Michelsen Project Consulting ApS

Project Leadership – Getting results through others

The generics

Target Group;

- Project Leadership Group

- Resource Owners

Project Leadership – The mini CEO

Leadership is getting results through the effort of others

Preface

- A project Manager can consider him/herself as the CEO for his project...it is fair to say he/she holds the accountability and ownership for the project outcome – hence the notion 'mini CEO'.
- In the following, 7 leadership traits are discussed

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The need to always be right

You are in the recognition and people-development business now. You must build up confidence and capability everywhere you can. **This can especially challenging for entrepreneurial leaders**. The last thing a leader wants to be is the de facto expert on everything. Let everyone else be right.

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Gossip

You must give it up as an instigator (obviously) and a willing recipient. **Leaders whose ears are always open for people saying negative things will have a toxic culture**. It's easy to neutralize gossip and negative communication by simply inviting the person missing from the conversation to participate. This all starts with the leader.

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The need for frequent praise

　　Your days of getting frequent kudos and "attaboys" are over. This can be hard to accept for new leaders, who have become used to frequent ego-boosts. **As a leader, your feedback mechanisms are measurable results and positive outcomes**. The bottom line: leadership is a thankless business.

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Distractions

Focus is the new IQ, and a leader's ability to maintain it is crucial. **You need to be strategic about where your attention goes, for how long**. You will need to organize your time in blocks, lead tight team meetings... and visibly prioritize focused developmental time.

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Labels and biases

Stereotypes and biases are decision inhibitors. **These conscious and unconscious biases will prevent you from making personnel decisions objectively**. Take a look around, and make sure your team reflects the world (project need) you live in. Leaders who won't confront their biases will eventually have serious capability and talent deficits

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Excuses

    Leaders are in the performance business, and excuses are your #1 accountability leaks. **The leader has to set the visible example of "excuseless" performance, by really owning the outcomes they are responsible for.** The easier it is to make an excuse, the harder you should try to avoid doing it.
Excuses don't work – options do.

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The fear of change

More than ever before, leaders must be change agents. **You must try your best to get ahead of potential issues and foreseeable challenges**. Prioritize talent retention and leadership development before you have too. Anticipating and preparing for change is a top leadership priority.

Thank You.

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