- Value $200

Offer available to first 5 people who email carly@stellarleader.com with “April 24 webinar offer” in the subject line
What can you use this coaching session for?

- Preparing to have a difficult conversation with a colleague
- How to incorporate a coaching conversation mindset
- How to engage others in accountability for getting something done
- How to effectively escalate an issue
- How to get buy-in and engagement from others
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Books for Credentials

- Achieve PMP® Exam Success
- Achieve CAPM® Success
- Program Management Professional (PgMP®) Study Guide

To order: www.jrosspub.com

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The ProActive PM Series

*Practical Tools*

is now available online!

You are invited to learn and earn 24 PDUs with 8 online sessions at your own schedule and pace.

- Brush up on your knowledge of the fundamentals
- Find tips and techniques to help you gain control of projects
- Learn about more complex topics in project management
- Discover concepts, tools and ways to better manage projects

http://www.coreperformanceconcepts.com/tools.html

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2013 Fundamentals Webinar Series

- The 2nd Wednesday of Every Month - 8:00am PT
- Topics
  - Jan 9 – Estimating Time
  - Feb 13 – Estimating Cost
  - Mar 13 – Get to Know the PMBOK® Guide 5th Edition (NEW!)
  - April 10 – Identifying and Assessing Project Risk
  - May 8 – Meeting Effectiveness
  - June 12 – Agile PM: What It Is and What It Isn’t
  - July 10 – A New Focus on Stakeholders
  - Aug 14 – Avoiding Communication Pitfalls
  - Sept 11 – Mastering Business Networking
  - Oct 9 – Delivering Quality in Projects
  - Nov 13 – Earned Value Basics
  - Dec 11 – The Global Challenge in Projects

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Register Ahead of Time

- Go to [www.projectinsight.net](http://www.projectinsight.net)
- 2 ways to register:
  - Free Project Management Training
  - Training & Webinar Calendar

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Earn PDUs

- You will automatically receive your PDUs via email after the webinar
- For further questions: Janelle.Abaoag@projectinsight.com
- Earn 1 PDU for each webinar session attended
- To register your PDUs go to www.pmi.org
- Login as a member of PMI
- Select Category B – Continuing Education
- Knowledge Areas: HR Management
- Process Groups: Executing
- Enter the information provided on your proof of attendance
- Click continue

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