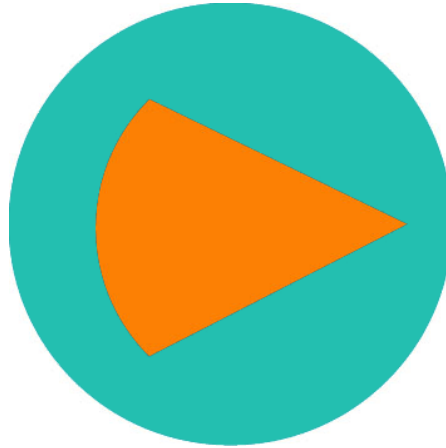


# Project Management Webinar



Coaching Other Project Managers

**PROJECT**insight<sup>®</sup>

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# Things to Know...



- ▶ All participants will be on mute
- ▶ Questions are welcome
- ▶ Use the question box to ask questions
- ▶ PM training is valid for 1 PDU
- ▶ Must be in attendance for full session
- ▶ PDU certificate sent by the end of the day
- ▶ Recording and slides sent by tomorrow

# Moderator



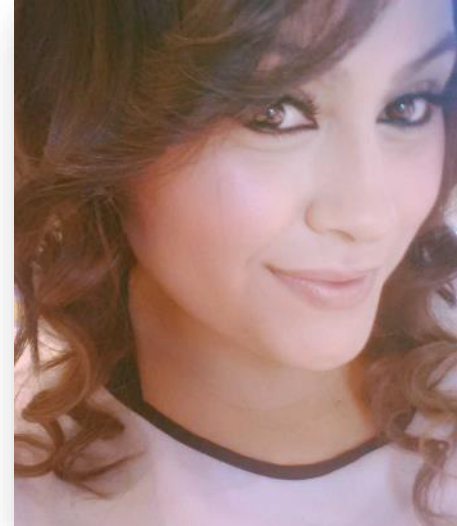
**Denise Rodriguez**

Project Insight

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# Presenter



## **Diane C. Buckley, MBA, PMP**

CEO, Core Performance Concepts Inc.

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business analysis, agile and six sigma*

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# Presenter



## Brenda Williams

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Coach, Professional Speaker



# Coaching Other Project Managers

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# Epiphany!

*People don't do what  
they don't want to do.*



What do they LOVE to do?

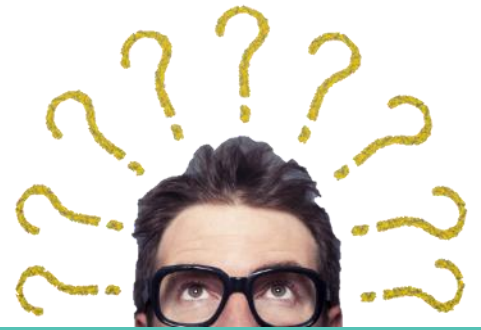


# The Best...

- Close projects
- Manage the budgets
- Ensure that the project delivers the expected value
- Overcome the tactical mindset
- Make decisions



# Who is This Person?



- Executes/completes the tasks they commit to
- Knows what is important to the organization and interested in the overall success of the organization
- Willing to roll up their sleeves when needed (not overused)
- Wants to deliver a quality product

# First Assess Yourself



# Interpersonal Communication Skills

- The ability to praise sincerely
- The ability to understand what another's job entails
- The ability to be trusted
- The ability to be warm and friendly
- Honesty
- Freedom to disagree



# Questions from you...

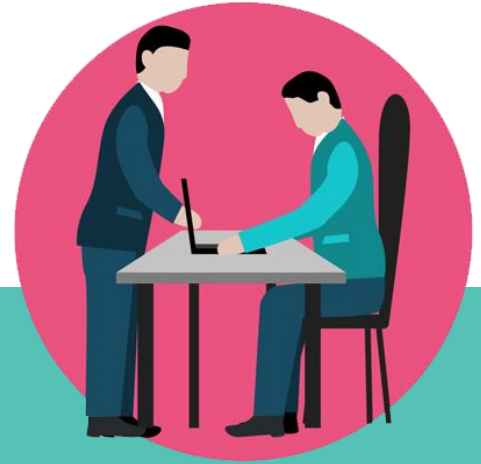
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- What are some tips/strategies we can use when managing projects which include senior level project managers reporting to me?
- What are some strategies we can use when the project managers do not report directly to me?



# Critical Coaching Skills

## Helping Skills



- Give your employees some problem solving tools, such as determining pros/cons of various options.
- Ask them to identify options and make a recommendation as to which option they favor, and then analyze the consequences of each option.
- Become good at asking questions/probing.
- Stay open-minded if their ideas aren't your ideas.

# Tips from you...

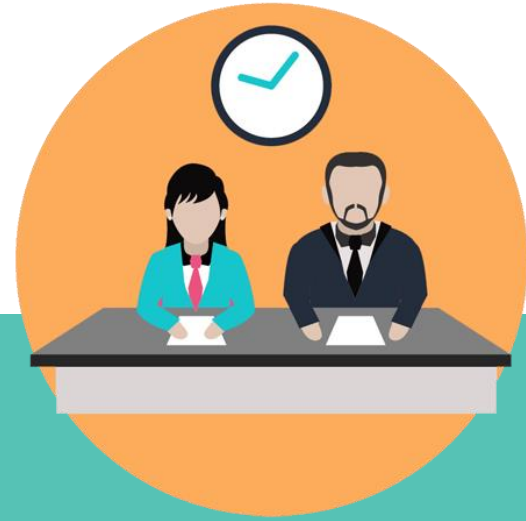
- I usually walk around every Friday morning.  
They are more relaxed on Fridays. 😊
- Include them in the evolution of the department.



# Critical Coaching Skills

## Mentoring Skills

- Find ways of introducing them to other people in the organization.
- Arrange for them to sit in on meetings that would be of interest to them, when appropriate.
- Help them find other mentors in areas where you have very little knowledge and they have interests.
- Talk about their future with them so you can learn more about what they want to do and help them see opportunities for getting there.
- Keep your eyes open for positions they might be interested in applying for.



# Questions from you...

- How do you motivate an already successful team?
- Should I use Mentoring skills to help with professional development?



# Critical Coaching Skills

## Teaching Skills



- If I find myself often in a teaching position and I'm not very good at it, I might want some training in teaching skills.
- Be patient.
- When they make mistakes, use these as learning opportunities for the employee.
- Encourage them to try their new skills at every opportunity.

# Questions from you...

---

- What is the best way to manage project managers remotely?
- How do you handle a PM that does not want to follow PMI, but says “You are killing their enthusiasm!”?



# Critical Coaching Skills

## Challenging Skills



- Remember that my role as a coach is to help an employee reach their potential.
- Be certain I'm clear in my own mind what I expect my employee to do and then discuss those expectations with the employee.
- Spend a little time with the employee so I have a better sense of progress.
- Help them set SMART goals and put a plan in place for reaching these goals. Make them accountable.

# Questions from you...

---

- How do you deal with a fire/ice type of relationship as a manager?  
How about if you are one of them?
- What do you do if there is co-PMs and the client chooses to have side discussions with only one PM?
- What should you do if your manager uses negative words rather than guide you and provide tools to improve your weaknesses?
- I have an employee that spends all their time in HR.... I'm afraid to even talk to them anymore.



# How should you lead?



Eliminate  
Noise



Coach &  
Mentor



Support



Align  
compensation to  
organizational  
goals

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Any Questions?

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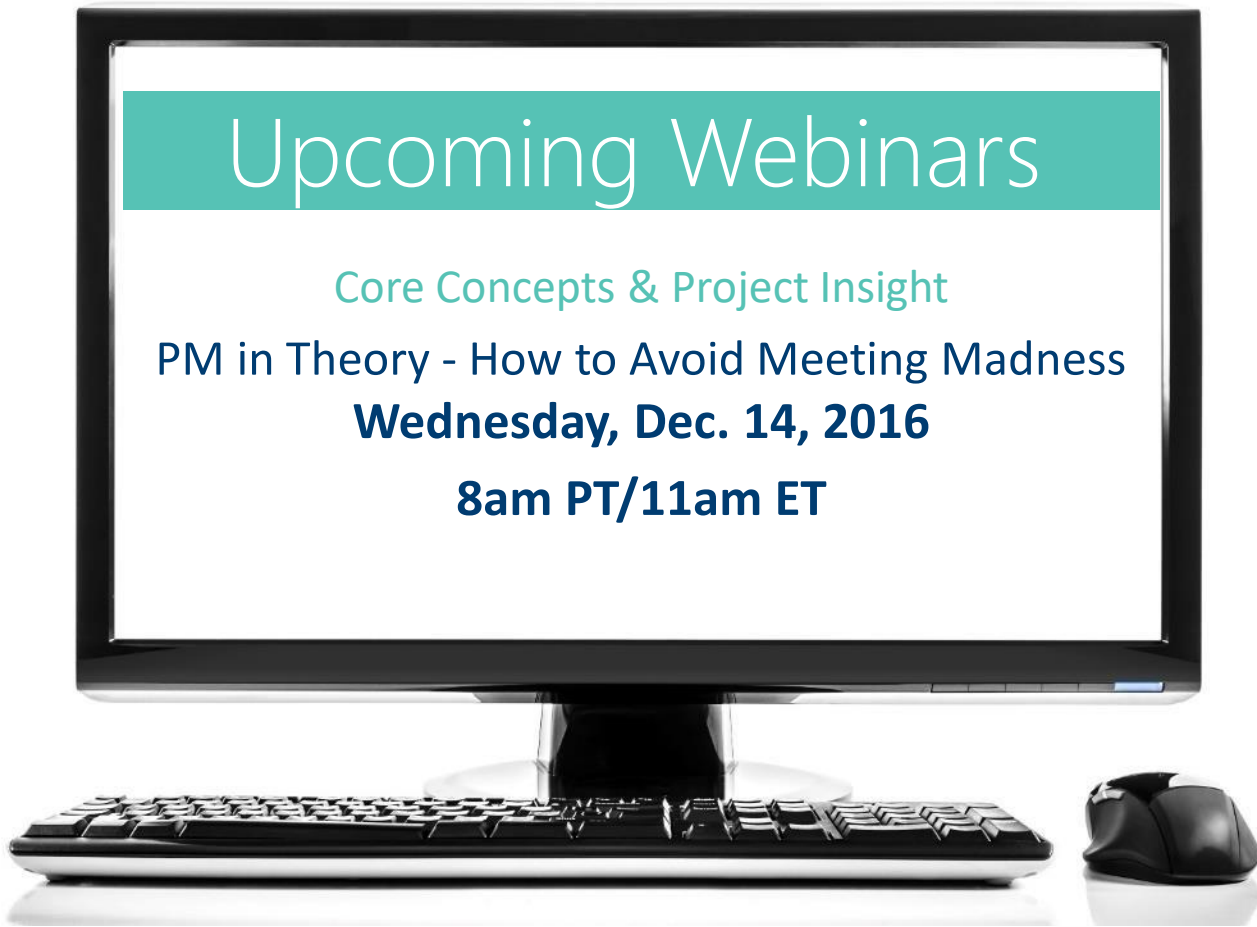
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See you next time!

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