



Leadership of Transformation: Daily Choices, Big Outcomes

Michael R. Van Dyke, PMP
SERENGETI ENTERPRISES, LLC
(703) 850-1951 * (540) 554-4533
michael@SerengetiEnterprises.net



Objectives

- Examine our perceptions of “transformation”
- Review PMBOK as an excellent source of technical guidance
- Explore leadership as the “magic” transformation for Project and Program Managers
- Create an Action Plan for yourself



Reminder of CCR Update

- As of 12/1/15
 - Recommended
- As of 12/1/17
 - Required
- Three sets of skills
 - Technical Project Management
 - Leadership
 - Strategic and Business Management





Transformation

- Magical change
 - Illusionists – “Abra-ca-dabra”
 - “Luck (transformation) is a matter of preparation meeting opportunity” - Seneca
 - “I am a great believer in luck (magic), and I find the harder I work, the more of it I have”
- Leacock
- Catalyst
 - Chemical compound promotes reaction
 - Remains unchanged



Everyday Transformations

- Planning into Project Deliverables
- Components into the Completed Project Objective
- Group of SMEs into an Effective Team
- Nominal Head of team into a Leader
- Documented Action into Organizational Process Assets (OPA)
 - Via communicated “Lessons Learned”



Leadership

- PM as “nominal” leader
 - Organizational Position (assigned leadership)
 - PM as Technical Lead/Technical Manager
- Leadership has willing followers
- Leadership is a performance art
- Leadership articulates a future others want to achieve
- Bill George on stages of leadership: apprenticeship – mastery – legacy



Transform Self

- Appointed as nominal “leader” of project
- Step forward into Leadership role
- Think like a Leader in your own head
 - Release former role as SME
 - Take global view of Project and Organization
- Embody Leadership (perform as leader)
 - Communication skills
 - Ability to coordinate the actions of others
- Translate strategic goals into tactical steps



Transform Attitudes

- Starting with your own
- Identify team membership publicly
- Listen and sense the mood of the team
 - Address friction before it degrades performance
- Communicate Success and Challenge with Stakeholders
 - Brand your Project – think ‘Press Conference’
 - Celebrate publicly



Transform Culture

- Articulate team values/ culture
 - Make a draft of your ideas
 - Introduce for team refinement
 - Buy-in versus Engagement
 - "Our" culture
- Benefits
 - Everyone is on the same page
 - Everyone is engaged in enforcement
 - Easier to orient new or temporary team members



Transform Performance

- More results with the same effort
 - PM's role defined
 - Values and priorities refined
- Ease of adding team members (if needed) without dip in productivity
- Clear identification of need if team members transferred or reduced



Transform the Organization

- PM focus on coordination
 - Makes time for proactive problem-solving
 - Makes time for documenting “Lesson Learned”
 - Makes time for sharing great strategies
 - Makes time for absorbing others’ lessons
- PMBOK ‘best practices’ bespeak the PM being proactive
- Leadership is the catalyst for project and organizational transformation



Your Next Steps

List three actions you can implement
when you get back to work
(be realistic)

“Luck (transformation) is not chance, it’s toil;
fortune’s expensive smile is earned.” - *Emily Dickinson*



More PDU Opportunities

- PMIWDC-NOVA Educational Alliance
- Advanced Project Management Seminars

See the PMIWDC website for NOVA for
monthly topics

<https://www.pmiwdc.org/nova/>



Contact Information

Michael R. Van Dyke

SERENGETI ENTERPRISES, LLC

(703) 850-1951 * (540) 554-4533

info@SerengetiEnterprises.net

www.SerengetiEnterprises.net

Everyday Leadership and Management blog:

<http://teambuilderybu.wordpress.com>

Follow me on Twitter: @MichaelRVanDyke