



Transitioning from Project Manager to Project Leader
Seven steps to take charge of your world



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Synopsis

Too often, Project Managers are viewed (and view themselves) as administrators rather than leaders, and significantly diminish the value that they can provide to the organization. By changing this perception, we can deliver more value, build stronger teams, and create a more fulfilling workplace.

In this webinar, we'll talk about how you can start moving from Project Manager to Project Leader. We'll look at seven core attributes that can help you take charge and change this dynamic in your organization.

How many times have I heard...

- “I’m not empowered to accomplish my goals”
- “Too many people don’t understand the value of a Project Manager”
- “It takes forever for people to make up their minds”
- “Too many people are trying to run things”
- “Getting updates and status are always a pain”
- “Key stakeholders just aren’t listening”



How many times have you heard...

Have you heard or experienced any of these?

- “The Project Manager will take notes and publish the minutes”
- “We need to have a workshop, let’s have the PM set it up”
- “The PM will keep track of all the invoices”

Tell me which ones you’ve heard....



**IF YOU DON'T LIKE THE
GAME, CHANGE UP THE
RULES...**



Managing vs. Leading

A Project Manager:

- Takes notes
- Tracks activity
- Seeks permission
- Reacts
- Puts out fires
- Tells
- Controls

A Project Leader:

- Takes Action
- Generates activity
- Provides direction
- Anticipates
- Inspires
- Informs
- Influences



**MANAGERS MANAGE TASKS,
LEADERS MANAGE
CHANGE...**



**IT'S NOT HUMAN NATURE TO
BESTOW "POWER" ON
OTHERS...**



1. Understand PM Value

Too many PMs serve as clericals rather than command as leaders. Before you can change this, you have to understand the tremendous value that a Project Leader can provide

How to achieve this:

- Understand the leadership 'gaps' you often see in projects
- Strategizing, organizing, and communicating are HARD skills
- Look at successful Project Leaders and what sets them apart
- Ask people what they're looking for
- Don't sell the profession short!



2. Project Leader, Know Thyself

Just as you shouldn't sell the profession short, you should understand, promote and build upon your value. Remember, your role is NOT to be the subject-matter expert, it's to lead subject-matter experts.

How to achieve this:

- Find someone you trust enough to tell you the truth (and duplicate!)
- Inventory and rank your talents and capabilities
- Be honest to yourself about your value
- Build confidence in what you see as weakness
- The biggest factor in how you're perceived is how you present yourself



3. Work that body!

The human body is the most powerful tool a Project Leader possesses. No one ever got inspired by a memo, no one (except maybe the PM) found their purpose in a Gantt chart.

How to achieve this:

- Carry yourself as the leader you are
- Stand during meetings you're running
- Find the power in your voice
- Manage behavior with physical presence rather than verbal shame
- Take public speaking courses
- (Try Karaoke!)



4. Be "There" ... always!

"The Project Manager only talks to me when they want something"
Sound familiar? Leading means big picture, but it also means living an "other centric" life. Remember, people have a choice in who they choose to follow.

How to achieve this:

- Put your heart in a good place
- Go buy, download, dust off your copy of Dale Carnegie
- Understand the job isn't completing tasks, it's providing service
- Practice Active Listening each and every day
- Appreciate all the opportunities you have to learn



5. Seek the Forest

So much compels us to run from tree to tree and not appreciate the larger forest in which we're wandering. Context, situation and "big" picture are essential for the Project Leader. You can't lead if you don't know the direction.

How to achieve this:

- Understand the power of the WBS
- Build relationships with business leaders and understand strategies
- Seek patterns, flows and situations in your work
- Revisit the big picture often



6. Be a Creator of Energy

Too many project team members dread their project – and their project manager – as a soul-sucking vampire that will drain away their life essence (if you don't believe this, ask them how much they enjoy meetings). Project Leaders create energy to make their teams stronger

How to achieve this:

- Make everything about return on energy and time
- Look at every action you take as an opportunity to move the ball forward
- Remove obstacles to maintain momentum
- Move, move, move!
- Make sure meetings are focused, objectives-oriented, and meaningful



7. Communicate and Facilitate

Being able to clearly articulate complex concepts and big picture strategy is invaluable to the organization. Likewise, the person that can navigate personalities and agendas to drive consensus is priceless. Focus on these essential Project Leader skills.

How to achieve this:

- Devote 80% of your personal development to these skills
- Volunteer to facilitate and communicate wherever you can
- Look into learning opportunities for mediation
- Be fearless and introduce yourself to anyone and everyone



A CLOSING THOUGHT...



Pssst... Here's #8 (Make it Worth Doing)

The fundamental difference between managing and leading is inspiration. If you don't believe that you're a force for positive change, no one else will.

How to achieve this:

- Have fun, seek to serve, and look for good everywhere
- If it isn't meaningful, you shouldn't be doing it
- Always connect individual actions with the bigger picture
- Demonstrate how team contributions make a positive difference
- Learning inspires and achievement motivates



THANK YOU!



Clay Springer, PMP

A passionate soft skills evangelist, Clay Springer is on a mission to invigorate and energize the project management practice and to drive even further business value. Bringing an engaging style and boundless energy, Clay has worked with clients across a number of industries to:

- Build confidence and leadership skills in PMO teams;
- Focus PMOs to provide optimized business support; and,
- Drive stronger business-PMO relationships and value.

Clay is the founder of The Rossch Group, an airline-centric practice providing technology and business operations support, and Four Points, LLC an industry-agnostic practice dedicated to business transformation and improved execution.

Clay has held the PMP certification for over a decade and speaks regularly on Project Leadership and PMO transformation. He holds an MA in Public Policy and Implementation from UC Santa Barbara and is certified as a Senior Mediator.



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