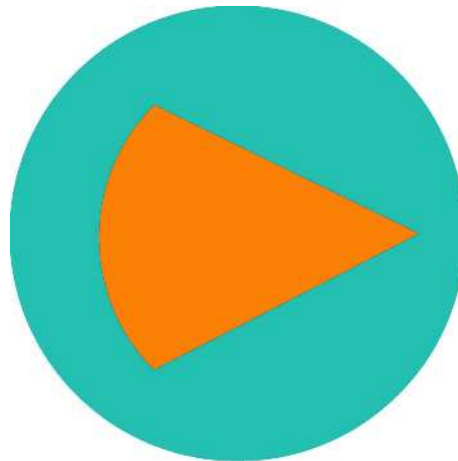


# Project Management Webinar



How to be “That” Person EVERYONE Wants on Their Team

**PROJECT**insight®

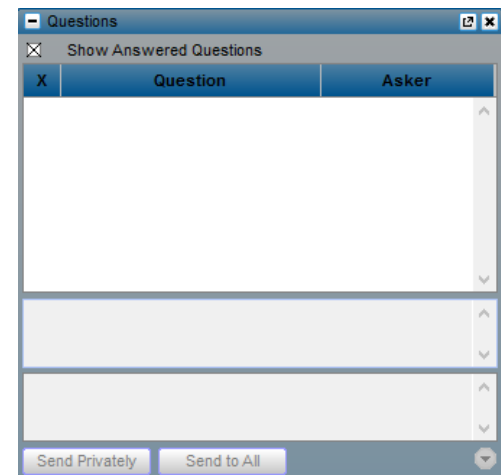
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# Things to Know...



- ▶ 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
- ▶ PDU certificate sent by the end of the day



# Moderator



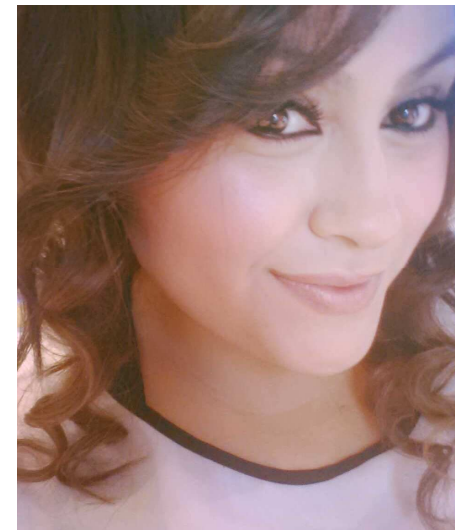
**Denise Rodriguez**

Project Insight

*Marketing*

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# Panelist



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

CEO, Core Performance Concepts Inc.

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PMP® and CAPM® certification, leadership,  
business analysis, agile and six sigma*

[dbuckley@cpconcepts.net](mailto:dbuckley@cpconcepts.net)

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# Panelist



## **Gabriella Harmon, Ph.D. Organizational Systems**

*Assistant Director Continuing Education*

University of South Florida

[gharmon@usf.edu](mailto:gharmon@usf.edu)

# We Want to Hear From You



Give us your problem...

- An example of where you have struggled getting good performance out of a team member
- An example of where you felt your approach didn't work so well

Panel to provide ideas for managing without authority



# 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



# Personality vs. Work Style



<b>E S T P</b> Pragmatists who love excitement and excel in a crisis. <ol style="list-style-type: none"> <li>1. Detective</li> <li>2. Banker</li> <li>3. Investor</li> <li>4. Entertainment agent</li> <li>5. Sports coach</li> </ol>	<b>I S T P</b> Straightforward and honest people who prefer action to conversation. <ol style="list-style-type: none"> <li>1. Civil engineer</li> <li>2. Economist</li> <li>3. Pilot</li> <li>4. Data communications analyst</li> <li>5. Emergency room physician</li> </ol>	<b>E S F P</b> Lively and playful people who value common sense. <ol style="list-style-type: none"> <li>1. Child welfare counselor</li> <li>2. Primary care physician</li> <li>3. Actor</li> <li>4. Interior designer</li> <li>5. Environmental scientist</li> </ol>	<b>I S F P</b> Warm and sensitive types who like to help people in tangible ways. <ol style="list-style-type: none"> <li>1. Fashion designer</li> <li>2. Physical therapist</li> <li>3. Massage therapist</li> <li>4. Landscape architect</li> <li>5. Storekeeper</li> </ol>
<b>E N T J</b> Natural leaders who are logical, analytical, and good strategic planners. <ol style="list-style-type: none"> <li>1. Executive</li> <li>2. Lawyer</li> <li>3. Market research analyst</li> <li>4. Management/Business consultant</li> <li>5. Venture capitalist</li> </ol>	<b>I N T J</b> Creative perfectionists who prefer to do things their own way. <ol style="list-style-type: none"> <li>1. Investment banker</li> <li>2. Personal financial adviser</li> <li>3. Software developer</li> <li>4. Economist</li> <li>5. Executive</li> </ol>	<b>E N F J</b> People-lovers who are energetic, articulate, and diplomatic. <ol style="list-style-type: none"> <li>1. Advertising executive</li> <li>2. Public relations specialist</li> <li>3. Corporate coach/Trainer</li> <li>4. Sales manager</li> <li>5. Employment specialist/HR professional</li> </ol>	<b>I N F J</b> Thoughtful, creative people driven by firm principles and personal integrity. <ol style="list-style-type: none"> <li>1. Therapist/Mental health counselor</li> <li>2. Social worker</li> <li>3. HR diversity manager</li> <li>4. Organizational development consultant</li> <li>5. Customer relations manager</li> </ol>

# Tests For Personality & Work-Style



## Myers Briggs

<http://www.humanmetrics.com/cgi-win/jtypes2.asp>

## DISC

<http://discpersonalitytesting.com/>

# Question 1



“How do you promote accountability without imposing?”

“Scrum teams hold each other accountable. How can we achieve similar results in non agile projects?”

## Question 2



“What about the personality that likes to live and stay on the fringes...prefers not to be part of a team, no matter how you try to involve and engage them into the project and to work as part of the team?”

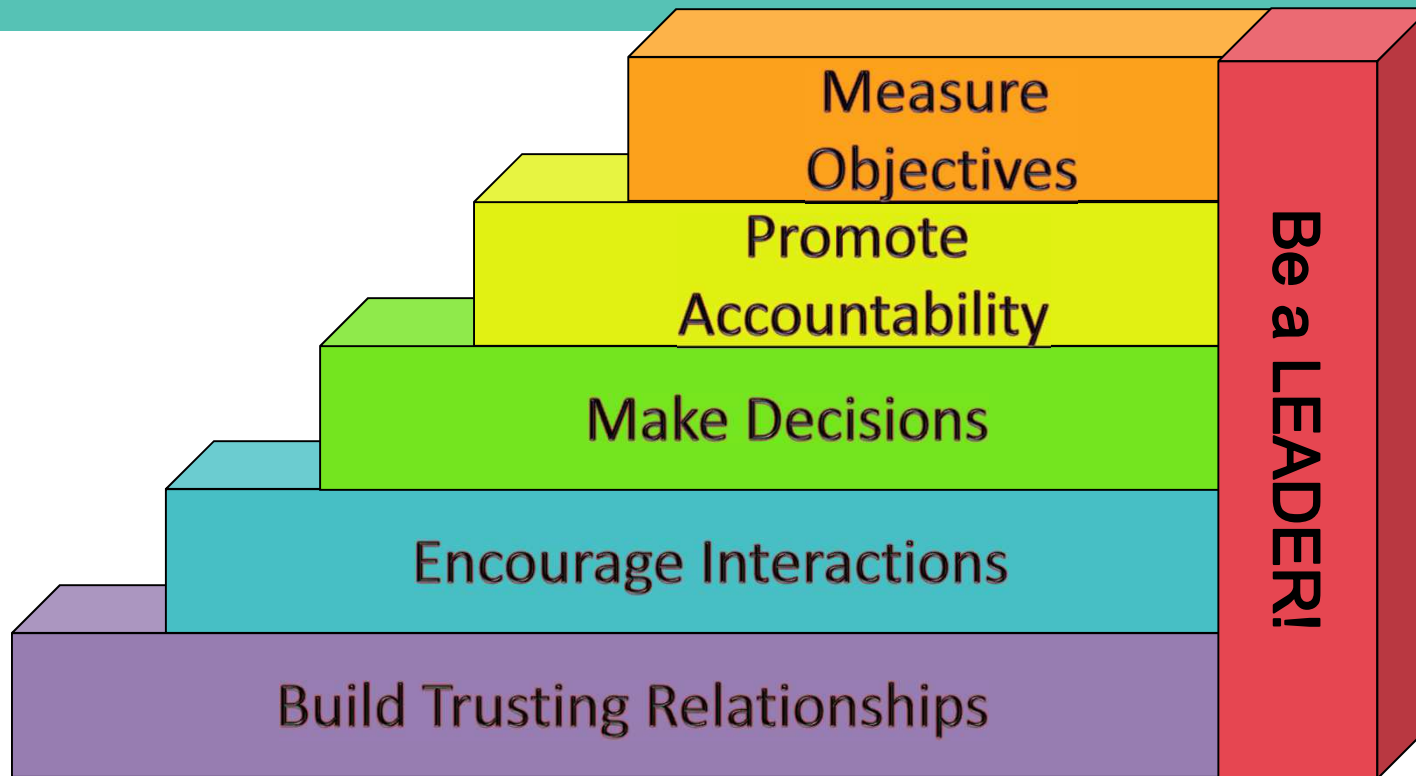
## Question 3



“Please address the challenges of managing your MOST productive team members.”



# Building Blocks of Trust



## Question 4



“I had experience with customers that started with questioning everything then progressively practically taking my recommendations with no question. It could be a combination of trust that had built up and we had gotten used to each others’ work styles.”

## Question 5



“Due to very strong personal conflict, someone has lost trust in me. How can I gain the trust again?”





## Question 6



“How do you manage people that try to go over you?”



# First Assess Yourself



## Question 7



“What advice do you have when a director invites one of your direct reports to a meeting without informing you? Then when you ask your direct to report on what transpired, the direct report keeps delaying sharing the information?”

## Question 8



“Can you give any suggestions for a new project manager taking over duties that engineers used to do themselves?”



# See Next Month!



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What You Want Them  
To Do

**December 9, 2015**

**8am Pacific Time**



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- ▶ To register your PDUs go to [www.pmi.org](http://www.pmi.org) and login as a member of PMI to record continuing education
- ▶ Select **Category B – Continuing Education**
  - Input start and end dates
  - Hours completed: 1
  - Provider name: Core Performance Concepts Inc.
  - Phone number: 949-859-7004
  - URL: [www.coreperformanceconcepts.com](http://www.coreperformanceconcepts.com)
  - Email address: [info@cpconcepts.net](mailto:info@cpconcepts.net)

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